

2020 AAS Executive Committee Meeting - Agenda & Notes

Virtual Meeting held July 3, 2020

In Attendance: Greta Binford, Andy Roberts, Cara Shillington, Brian Patrick, Paula Cushing, Richard Bradley, Nadia Ayoub, Mercedes Burns, Deb Smith, Brent Opell, Alex Berry

Regrets: Daniel Gloor, Lenny Vincent

Movement to accept EC minutes from 2019: Movement made by Brian, 2nd by Andy Roberts. Movements accepted.

Summary of EC/President actions in past year (Greta Binford):

- Transitioned AAS website off of U Missouri server and to A2 Hosting, which will serve as the hosting server for the new website (Rich, Daniel, Jan).
- Approved of quote from Heiko Metzner at psbrands (Aug 21, 2019) for 13,990 € (\$15,720 on July 3, 2020). This quote includes cost share with ISA for development of membership management, and meeting management (ISA is paying 6,866 €). AAS has made partial payment of this cost. Cara has been paying based on emails from Heiko and Daniel. [Question from Brian: Is there an annual fee? No, but occasional update costs associated – about \$500 a year or \$1000 every couple of years.]
 - Development of membership part of website is still in progress.
 - Also in development is centralized meeting registration site.
- Overseeing development of new website (Rich, Daniel) [Thanks to Rich for helping move project along. And shout-out to Daniel Gloor for doing such a good job as new webmaster.]
- Reconsidered structure of outreach committee and expanded to include a director with subcommittees focused on (a) social media, (b) community science, (c) resources for outreach and education.
- Approved Eileen Hebets as Director of the Outreach Committee, Sebastian Escheverri as chair of the social media subcommittee, Catherine Scott and Marshal Hedin as co-chairs of the community science subcommittee, and Linda Rayor and Karen Cangialosi as co-chairs of the resources for outreach and education subcommittee.
- Funded a \$1,320 US ad hoc request from Gordana Grbic Novi Sad to support an outreach event in Serbia. Received report of indicating a highly successful event (Paula).
- Coordinated with Will Platnick to consider how to best dispense funds raised to honor Norman Platnick (\$10,906 as of Jun 2, 2020). The EC decided to create the Norman Platnick Biodiversity Research Award.
- Circulated a societal statement (Feb 5, 2020) by e-mail in response to concerns about academic integrity in which we state that we are “in the process create mechanisms that inspire data transparency for the JOA and secure the highest integrity of research published in our journal.” Archive is in AAS Dropbox.
- Circulated a societal statement of support during the Covid – 19 crisis (March 21, 2020). Archive is in AAS Dropbox.

- Circulated a societal statement of support for Black arachnologists now [posted on the AAS website](#) and coordinated discussion of AAS actions to better support BIPOC.
- Posted a statement on Diversity, Equity and Inclusion on the AAS website. This was modified from a statement previously embedded in our Code of Conduct as well as influenced by statement created by Entomological Society of American (Paula Cushing).
- Hosted a virtual meeting (<https://aas2020.watzekdi.net/> password pedipalp) in lieu of our annual meeting that was cancelled in response to Covid-19.
- E-version of SNAIM published in 2020.

Reports:

- **Secretary (Paula Cushing): Election Results** – On the ballot this year was Secretary (Paula Cushing and write-in) and Director (Kenny Chapin, Kasey Fowler-Finn, and David Nelsen). Paula Cushing will continue as society Secretary and Kasey Fowler-Finn was elected as the new Director. Start date is Sept 1, 2020.
- **SNAIM Report:** See separate report
- **American Arachnology Report:** See separate report [Greta suggested inviting amateurs or, better, enthusiasts, to submit observations to the newsletter and that they could also submit to Outreach committee and we should directly reach out to them].
- **JoA Press Officer Report:** See separate
- **Treasurer (Cara Shillington):** See separate report [Cara needs feedback – she thinks it is time to change banks. At current bank, bank transfers need to be done in person. There are always bank transfers – particularly with international winners of student and other awards. Cara has also had problems with getting checks deposited. She needs a national bank branch so that if treasurer changes, it will be easy for someone else to take over – can find a branch of that bank. Cara does not want the switch to be all at once. She was thinking of Bank of America or Key Bank. Bank has to have online bank transfers. We have SNAIM and general acct. Should we transfer both or just general?] [Rich – steep decline might be largely explained by donation to Rio and the costs associated with the new website development. So hopefully it will look better soon. Cara said none of the new website costs are included in 2019 report.] [Rich made motion to approve treasurer’s report and Brian seconded.]
- **Membership (Brian Patrick):** See separate report
- **Journal of Arachnology (Deb Smith):** See separate reports report [Deb plans to get itemized invoices from past years to see what aspect is accounting for increase in publication costs. Might be color figure printing. Probably postage and paper costs. And is there a way to economize? Will write note for Daniel to post on website about changes in requirements to authors.] [Brian asked if there is a way to standardize the publication dates? Deb indicated this was unlikely – needs to get production back on track; but there is a lot of unpredictability because of editors other schedules and obligations, because of authors getting revisions back, reviewers

returning reviews, etc. New instructions may help in terms of reducing how much mss need to be re-worked – particularly figures and tables.] [Paula: would lowering cost of open access increase revenue? That revenue is not significant. Did we get many congress submissions from 2019? No – just three. Deb indicated that there needed to be a more effective way to get the word out to Congress participants. Paula asked what caused decrease in submissions. Deb doesn't know. May just be random fluctuations.] [Cara indicated that income for open access is about \$600 for entire year.] [Greta – in discussions about inclusivity and access, requests for making JoA more open access and reduce page costs. But JoA is already made very accessible and there are no mandatory page costs. We just need to make this more clear to our membership.]

- **Student Grants (Brent Hendrixson):** See separate report [Comment made on increased # of proposals submitted – more than ever before. This may be because word has gotten out that more money is now available for research grants.] [Rich suggested making donation button more prominent or improve messaging about donations going largely to support students. Greta – may try and msg this to membership when reports on increased # of student requests/proposals. Brian – we got about \$1700-1800 and will get more from mask sales coming in as donations for the virtual meeting.]
- **Herb Levi Memorial Fund for Arachnological Research (Petra Sierwald):** See separate report [Paula pointed out comment included in this report about applications from those from under-resourced communities as it reflects need to find way to support these scientists w/ few resources but high need.]
- **Outreach Committee (Eileen Hebets):** See separate report [Officially called “Engagement and Outreach Committee] [Greta read mission statement aloud to EC from the report.] [Greta suggested honoraria for leaders of this committee. Paula asked if we could discuss outreach grant requests and whether to establish new fund or not as new business.] [Rich – did not see emphasis on advancing ant-racist agenda and seems like this is an important theme to emphasize. This should be something we are constantly aware of & maybe members of committee should get a reminder about this need.] [Brian – one thing he has noticed missing from this doc and Code of Contact is behavior outside of meeting context. We should have some language in place that prevents those from behaving outside of expectations outside of meetings – in social media, for example.]
- **Graduate Student Report (Alex Berry):** The Virtual Meeting was great for student participation – grad and undergrad. Many students who did not have the means to attend a regular meeting were able to participate. So we should maintain this virtual mechanism or aspect for regular meetings to continue to allow participation by these students who may lack the resources to attend the in-person events. And also important to reach out to students to participate in Outreach committee. [Greta – maybe we could establish awards for effective outreach activities.]

- **Common Names Committee (Sarah Rose):** See separate report. [Rich pointed out that the committee will also need to stabilize common names used in sources like iNaturalist.]
- **Website Report (Daniel Gloor):** This was submitted and is shared in dropbox but we forgot to talk about it or report it out. But information reported there was summarized by Greta at the beginning of the EC meeting.

Status of 2019 EC Action Items/Old Business:

1) Need to find a **new repository for paper back issues of JOA**. Jim Carrel cannot store them anymore. It is a bulky, heavy, set of boxes. [Brian has communicated with Jim several times. Jim does not have a complete catalog yet. Deb indicated that finding a new home depends on how many copies we want to keep archived. Brian suggested to first find out what Jim has and then suggest that up to 10 copies of previous year and then whittle down # of copies to keep for previous years' copies. No one asks for ones older than 3 years. Deb & Brian will work with Jim to deal with old issues.] [Brian made motion to allow two complementary copies of new issues to be sent gratis to the Smithsonian archivist. Paula seconded.]

- It was suggested that one or two complete sets be sent to the AAS Archives (Smithsonian). And we could add the Smithsonian archives as a gratis institutional member so they get additional (future) issues.
- Jim can put together an inventory and we could offer up to membership. Anything not claimed could be recycled.
- Paula suggested we make sure to offer up to developing country members – ideally still for the cost of shipment to that country.
- Rich and Brian will get clarification from Jim Carrell (Action Item).
- Deb Smith might be willing to archive future extra issues.

2) Do we need to find a new person to handle **requests for back issues?** ... or should we offer remainders for sale/distribution then dispose of surplus (recycle). [Request sent to Jim but should be changed to Brian as the contact. Deb will change this for the upcoming issue.]

3) **Revisit status of the various grant funds. Do we need to change annual expenditures again?** Do we need additional sources of funding (Schlinger fund is closing).

- The student Research grant committee is happy with the amount. [Andy – if we can continue to sustain that it would be really beneficial.]
- Should not be much left in Schlinger – Karen knows that and Cara will check on it. [We should find out how many requests are made to Schlinger grant.]

4) **Funding source for outreach projects.** [Greta suggested creating a task force to look at scope of entire funding available for all grants.]

- Marshal – suggested broadening the scope of the Herb Levi grant.

- Greta – this should be something to be considered by the new outreach committee. Who will decide much the society can afford to sustainably allocate to this?

5) **Codify process for JoA** – this should be done by the editors. Document could be included as an addendum to the Constitution (which will have to be voted upon). This document should: [Deb indicated that nothing has happened about this. Editors can do this and create more codified process, particularly for editorial board.]

- Process by which Associate Editors are chosen.
- Outline the roles of the Editorial Board members (they have agreed to review journal articles if sent by Associate Editors).
- How long someone can/should serve on the Editorial Board.
- Process for adding/changing Editorial Board members.
- That any changes to Instructions to Authors, formatting requirements, etc are up to the Editors. [Editors are working on changes to Instructions to Authors.]
- The honoraria granted to JoA editors (capture the amount or at least that they should receive an honorarium for their work). [Yes, they receive.]

6) **Update on Meeting hosts for 2021 – 2024**

- 2021 Because of the pandemic, Jason’s UC Davis meeting will move to 2021, Dates TBD.
- 2022 Todd Blackledge U Akron. Todd agreed to 2021, but is OK with moving this because of pandemic
- 2023 Sara Ceccarelli (Baja – with CICESE)
- 2024 ? [Andy either doesn’t get a response at all or gets wishy washy response. We are probably facing a sizable # of colleagues who are not at a career stage to commit to hosting.] [Cara –Yann Henaut (yhenaut@ecosur.mx) is in Mexico and is interested in hosting.] [Chris Hamilton and Ingi Agnarsson were suggested. Andy will reach out to them and will continue to think of other possible hosts.] [Andy – we should consider re-visiting places we have already been.] [Nadia suggested revisiting Washington & Lee University when its name has changed. Rich suggested Wayne Maddison. Maybe Tom Wilder in OK – might be worth asking again.]

New Business:

- Supporting members of Outreach Committee – how to support members of outreach committee doing a lot of work. Maybe simply acknowledging w/ token. Maybe free registration to meetings. Mercedes pointed out that there is a big call for adding virtual component to future meetings. If there is a hybrid aspect in which distant participants can post questions to speakers. The funds for including remote participants (token costs) could be enough to offset costs for supporting outreach committee members. Outreach committee members could be tasked to monitor the chat and be responsible for live-streaming events, following the resultant

conversation. That might be a way to provide a registration fund to support outreach committee members. Having an award or token money for members monitoring social media should come with expectations about how often posts will happen. Supporting members of the outreach committee should come with expectations of output and product. Brian pointed out that social media does entail a lot of work. So he is not opposed to idea of providing compensation – there are lot of members who provide a lot of support to the society without expectation of reward. Brian likes the idea of a quota/expectation for output. E.g., Sebastian won't necessarily be putting out that quota – his committee will. So who does compensation go to? Greta agreed that there should be clear criteria about expectations if compensation of some sort are agreed. Brian thought free membership might be a reasonable compensation – particularly for chairs of committees. Rich thinks we should table this until next year. The Outreach Engagement Committee is just getting rolling. We should wait until next year until we consider compensation. Andy agreed. Greta pointed out that Sebastian and Catherine are asking for support or recognition earlier (because they are earlier career scientists). Rich suggested making it as a motion. Greta made a motion to give free society membership to Sebastian Echeverri and Catherine Scott. Brian made amendment to add chairs and sub-chairs.

- Motion made by Greta to offer free society membership to Outreach committee chairs and subchairs including Eileen Hebets, Karen Cangialosi, Linda Rayor, Catherine Scott, Marshal Hedin, and Sebastian Echeverri. Motion was seconded. Then open to discussion. Nadia pointed out that involvement in this committee is not necessarily professionally “valued” to the same degree as reviewing grants or mss. Alex pointed out that a lot of grad students pointed out that just the opportunity to be on a committee of a prof society is also considered valuable for CVs. Brian added that at smaller institutions, this kind of outreach activity is valued. Alex pointed out that more and more institutions are valuing outreach. Mercedes pointed out that she is often asked to participate in outreach and that is still not valued to the same degree as other activities. She also pointed out that having a defined set of roles is necessary before agreeing to any kind of compensation. Brian made motion to table until more details about Outreach committee has been developed. Greta pointed out that there is already a lot of detail and she feels like we risk losing participation of these younger members of the committee (Sebastian and Catherine) if we do not recognize their participation and work by some kind of compensation. No one seconded Brian's motion to table the discussion. Greta formally recognized that Brian's motion was not seconded and has failed. Nadia – free one-year membership seems minimal. Maybe we should add free registration. Brian mentioned that free registration is a substantial cost to the society. Rich suggested a middle ground – maybe offering discounted registration. Maybe \$50 - \$75 off registration plus membership. Andy suggested maybe percentage discount. Greta leans towards approving free membership and indicate that EC is open to other compensation.

- Motion made by Greta: offer free society membership to Outreach committee chairs and subchairs including Eileen Hebets, Karen Cangialosi, Linda Rayor, Catherine Scott, Marshal Hedin, and Sebastian Echeverri. Andy opposed – he feels like we are being rushed to review the document because we haven't been given enough time to really review the Outreach committee report to better understand the roles. Greta said that vote stands and she will msg the committee that additional compensation will be considered by EC.
- How to deal with requests for outreach projects (like Gordana's): Greta said that Outreach committee has been told that there is no pool of money currently available. Brian does not think we should approve increased funding at this time. If requests happen to come in, they can be funneled to the Outreach committee who can then consider it. We should be given a good reason to be given a pool of money. Greta – we could say that we are open to receiving these requests and will consider them on an ad hoc basis. Cara is concerned about the timing of requests. If they are ad hoc, then if we have spent all the money early on, then we may be precluded from offering support from requests received later in the year. In the future, if we decide to support these kinds of proposals, we should create a set deadline for them. Rich is worried that if we establish a pool of funds, we will be spending that. He agrees that it is weird to have an ad hoc approach but thinks that the committee needs to function as a committee for a while before we consider establishing a new fund. Greta said that we will msg to the committee that there are currently no funds but are open to re-consider this in the future.
- JoA Editorial Board: Deb will contact editors and will use the listing earlier in the agenda to better define the roles of the editorial board.
- Academic Integrity follow up after February correspondence: We need to follow thru on msging sent to membership earlier in the year. Do we need to form a task force to address this? Deb looked at papers published in JoA (by Jonathan Pruitt) and determined that they were OK – no need for retraction. But going forward, at least one of subject editors strongly suggested that we require posting or making available the data upon which the paper is based publicly available. For some papers, this is easy – excel spreadsheet; for others it won't. Paula asked if it could be required of authors that they deposit data in Dryad. Rich is concerned that papers based on new behaviors or papers with data that are not easily numerically summarized might be difficult to deal with – where to store high def videos, for example. Maybe this should be passed on to the editors and editorial committee to consider making the process of review include making data available and transparent to reviewers. Andy said that it is highly unlikely to find storage for storing video (too expensive). Dryad may be too expensive for many of members from developing countries. Editors and Editorial board will move forward on finding way to address this issue.
- Norman Platnick Award update of discussions: Money available close to \$11,000. Andy proposed (in an earlier EC discussion) making this money available for a separate presentation award at annual meetings. There was discussion about making the award a \$500 endowment (= two awards). Could be an award for

published product dealing with taxonomy (may not be presentation award but publication award). Brian likes the idea of making it available as award for significant publication. Paula pointed out that ISA has three awards for significant contributions to the field but AAS does not have such an award. Brian's suggestion gives us an opportunity to establish an award for significant contribution that also has a monetary value (doesn't have to be much). Deb – should it be limited to papers published in JoA? Group engaged in email chain has agreed to become committee to consider these ideas: Gustavo Hormiga, Brent Hendrixson, Hannah Wood, Jon Coddington, and Chris Hamilton. EC's discussion on this item should be shared with this committee.

- Action items emerging from discussion of Racism: Greta mentioned long report put together by Paula that incorporated all the raw input as well as suggestions about possible action items. Action items ranged from shovel-ready, low cost actions to actions that will take a lot of time, thought, and possibly more money. As examples of shovel-ready ideas: curated set of mentors willing to support people developing grant proposals; being more intentional about providing opportunities for PoC at meetings; getting more info out there about the influence PoC have had on the field of arachnology (their contributions). Examples of higher-end, more expensive ideas: diversity fellowships; membership support. Greta proposed creating task force to go through these ideas and create proposal that can be presented to the EC. Nadia agreed that we don't have time to hash these ideas out enough. But it dovetails well with outreach committee and that committee might be able to take a lead on following through with some of the shovel-ready ideas. She also agrees with the idea of forming a task force. Mercedes agrees on task force. She received some concerning emails including concern that speaker for diversity initiative/discussion was not a PoC and did not have a lot of expertise in academia and one of the articles she discussed was focused on PoC in the UK, which was not perceived by some as relevant enough. Task force would be able to deal with these concerns. Deb agrees with idea of task force. Likes the idea of creating bios on arachnologists from underrepresented groups in STEM. We will need to be sensitive about who is asked to be on this task force. There should be sent a request to serve on this committee – folks in the majority must be willing to step up and do this work. Mercedes is interested in serving on the task force but doesn't necessarily want to be the leader of the task force. Nadia is also willing to be on task force as is Andy.
 - Rich moved that the AAS will establish a task force to advance anti-racism in our scientific society and our science and to fill this task force there will be a request to all members. Greta seconded motion. Passed unanimously.
 - Discussion suggested that there may be an overwhelming interest in service to this task force. Mercedes suggested that this is an opportunity to keep the resulting action items focused to our field of arachnology. Greta will work with small group to formulate call-out to membership.
- Potential funding for students from under-represented countries (Milne e-mail in DropBox): Clear that we get lots of applications from countries and people with fewer resources. These proposals often don't float to the top of the to-be-funded list

because the proposals are often not as strong as those that come from students and applicants from better supported labs or countries. Brian thinks we should create additional pool of money. If we just alter grant criteria, it is going to hurt somebody. Deb – in terms of money that we have, some portion of that should be dedicated or prioritized for applicants who come from labs with fewer resources and less strong mentorship. So that right up front, the committee considers those, “sub-standard” (in terms of application) – to be considered first. Also maybe create a team of possible mentors who could help these applicants improve their applications to provide one-on-one mentoring. Andy – this is the same comment that Andy has. We need mentors who can work with applicants who can work to improve the applications. Another hurdle is we have lots of students who want to apply but cannot afford membership. Paula – agrees with Andy and Deb and suggested that Outreach committee should be tasked with forming a team of mentors who can help improve grant applications, can maybe also help people improve manuscripts before submitted to journals. And the society should make it more apparent that there are members who are willing to sponsor members from countries where membership costs to the society are a burden.

- Incorporating Virtual component to all future meetings to increase participation: Alex – all posters and talks put online before the meeting. That way questions can be submitted in advance. Greta suggested asking Daniel to build into new meeting site platform for sharing virtual talks. Nadia pointed out that this is a huge extra ask for meeting hosts. We need to consider the EC finding someone who can take on this virtual component. Rich suggested that at the same time as finding host for the meeting, find a host of the virtual component of the annual meeting (a one-time virtual host of the annual meeting). Maybe find IT person who can do this from the host’s institution. And finding this virtual host should be responsibility of the EC. Brian suggested maybe we could find one or two people who could do this from year to year. Might be able to re-use the same code for each meeting. But agrees that this should not be put on the regular hosts. Mercedes pointed out that it would be a relatively simple thing to have talks recorded for live-stream. Could be posting this on zoom. This way, it could be presented live. Posters could be presented digitally online. Maybe don’t try to “virtualize” every part of the meeting. Likes Alex’s suggestion of doing a part of what we did this year and allowing people to participate through chat. Alex pointed out that the virtual conference is also a great way to get the enthusiasts to participate. Mercedes agreed and pointed out that although the enthusiasts might not give presentations, they do appreciate the opportunity to engage with the speakers, ask questions, etc. Greta pointed out that there may be an additional expense – she will ask Jeremy if he can share the code he wrote for this year’s virtual meeting. Brian liked having a keynote address. Greta also pointed out that an outreach event (like iNaturalist bioblitz) is something that we should consider for future meetings.
- Transferring AAS money into new bank: EC agreed that Cara should find a new bank that will do online bank transfers.

Announcements: Greta called out thanks to Nadia for all her work on the EC as a Director (particularly given that she was hosting a meeting concurrently). The EC gave a round of applause for Nadia's service.

Rich called out appreciation for Greta's service and the incredible work she has done for the AAS. The EC agreed wholeheartedly and gave Greta a round of applause.

Motion to Adjourn made by Greta and seconded by Paula.

ACTION ITEMS

Greta Binford:

- The EC agreed to: "establish a task force to advance anti-racism in our scientific society and our science and to fill this task force there will be a request to all members." Greta will work with a small group of people to formulate the wording for this call-out to membership. Folks in the majority should be encouraged to step up and do this work. Mercedes, Nadia, and Andy expressed interest in serving on the task force (but not necessarily leading it).
- Norm Platnick Award: The EC suggested several ideas above as to what this award could/should be. Greta (I think) will reach out to the existing committee and share these ideas. Committee includes Gustavo Hormiga, Brent Hendrixson, Hannah Wood, Jon Coddington, and Chris Hamilton.
- Greta will share with Engagement and Outreach Committee that EC did not approve a new fund to support outreach project requests but may consider such a separate fund in the future.
- Greta will share with the Engagement and Outreach Committee that the EC agreed to offer free society membership to Outreach committee chairs and subchairs including Eileen Hebets, Karen Cangialosi, Linda Rayor, Catherine Scott, Marshal Hedin, and Sebastian Echeverri as compensation for their work on this committee and will be open to discussing additional levels of compensation in the future.
- Greta will reach out to Eileen and encourage new Engagement and Outreach Committee to incorporate guidelines for social media posts and communiques outlining expectations for communications and behavior that meet same expectations we have put in place for AAS meetings (see Code of Conduct).
- Greta will also reach out to the Engagement and Outreach Committee to discuss this group helping to coordinate hub of mentors for scientific writing – both grantsmanship and writing manuscripts. We could discuss whether this would warrant a separate branch of the committee centered on equity and inclusion with professional development as one goal. This can be developed in conversation with the task force
- Greta will reach out to Jeremy McWilliams and Daniel Gloor to discuss possibilities for creating sustained, society-wide structures that would facilitate remote access (zoom) as an annual offering with minimal extra work for the hosts.

Deb Smith:

- Deb will discuss with Editors and maybe also Editorial Board issue of academic integrity (see discussion above and share with Editors).
- Deb will work with Associate Editors to Codify the process for JoA including: how Associate Editors are chosen; roles of editorial board members; term limit for Editorial Board members; process for adding / changing Editorial Board members; updates to Instructions to Authors. Diversity should be considered when choosing new editors and new board members.
- Make Brian Patrick the contact for requests for back issues of JoA instead of Jim Carrel.
- Deb plans to get itemized invoices from past years to see what aspect is accounting for increase in publication costs.

Brian Patrick:

- Brian will reach out to Jim Carrel to get a list of what issues of JoA Jim has in storage.
- According to last year's notes, it was suggested that one or two complete sets be sent to the AAS Archives (Smithsonian). And we could add the Smithsonian archives as a gratis institutional member so they get additional (future) issues. Brian will contact the Smithsonian archivist to coordinate this once he finds out Jim's holdings and finds out what the AAS archivist wants to do.
- Brian to work with Daniel Gloor to create clear messaging about: opportunities to donate to the society to support student and early career research; JoA is made open access after one year; there are no mandatory page charges to publish in JoA; and that cost to authors for making articles Open Access are very reasonable.
- Put a call-out to enthusiasts who are members of AAS and work with Eileen and her committee to put a call-out in social media to enthusiast indicating that submissions of observations and arachnid-related natural history articles are welcome for publication in *American Arachnology* (the society newsletter).

Cara Shillington:

- The AAS treasurer has the approval of the EC to find a new bank that can carry out online bank transfers and to transfer either all the AAS assets or the non-SNAIM assets to that new national bank (at the discretion of the treasurer).
- Cara will check with Karen on how much money remains in the Schlinger fund for non-student travel support to meetings.

Andy Roberts:

- The following suggestions were made as possible hosts for the 2024 AAS meeting: Yann Henaut (yhenaut@ecosur.mx), Chris Hamilton, Ingi Agnarsson, Wayne Maddison, Tom Wilder.

Brent Hendrixson:

- Coordinate discussions with the granting committees to consider any possible modifications of granting process that supports people with fewer resources and considers other elements that builds a system that doesn't simply privilege the privileged.

Petra Sierwald:

- Coordinate discussion with the granting committee to consider any possible modifications of granting process that supports people with fewer resources and considers other elements that builds a system that doesn't simply privilege the privileged.

Alex Berry:

- Alex meets with Sebastian Echeverri to discuss the optimal structure of a team including student members interested in participating in new Engagement and Outreach committee and devise a plan for building that team.