

## IASNR Council Meeting Minutes

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**Date: June 18, 2017**

**Time: 11:00-12:00pm CST**

**Location: Umea, Sweden (ISSRM)**

Chambre Separe (Restaurant Hjortron at Universum)”

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Current Council Members Present:

\_X\_ Matt Carroll                      \_X\_ Gene Theodori    \_X\_ Joan Brehm  
\_ Tom Fish                              \_X\_ Kristin Floress (virtual)    \_X\_ Neelam Poudyal  
\_ Rudy Schuster                      \_x\_ Paige Fischer (virtual)    \_ Dave White  
\_ Eick von Ruschkowski              \_X\_ Zhao Ma                      \_X\_ Erin Seekamp  
\_X\_ Shawn Olson Hazboun    \_ Pete Taylor  
\_X\_ Mysha Clarke

**Guests:**

Umea local organizers  
Carina van Riper (In-Coming Council)  
Paulus Mau  
Kathy Halvorsen (in-Coming Executive Director)  
Courtney Flint (In-coming Treasurer)  
Rick Krannich (ISSRM 2018 Host)  
Steve Daniels (In-Coming Council)

**2017 Leadership Transition:**

In-coming

Kathleen (Kathy) Halvorsen - Executive Director [kehalvor@mtu.edu](mailto:kehalvor@mtu.edu)  
Courtney Flint – Treasurer [courtney.flint@usu.edu](mailto:courtney.flint@usu.edu)  
Zhao Ma – Secretary [zhaoma@purdue.edu](mailto:zhaoma@purdue.edu)  
Carena J. van Riper [cvanripe@illinois.edu](mailto:cvanripe@illinois.edu)  
Rich Stedman [racs6@cornell.edu](mailto:racs6@cornell.edu)

Steve Daniels [steve.daniels@usu.edu](mailto:steve.daniels@usu.edu)  
Mysha Clarke - Student Representative [clarke15@purdue.edu](mailto:clarke15@purdue.edu)  
Anne Junod - Student Representative-Elect [anne.junod@gmail.com](mailto:anne.junod@gmail.com)

#### Outgoing

Matt Carroll [carroll@wsu.edu](mailto:carroll@wsu.edu)  
Gene Theodori [gtheodori@shsu.edu](mailto:gtheodori@shsu.edu)  
Joan Brehm [jmbrehm@ilstu.edu](mailto:jmbrehm@ilstu.edu)  
Eick von Ruschkowski [Eick.vonRuschkowski@nabu.de](mailto:Eick.vonRuschkowski@nabu.de)  
Dave White [Dave.White@asu.edu](mailto:Dave.White@asu.edu)  
Shawn Olson-Hazboun [shawnolsonhazboun@gmail.com](mailto:shawnolsonhazboun@gmail.com)

#### Current

Paige Fischer [apfisch@umich.edu](mailto:apfisch@umich.edu)  
Thomas E. Fish [tom\\_fish@nps.gov](mailto:tom_fish@nps.gov)  
Kristin Floress [kfloress@fs.fed.us](mailto:kfloress@fs.fed.us)  
Neelam C. Poudyal [npoudyal@utk.edu](mailto:npoudyal@utk.edu)  
Rudy M. Schuster [rudyschuster@yahoo.com](mailto:rudyschuster@yahoo.com)  
Erin Seekamp [erin\\_seekamp@ncsu.edu](mailto:erin_seekamp@ncsu.edu)

### Agenda Items

#### **ISSRM Local Organizing Committee Update:**

- “calm before the storm”
- Everything seems to be under control, a few small issues.
- Internet is problematic for Sunday, but should be fixed for Monday.
- On track for all as planned.
- Maybe some signs to help direct from

#### **Conference stats and updates**

- 417 registered participants, estimated at 450. (not including student volunteers)
- Students: 134
- 42 countries represented
  - 150 from US
  - 74 Sweden
  - 23 Canada
  - 28 Taiwan
- Typically 40% students, 60% professionals, seems to be about the same
- 60 sessions, 13 concurrent sessions
- More organized sessions than independent paper sessions, which is not typical.

- Thanks for organizing all the excellent keynote speakers.
- In general, thanks for all the hard work, major undertaking.
- No instructions for taking the bus in the program? Can students at registration desk share this information?
- Cheaper to purchase a card for the bus at the kiosk for the hospital.
- Advice for visitors – things we should not miss.
- Guitar museum is also very good. Bus tour in the town, good specials at the museums.
- Stroll along the river, another good place to visit.
- Right before Midsummer – one of biggest events. Pre-celebrate on Wednesday at our banquet.

### **Approval of minutes**

- Erin motion to approve, Zhao second. All voted to approve.

### **Introduction of Council–elect members – Matt**

#### **Committee updates:**

##### ***Policy—Dave/Zhao***

- No update
- Need further discussion on future viability and activity of this committee.

##### ***Communication –Joan***

- Missed the spring newsletter, will work with Zhao on the Fall newsletter to go out early Fall.
- No other updates.

##### ***Student affairs – Shawn***

- Getting ready for conference, no really new updates, new in-coming student representative.
- Need to make sure that the person voted in for the 2 year position actually will be a student for 2 years.
- Students recommended podcast or webinar, to keep students engaged. InVivo workshop?
- Students have so many ideas for webinars, speakers, etc... but how do we make that a reality?
- Ask that student representative be on each of the Council standing committees.
- Need help with how to get ideas implemented. Steps to go through for things like FB and Twitter, how can we have a more direct line or procedure to get ideas out there.
- Joan is the primary admin contact for FB.
- Hard to get students retained for their involvement for the ISSRM meetings. Hard to get things done, students did not seem to remain involved. Harder because more were not coming to Sweden.
- Student chapters: Don't communicate with the Student Affairs Committee.
- Erin: making changes so that student chapters submit annual activity reports.
- Jessica: Three have been submitted, 8 student chapters total, 1 inactive.

- Erin: Getting that information to SAC would be good, most recent information on the student chapters .
- Put student chapters in touch with each other and have a meet-up during the conference. Encourage more to create student chapters. Share information on existing chapters.
- Caryna: Organizing a student event outside of the meetings. George Wright society does that outside the conference. May need fiscal support from IASNR.
- Erin: May be something that individuals would be willing to support with donations.
- Shawn: Student scholarship amount is really too small for international travel, and too small for those from developing countries.
- Jessica: We do not have the infrastructure to support that right now, lots of requests from developing countries.
- Right now, the student scholarships are a first-come, first-served awarded.
- SAC could review the applicants to make it based on need.
- Local hosts have not wanted to do that, easier to do first-come, first-served.
- No interest in doing the silent auction locally at ISSRM 2017. The silent auction is a good way to support student scholarships. Majority of items need to come from the local hosts.
- Caryna: how is student affairs committee structured.
- Shawn: Student forum planning takes up most of the time. In the past there was a Quiz Bowl committee. Fluctuation of committees in the past. Communications committee. Meetings and how they want to structure things is really up to them.
- Put out call for volunteers/membership, but this year was a bit late in the fall.
- Erin: Could ask for them to check box for being involved with SAC on their membership renewal/membership form.
- Neelam: Is the PSU issue resolved? Yes, in previous meeting minutes.
- Matt: What do you need from Council to make the webinars happen?
- Shawn: They have ideas and people, just need help with the infrastructure.
- Jessica: We can use GoToMeeting at any time, we are already paying for the service. Maximum of 26 people can sign into GoToMeeting.
- Shawn: What kind of approval process for webinar topics?
- Erin: As SAC rep, just send it to her and she can review/approve and then schedule this with Jessica.
- Jessica will send the fee structure to see about increasing the participation in GoToMeeting for SAC webinars.
- Needs to be a registration process for the student webinars.

#### ***Site selection - Gene***

- Organizers for 2018 in the room.
- Overall update:
- 2018 – Utah State hosting at Snowbird.

- Paul VanAuken interested in hosting 2019, UW Oshkosh. Submitted excellent proposal.
- Could not attend this year. Last conversation was about 80% sure he could pull this off.
- After July 5, have conference call with Paul, will need confirmation of this. If he can't do this, need to find a host for 2019. Have a few folks interested if this falls through.
- Paul submitted the same year as Utah State, penciled in Paul for 2019.
- Past year sent out call for 2020 and beyond.
- One submission – James Cook University in Australia. Well written proposal, minor edits.
- Needed to add one day, per-registrant fee, etc.. very minor.
- Will meet with Tom at ISSRM 2017. Should be able to pencil that in for 2020.
- Having a hard time finding folks interested in hosting this meeting. Usually 2 proposals a year, now have one per year.
- Need to deal with this problem and figure out how to sustain this meeting into the future. Serious consideration that we need to address.
- Erin: Australia application was due to a direct contact/network, not just a general submission.
- Few folks respond to the call for proposals in general form.
- Will know more about 2019 next month, Australia is looking good for 2020.
- Rick: If Oshkosh fails, Salange Nadeau was interested? Canada? Toddi Steelman? May be leaving but some that you could go back to for direct contact. Could be attractive setting in the eastern part of Canada.

### ***Professional Development – Zhao and Paige***

Recruiting more IASNR members - Zhao (speaking for herself and Paige)

### **Website Stats**

- Jessica: paid for Research Gate to advertise the conference in general, very successful. Huge interest in our organization. Have report from Research Gate, most from UK and France. Huge potential for more membership, maybe hosting a conference, etc... Should continue to use this to promote the conference.
- At least 10-15 folks most likely came from this advertising outlet.
- Add to the registration form: How did you hear about us? Help to focus our strategies more directly.
- Paulus presented basic website stats (see attached slides)
- Web traffic increased about 10%, about 41% are new visitors.
- US is first in terms of where originating from, Sweden, Canada, Taiwan, then UK.
- Student chapters could have their own page on the website.

### **ISSRM 2018 (Rick)**

- Advertisement for 2018 is on the back of the program, same schedule as this year generally.
- Snowbird resort, 30 minutes from SLC airport.
- Very accessible, time of year is typically very good.

- Good lodging options even for students (no dorm options)
- Budgeted around expecting 500, some places we can cut some costs but others were we could spend a bit more.
- No money needed for a professional conference planning assistant, should be fine and may even reduce overall costs.
- Jordan invited several Council members to be on Scientific Advisory Committee.
- Try to do as much as possible with graduate students and local volunteers.
- Identifying plenary speakers – Tom Dietz, Michigan State. Tried to get Robert Redford, may be over budget but they tried. Jordan leading contact for getting Robert Redford’s son, environmental focused documentaries (Jamie Redford), panel on cross-section of interests and views on public land issues in the West, including Southern Utah Wilderness Alliance, Governor’s Office on land policy, Navajo Nation, Southern Utah County Commissioner. Maybe Outdoor Industry Association?
- Next task is fundraising for the event. Reach out to others for ideas, Universities not as able to give funds as they have in the past.
- There will be a silent auction to raise funds for student scholarships.
- Pursue some sort of challenge fundraiser related to Rick’s retirement as another fundraising idea.
- Great line-up of field trips for the conference, including float trips.

**Treasurers report Gene**

**Financial Statement for IASNR, ISSRM, and SEP**

June 13, 2017

	<b>June 20, 2016</b>	<b>June 13, 2017</b>
<b>IASNR</b>		
Checking account	\$46,028.89	\$150,903.82
Certificate of Deposit (6 month: term date 03/27/2017)	\$20,119.91	--
Certificate of Deposit (12 month: term date 09/27/2017)	\$20,231.03	\$20,301.76
PayPal	\$4,569.80	\$5,783.05
<b>Subtotal</b>	<b>\$90,949.63</b>	<b>\$176,988.63</b>
<b>ISSRM</b>		
Checking account	\$179,573.63	\$211,589.39
Certificate of Deposit	\$20,119.91	--

(6 month: term date 03/27/2017)		
Certificate of Deposit (12 month: term date 09/27/2017)	\$20,231.03	\$20,301.76
PayPal	\$134,249.29	\$167,769.65
<b>Subtotal</b>	<b>\$354,173.86</b>	<b>\$399,660.80</b>

<b>SEP</b>		
Checking account	\$3,491.45	\$3,544.40
PayPal	\$1,299.74	\$1,938.16
<b>Subtotal</b>	<b>\$4,791.19</b>	<b>\$5,482.56</b>

<b>OTHER</b>		
Nationwide Annuity	\$107,019.97	--
<b>Subtotal</b>	<b>\$107,019.97</b>	<b>--</b>

<b>Grand TOTAL</b>	<b>\$556,934.65</b>	<b>\$582,131.99</b>
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**IASNR**

**Expenses**

Paulus Mau/Poh Tan (upgrade/maintenance/renewal website and email addresses)	\$8,461.95
IASNR office (assistant – stipend for 06/16 – 05/17)	\$17,963.46
IASNR office (supplies, equipment, mailing, etc.)	\$584.97
Taylor & Francis (journals)	\$18,974.24
Purchase ISBNs	\$806.00
State of Utah non-profit renewal	\$10.00
2016 tax return preparation	\$940.00
PayPal flowthrough (07/16-05/17)	\$330.00
<b>TOTAL</b>	<b>\$48,070.62</b>

**Income**

Refund check – Citizens Bank (PSU)	\$4.50
ISSRM 2016-related IASNR 2016 membership dues	\$22,430.00
IASNR 2017 memberships/journal subscriptions	\$415.00
Nationwide Annuity (termed 03/17)	\$109,890.63
Certificate of deposit (termed 03/17)	\$20,190.66
AmazonSmile	\$14.76
<b>TOTAL</b>	<b>\$152,945.55</b>

**ISSRM**

***Expenses***

ISSRM 2016-related	\$111,486.13
2016 quiz bowl winners	\$200.00
ISSRM 2017 airline tickets (Jessica and Paulus)	\$3,601.46
ISSRM 2017 advertising ResearchGate	\$2,600.00
ISSRM 2017 mailing of quiz bowl materials to Umea	\$121.78
ISSRM 2018 deposit	\$10,000.00
Paulus Mau/Poh Tan (ISSRM website management system for ISSRM 2018)	\$5,900.00
<b>TOTAL</b>	<b>\$133,909.37</b>

***Income***

PayPal transfer	\$139,406.47
ISSRM 2016-related	\$6,328.00
Certificate of deposit (termed 03/17)	\$20,190.66
<b>TOTAL</b>	<b>\$165,925.13</b>

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**SEP*****Expenses***

Shipping books	\$116.30
Library of Social Sciences	270.00
<b>TOTAL</b>	<b>\$386.30</b>

***Income***

Purchases	\$439.25
<b>TOTAL</b>	<b>\$439.25</b>

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**Discussion:**

- Houghton has not been settled, but we did make money on Houghton.
- Books have not been closed on the 2015 meetings, we still need to pay them.
- IASNR Expenses: We spend more money than we bring in on an annual basis. Expenses related to website updates, maintenance, data base management, IASNR office management,
- Taylor and Francis journal re-negotiation will reduce that fee of \$81,974 going forward. Reduced from \$50 per person to \$35 per person for the journal.
- Have about 100 ISBN # for the new books from Social Ecology Press.
- Income, cashed in the two CDs and moved the Annuity to IASNR income.
- Amazon Smile: Need to make sure you use the proper amazon.com/smile link. Jessica will send a new link. It can make a difference.
- Newsletter and on website: Needs to be front and center to promote the use of Amazon Smile.

- We currently spend more than we bring in, if you remove the annuity and the CDs.
- ISSRM 2016 had a profit of a bit over \$12,000 split 50/50 between IASNR and host (Michigan Tech).
- Kathy: explaining how ISSRM 2017 had a budget.
- Neelan: Is fee to research gate per year?
- Jessica: it is based on the number of clicks. A “campaign” would be a good idea. Guessing it got us about 13 registrations.
- Gene: Concerned about the long-term sustainability of the organization in fiscal terms. Taylor and Francis re-negotiation will help with income. Council had no real control of negotiations with TF and the SNR Editors. Now that stipend comes to IASNR and it is given out to SNR Editors via discussions with Council etc... Dollars are increasing, not giving as much to the editors. Membership fees have increased for IASNR and less of that goes to TF due to the on=line journal delivery.
- Also will have the \$20 per registrant fee (professional) that goes into effect next year for ISSRM 2018.
- ISSRM 2018 will be very close this year, either break even or a small profit.
- Outstanding fees to Charleston are estimated to be about \$10,000-\$15,000.
- Made money in Hannover, Michigan, lost in Charleston, maybe make a small amount in Sweden.
- Can’t split profits with Sweden due to legal issues, so if there are any profits from ISSRM 2017 all will come to IASNR.
- Why the hold-up with Charleston? Submitted some invoices that were not relevant. Trying to get time scheduled to get this figured out.
- Tom Fish allegedly had a meeting with Charleston last week.
- Caryna: What are the origin of the funds to support IASNR?
- Rick: Finance committee put together historical document about how organization had been funded in the past. Lots of “stolen labor”, carried by host institutions. Explains why we ran cheaper in the past. **Might be worthwhile for new Council to see the Finance Committee report again, just to say here is some background for institutional memory purposes.**
- Courtney: Have met with representatives from CPA firm in Utah, great expertise in supporting non-profits. Two things: will move accounts, use local branch of a major bank locally. Transfer accounting to Utah, tax fee will go up for 2017 as they learn forms, more time to learn in the first year. Will decrease in subsequent years. Willing to advise on investments. Hourly charge for this advisement. They don’t do the investments but can give advice that will fit with non-profit status, mission, goals, etc..
- Good to know that this arrangement is supported by Council.
- Rick: that was the firm that initially supported IASNR financially early on.
- Seems like a logical transition.
- Zhao: Does that mean we change firms every four years?
- Courtney: Possibly, but using a major bank should eliminate changing a bank every four years. Remains to be seen.
- Gene: Last two years, have had discussions about investments and investing in ways to use earning to fund other projects. Plan was to move money and use it to invest, rather than traditional CD options. Had worked with personal representative from Voya, Council voted to

pursue some options, but his representative was not responsive for some time. Opted to postpone any new investments until new Executive Committee comes on board.

- Courtney: Need to do this in a way that meets with non-profit status. Need to be careful about having “too much” money as a non-profit.

### **Recruitment of New Members (Zhao and Paige)**

- How can we become the umbrella organization for the interdisciplinary folks from other groups like AAG. Recently at AAG many folks know about journal, but not the organization or the meetings. Potential scholarly connection and need to keep thinking about.
- In the last few years burgeoning number of interdisciplinary scholars, growing demand for those with backgrounds in both social and ecological, addressing real world problems. Those people are reading the journal but not necessarily coming to the meetings.
- Other professional domains are grabbing these scholars, how do we connect with them. Strategies.
- Kathy: Consider connecting with AGU for interdisciplinary scholars.
- Matt: Links to other ideas from previous discussions. Gene suggesting having ISSRM on alternate years, and sponsoring sub-sessions at disciplinary meetings on the odd years.
- Gene: May want to think of old system of every other year for big meeting, having sectional/regional meetings at other professional organizations on odd years. Difficulty of retaining membership on the alternate years. Just a thought. Could help in several ways, problems getting hosts for ISSRM. Talk about attracting practitioners, but we never make any progress. What about going to them instead of asking them to come to us. Maybe meet them on their own ground. Beyond the scope of this meeting today but consider for future.
- Kathy: Have a day or two before another conference, rather than just having sessions. A one-day session.
- Paige: Resilience is back to back with Sustainability Science conferences are back to back in Stockholm. May be ways to consider alternate formats for the future.

### **Social Ecology press Gene**

- We have had ownership of press for 6-7 years now, purchased from Don and Rabel. It is under-utilized. It is a resource for the Association. We have about 9 different books we sell. We have not sold one copy of Rural Soc and the Environment, etc... Only two volumes we sell are Social Impact Assessment, Community in Rural America (only sell to BYU). Rest sit in closet and now sit in storage unit at Jessica's.
- Opportunity to publish new material. Gene is going to try this during this summer. Hosting energy and social sciences conference in Columbus, OH right before RSS. Shawn is attending as a Fellow. NSF funded project. Hosting First Annual Energy and Social Science Conference, two days of sessions with keynotes. Put out call for papers as well as book chapters. Received about 12-15 potential authors/chapters. Will package and sell under SEC Press title.
- Don't want this to stop with this book. Envision some type of book series committee from IASNR, solicit proposals for monographs or edited volumes, turn papers into books.
- Sam Houston State has university press, met with them to ask about what this all entails. Pretty easy package to put together, different models to follow. SEC account maintains a balance of around \$5,000, under-utilized resource.

- Looking for a reaction: should we pursue this? How?
- Kristin: Commonly done by foresters and other conferences, collections of papers. Likes this idea. Initial run is given for free, after that a charge for them.
- Kathy: did press give you an idea of fixed costs for things like indexing etc...?
- Gene: No, not at this time.
- Gene: 2013 ISSRM meeting published book from conference papers, book was one of top 20% downloaded books in Springer e-books catalog in 2016. Envision something along those lines.
- Gene: Need to negotiate the design work, etc.. Can find the companies that do this. Can farm out this type of work.
- Erin: Might be nice to have some consistency in design, branding of book series.
- Neelam: Any impact on SNR for submissions?
- Gene: No real competition, Social Ecology Press will not carry the same weight as some larger press, but have to start somewhere. Nobody is buying the old material.
- Zhao: My particular field, books don't count. Turned down invitations to write book chapters.
- Kathleen: Most matters if it is peer-review.
- It really depends on the field as to how it counts.
- Matt: Tends to be people who have already gotten through the tenure process, may not count but still worth it to more advanced faculty.
- Erin: need to have a clear process for branding and connection to IASNR.
- Courtney: We can change the press name if needed.
- Shawn: Is there a common document to guide the branding? Need to have something to guide this process for continuity.
- Kathy: Need for a comprehensive book on teaching resources, interdisciplinary options especially.
- Shawn: ASA has a list-serve and an on-line teaching resource section for society and environment. IASNR could develop more resources and drive more traffic to us.
- Gene: Like the idea of academic synthesis teaching resources. Also, synthesis of knowledge resources (ie: ISSRM Keystone book). Potential book to add to the press.
- Courtney: If we are going to be a place where those things can happen and come from, need to be ready to roll where things can happen. If we are committed we need to be ready to meet people's needs, it will take work and energy, needs to be big initiative with commitment from the whole.
- Steve: Spent a month this spring studying the feasibility of state of knowledge book for 2018 meeting in Utah. About a half-year too late. Talked to some presses about this, one conclusion was lacking expertise and infrastructure currently in SEC, digital press, etc... we are not professional book makers. One way to do this, enter into a long-term arrangement with publisher, we are imprint with them, stay current on technology, negotiate with vendors, we are marketed via their own marketing. We are buying professional publishing help. Another dimension, did not pursue that kind of book project, focusing on another book with emphasis on international dimension of IASNR. Choosing 10-12 topics and writing teams that are very international areas. Authors to triangulate on international dimension to iasnr. Book chapters are less constrained, allow for greater elaboration. May see Steve kicking around email traffic about 10-12 possible topics.

- Gene: SEC is not a press, we are a book store. Agree with what Steve said. Folks at TX Review Staff said we look at consortium where you pay fee, they promote your book(s), etc... similar to what Steve said. Look into that for the marketing side, go to them for help in certain areas.
- Erin: What Steve describes is similar to Protected Areas books series. Good structure to consider. Review the strategic planning ideas from the Austin meetings, make sure we have ways to populate committees.
- Kathy: maybe have a sign-up sheet for volunteers, capture those who want to contribute and how we can follow up with them.
- Jessica: Also do this at the Business meeting.
- Erin: In the past there have been people volunteering but no way to capture and follow up.
- Gene: Back to conversation about the press.
- Courtney: Need to be sure if we ask for volunteers, we need a place for them to actually serve. New members may also not be the best for some of the tasks we have and need to get done.
- Gene: Question for Council: Do we want to make a motion to pursue something with the Press, and what would that be? Moving in direction for the publication of the new book. Maybe need an ad hoc publication committee emerge from this meeting, see how that goes? Solidifies into a book series committee perhaps or see where it goes.
- Erin: Is anyone interested in this committee?
- Gene: Committee must have one Council member who is a co-chair of a committee.
- Courtney: Not have this named a “publications committee”, don’t confuse it with the journal.
- Book Series committee?
- Shawn: Makes a motion for an ad-hoc book series committee, second by Neelam.
- Erin: Is anyone willing to serve as chair for this ad hoc committee? Steve is willing to serve as chair and Gene is willing to remain on the committee.
- Currently lacking a quorum to take a vote, need one more Council member.
- Table or take a virtual vote via email: Make a virtual vote. Joan will send information to Jessica.
- Keeping in Touch article on Committee Structure, tasks, key roles, opportunities to volunteer. Fall newsletter.

Committee Discussion: Discussion briefly of committee roles, reference the Policies and Procedures Manual to view the specifics.

### **Professional Development Committee Update – Paige**

- Revised roles and responsibilities statement
- Include student members and practitioners to serve on committee, still working on practitioner Pretty full committee right now.
- Updating career and professional development resources on web – will do after ISSRM
- Mentoring lunch and young professional events at ISSRM
- Professional development activities outside of ISSRM – yet to be done.

Meeting adjourned: 1700

