

Entomological Society of America
Minutes of the Governing Board Meeting
March 17, 2022 (1:00 – 4:00 p.m. ET)

Participants

Jessica Ware, President
Marianne Alleyne, Vice President
Michelle Smith, BCE, Past President
Jennifer Henke, Vice President Elect
Faith Oi, Treasurer
Karla Adesso, Southeastern Branch Representative
Jesus Esquivel, Southwestern Branch Representative
Don Weber, Eastern Branch Representative
Todd Murray, Pacific Branch Representative
Julien Saguez, International Branch Representative
Mustapha Debboun, BCE, Medical, Urban & Veterinary Entomology Section Representative
Richard Mankin, Physiology, Biochemistry & Toxicology Section Representative
Melissa Willrich Siebert, Plant-Insect Ecosystems Section Representative
Salka'Tuwa Stephanita Bondoc Mafla, Student Representative
Chris Stelzig, Executive Director

Absent

John Ruberson, North Central Branch Representative
Andrew Short, Systematics, Evolution & Biodiversity Section Representative

Guests

Rosina Romano, Director of Meetings and Membership
Matt Hudson, Director of Publications, Communications, and Marketing
Neil Willoughby, Director of Finance
Erin Cadwalader, Director of Strategic Initiatives
Stacie East, Director of Diversity, Equity, and Inclusion
Cindy Myers, Senior Manager of Meetings and Exhibits
Elisa Pratt, Consultant

1. **Welcome, introductions, and agenda review** – President Ware convened the meeting at 1:08 p.m. and welcomed the attendees. Quorum was established and the agenda

was reviewed and approved.

2. **Consent Agenda** – The consent agenda was considered, and Ware called for any items to be pulled for review. After brief discussion, no items were pulled. A motion to approve the consent agenda as presented was made, seconded, and approved. Accordingly, the following items were approved:
 - 2021 Annual Report
 - Entomology Games Committee Report
 - ESA Executive Committee minutes – October 29, 2021
 - ESA Governing Board minutes - October 30, 2021
 - ESA Governing Board minutes – November 1, 2021
 - ESA Executive Committee minutes - November 22, 2021
 - ESA Executive Committee minutes - December 9, 2021
 - ESA Executive Committee minutes – January 13, 2022
 - ESA Executive Committee minutes – January 28, 2022
 - ESA Executive Committee minutes – February 10, 2022
 - ESA Governing Board cyber minutes November 2021 through February 2022
 - Slide Deck to be presented during board meeting

3. **Strategic Planning** – Pratt joined the call at this point and was welcomed by Ware. After brief introductions, Pratt presented an outline of the forthcoming strategic planning process and then outlined the expectations for the process which will include member, staff, and board input. Discussion included trying to ascertain the board's goals for the process. At the conclusion of this discussion, Pratt left the call.

4. **Equity Initiative** – Ware introduced the topic and asked Henke to comment on the submitted proposal which she and East co-authored. The proposal noted that most of ESA's DEI efforts to date have focused on diversity and inclusion but less so about equity. There was general agreement that supporting equity is a good direction for ESA. The formation of a task force later in the fourth quarter of 2022 was discussed. The work of the task force would include defining equity, conducting a literature review, and other elements. The board agreed to continue considering the topic and revisit it later in the year.

5. **Awards and Honors Committee Report** – Myers joined the call as the board discussed the report and recommendations submitted by the committee. A number of suggestions were made by members of the board. Ware cautioned the board to not redo the work of the committee. After considerable discussion, the following motion was made, seconded, and approved: Move to adopt changes to the ESA award requirements as recommended by the Awards and Honors Committee with revisions as suggested by

the Governing Board. At the conclusion of the vote, Myers left the call.

6. **Break** – The board took a break of approximately 10 minutes.
7. **Investment and Financial Update** – Willoughby presented information on year-to-date financial performance of the Society as well as year-end summaries of the finances from 2021 which included an overall gain of approximately \$45,000, including strategic investments. This was compared to the budgeted amount of a projected loss including strategic investments of approximately \$348,000 – a positive change of nearly \$400,000. However, Willoughby also noted that 2022 year-to-date investments are down substantially due to geopolitical world events, significant inflationary pressures, projected rate hikes by federal regulators, and the continuing effects of the pandemic.
8. **Revenue Diversification** – Alleyne led a discussion on lessons learned after the Society's recent consideration of a strategic business expansion. Discussion included trying to find ways to build a culture of entrepreneurship among the members of ESA. Discussion included a reminder of the Innovation process from 2019.
9. **Meetings and Membership Department Updates** – Ware and Romano presented information regarding the planning for the 2022 Annual Meeting, including program updates and important dates. The dates for the 2022 Branch meetings were reviewed and a new member salary benchmarking tool was discussed.
10. **Board Development** – Ware and Stelzig reviewed the results of the recent board culture survey which were also included in the consent agenda for advance-review by the board. Several questions were raised about the information contained in the report and discussion ensued.
11. **Headquarters Update** – Stelzig and the senior staff provided updates on several aspects of the headquarters operation. Discussion included notice that the recommendations from Oxford University Press to set 2023 pricing had recently been received and that a cyber discussion would begin soon; updates on the Branch Evolution Project; discussion of the progress on the CDC Cooperative Agreement; and a summary of advocacy regarding the Nagoya Protocols.
12. **Student Affairs Committee Report** – Bondoc Mafla reviewed a request that came in from the committee to amend the 2022 budget in order to add an additional \$800 in total prize money for winners of a symposia competition. Discussion included a reluctance from some board members to provide remuneration for scientific expectations and others seeking to ensure that this was a one-time budget amendment.

The motion from committee passed as submitted: “Move to amend the 2022 ESA budget to allocate an additional \$800 in expense to support the request from ESA Student Affairs Committee for additional funds to cover cash prizes for the Rising Stars Symposium winners.”

13. **New Business** – Ware called for any new business. Three items were raised.

- One Board member sought more clarity on the performance metrics and 2022 goals for the executive director. Stelzig agreed to consult with Ware after the meeting and follow up with the board at a later date.
- A question was raised as to whether or not a gap exists in the ESA awards program for those whose work focuses on research. After discussion, it was suggested that the Awards and Honors Committee could consider a gap analysis on the program.
- Clarity was sought on various aspects of the finances of ESA. Discussion included a reminder that a deep financial review is conducted by the board each fall as part of the annual budget process. Stelzig pledged to set up an opportunity for board members who sought additional budget knowledge to connect with the finance department soon.

14. **Adjourn** – Having no further business, the meeting adjourned at 4:25 p.m.