

INTERNATIONAL GLACIOLOGICAL SOCIETY

ANNUAL GENERAL MEETING 2021

MINUTES OF THE ANNUAL GENERAL MEETING OF THE INTERNATIONAL GLACIOLOGICAL SOCIETY

Friday 5 November 2021 at 16:00
Blindern Campus, Georg Sverdrups Hus (GSH), Auditorium 1
University of Oslo, Oslo, Norway

The President, Francisco J Navarro, was in the Chair.

50 persons, from 12 countries, attended of which 33 were members.

1. The Minutes of the last Annual General Meeting, published in the 2nd issue of ICE, 2019, No. 180 and on the IGS website were approved on a motion by R Hock seconded by N Karlsson and signed by the President.

2. The President gave the following report for 2019–2021:

Ladies and gentlemen, members of the IGS and dear colleagues
Because of the C-19 pandemic, the IGS has not held an Annual General Meeting (AGM) since 9 July 2019, so this report will cover the period from early July 2019 to early November 2021 (i.e. a total of 28 months). On the other hand, this is my last report as IGS President, so there will be not a plan of action for next year. However, I will comment on some actions currently under development but not finished and will also briefly comment on things that I would have liked to implement but was unable to do it, mostly because of time limitations. The latter are left as suggestions of possible actions to be undertaken by the next President, in case she thinks that they are of interest for the IGS.

I will not comment in this report on several business-as-usual duties of the IGS, which are reported separately by their corresponding people in charge. These include:

- The editorial work, carried out by our excellent editorial board, led by our Chief Editor Hester Jiskoot, together with her Associate Chief Editors, and supported by the analyses and recommendations of our Publications Committee, chaired by Gwenn Flowers.
- The finances of the IGS, maintained on a daily basis by our Secretary General, Magnús Magnússon, under the surveillance/audit of our Treasurer, Amber Leeson.
- The membership management, efficiently done by our Membership and Accounts Manager, Louise Buckingham.
- The daily running of the general IGS duties by our Secretary General. These normally include – among many others – the arrangement and organization of symposia. Although no symposia have been held during the pandemic, Magnús has continued rearranging previously planned (and not held) symposia and planning new ones.

We should be grateful to all of the above people/committees/boards, which make possible, with their work (volunteer in most cases), the continuation of a healthy IGS. The actions that follow correspond, in many cases, to the work of various other committees, for which the above consideration on acknowledgement also applies. These include the Awards Committee (chaired by Ian Allison), the Nominations Committee (chaired by Doug MacAyeal), the Early-Career Glaciologists Group

(EGG), chaired by Rebecca Schlegel, and the Ad-hoc committees of Governance Changes (chaired by Regine Hock), Website (coordinated by Magnús Már Magnússon) and Actions for Diversity and Inclusivity (chaired by Nanna Karlsson).

Actions undertaken during the last 28 months

In what follows, the various actions are listed in approximately chronological order of initiation.

- 1) The Ad-hoc Committee on Governance Changes, established in June 2018, did an in-depth analysis of the results of the membership survey done during the previous reporting period (in particular, December 2018-February 2019), aimed to get the membership's thoughts and preferences regarding various aspects of the envisaged constitutional amendments (online attendance to Council meetings and AGMs, online voting for Officers and Council elections, Council composition, etc.). This was followed by several phases of interactions with the Council (and discussions by Council). Main rounds were held in September 2020 and May 2021, with the final one (and approval by Council) in mid-October 2021. The new amended Constitution is now ready to be launched, by the AGM of 5 November 2021, for membership voting.
- 2) In November 2019 a redefinition of the role of the national correspondents (which, so far, were actually correspondents of the ICE Bulletin of the IGS), making of them actual delegates and points of contact of the IGS in their respective countries or regions, and a full renovation of the set of national correspondents was initiated. In subsequent months, contacts of the President with prospective new correspondents were made and in early May 2020 the new set of correspondents was approved by Council new appointments. In total, 18 new correspondents were appointed, while 11 former correspondents continued (one of them was replaced in Sep 2021). The most important duties of the correspondents are now to encourage and keep track of membership of the IGS in their respective countries/regions (promoting both continued memberships and new memberships), to promote the publication of papers in the *Journal of Glaciology* and the *Annals of Glaciology*, as well as promoting the attendance to IGS symposia (and the organization of IGS symposia in their countries).
- 3) In March 2020, the final text for the Graham Cogley Award (honouring our former Chief Editor, sponsored by his family and offered by IACS and by IGS in alternating years) was approved by Council. The first awards by IGS, addressed to outstanding publications by early-career researchers in the *Journal* and the *Annals*, were given in June 2020 (they were awarded for the first time in 2019, by IACS).
- 4) In March 2020, the Nominations Committee was renovated. The composition of the revised committee is as follows:

Doug MacAyeal (Chair)
Adam Treverrow
Nanna Karlsson
Liss Andreassen
Jennifer Hutchings
Mikhail Ivanov
Francisco Navarro (Ex-Officio, President)

Magnús Már Magnússon (Ex-Officio, Secretary General)

- 5) In April 2020, the IGS (online) Global Seminar Series was launched at the initiative of Tavi Murray, who has counted with the support of Rebecca Schlegel (and eventually some other EGG members) along its whole period. These seminars have been successfully continued till present, with great attendance and active participation in the discussions following the talks.
- 6) In late April 2020, the call for nominations for the IGS Awards for the year was launched by the Awards Committee chair. Upon receipt of nominations, the committee did the assessment of the candidates during late July- early September 2020 and submitted a proposal to Council, which approved it in mid-August 2021. The Awards were publicly announced in early October 2020. Following it, some minor changes to the Awards Guidelines were introduced in October-November 2020.
- 7) A full renovation of the IGS website had been envisaged for long. Accordingly, following earlier discussions in August 2020, in September 2020 a call for volunteers for an Ad-hoc Website Committee was launched. Many members answered to this call and the following committee composition was decided in October 2020:

Magnús Már Magnússon (Secretary General), Coordinator

Timothy Creyts

Francisca Bown

Anna Crawford

Tandong Yao

Cuihui Xia

Adrian McCallum

Francisco Navarro (IGS President)

During October 2020-February 2021 several committee meetings were held to discuss and design structure, contents, etc. In February-May 2021, contacts and negotiations with various web developers were established. In May 2021 a decision was taken concerning the selection of web developer (RealNet). In summer 2021 discussions with RealNet on the website design were held, followed by the implementation phase. At the present moment, the implementation is at an advanced stage, so a fully new website will soon be available.

- 8) Following earlier discussions in summer and early fall 2020, in October 2020 the Council approved the creation of an Ad-hoc Committee for Actions on Diversity and Inclusivity. In late October 2020 there was a call for volunteers among the membership, answered by many, and in late November 2020 the following Committee composition was approved by Council:

Nanna Karlsson, Chair

Francisca Bown

Anna Crawford

Jing Gao

Dambaru Ballab Kettel

Julie Palais (replaced by Eleanor Bash in June 2021)

Alan Rempel

Lauren Vargo

Francisco Navarro (IGS President)

The Committee initiated its work soon afterwards, submitting a first report to Council in March 2021. Upon discussion by Council on the submitted D&I plan, the Committee revised its work, and a second version was submitted to Council in September 2021. For various reasons (partly, by work overload of the President) a new Council discussion has not been held yet, so the outgoing President asks the new President to consider this at the earliest convenience.

- 9) The Publications Committee composition was renovated in August 2020. The composition of the revised committee is as follows.

Gwenn Flowers (Chair)

Liam Colgan

Lizz Ultee

Bryn Hubbard

Tim Bartholomaeus

Hester Jiskoot (Ex-Officio, IGS Chief Editor):

Francisco Navarro (Ex-Officio, President)

Magnús Már Magnússon (Ex-Officio, Secretary General)

- 10) In the first quarter of 2021, the President dedicated great efforts, fortunately partly successful, to have many members renewing their membership. This involved more than 60 personalized mails, repeated a couple of months later if not successful on the first trial. This, together with other factors, motivates the suggested creation of a Membership Committee commented in the final part of this report.

- 11) In April 2021, following discussions held during the preceding months (and earlier in the past), a new IGS Early Career Scientist (ECS) Award was established. The first award was given in August 2021.

- 12) The Awards Committee composition was renovated in June 2021. The composition of the revised committee is as follows:

Ian Allison, Chair

Elisabeth Isaksson

Carleen Tijm-Reijmer

Elizabeth Case

Rodrigo Fell

Shin Sugiyama

Sergey Sokratov

Paco Navarro (Ex-Officio, President)

Magnús Már Magnússon (Ex-Officio, Secretary General)

The above committee was in charge of assessing, in late July-early August 2021, the candidates for the 2021 Awards (for which a call had been launched in late April 2021) and making a proposal to Council, which approved it in early August 2021, followed by the public announcement in mid-August 2021 (including the first IGS ECS Award).

- 13) In early July 2021, a new membership fees scheme was proposed by the President and approved by Council, which aims to promote geographical diversity by granting cheaper fees (by 20/40/60%) to members as a function of the World Bank classification of their country of residence/work as High/Upper middle/Lower middle/Low income (in terms of Gross Net Income -GNI- per

capita). In all cases, fees for junior and retired members are 50% those of the corresponding ordinary membership fees. The resulting fees (in GBP) are:

Membership type	High income	Upper-middle	Lower - middle	Low income
Ordinary	50	40	30	20
Junior	25	20	15	10
Retired	25	20	15	10

14) In July-August 2021, upon launching a call for nominations to the whole membership, the Nominations Committee discussed the slate for renovation of various IGS Officers and Council members. The slate included renovation of the President, two Vice-Presidents, the Treasurer (to continue her mandate) and seven Council members. This slate was approved by Council in late August 2021. The slate was submitted to the membership on 29 August 2021, asking for further nominations. No further nominations were received, so the slate (as proposed by the Committee and approved by Council) will be voted in the AGM of 5 November 2021.

15) Along all of the reporting period, the Early-Career Glaciologists Group (EGG), chaired by Rebecca Schlegel, has continued to consolidate, organizing various activities during online meetings of the IGS (e.g. branch meeting) and various other organizations, contacting new junior IGS members as they joined the IGS, updating their website, and collaborating in the running of the Seminar Series, among other activities. They have also played an important role on promoting the creation of the recent ECS Award.

Some final considerations

As can be seen from the above, there are two main themes under advanced stage of development, namely the new website and the Diversity and Inclusion Plan. We hope to see both concluded soon.

Aside from that, in my view two important things remain to be done:

- Once the new Constitution is approved, I believe that a whole set of by-laws (or statutes) should be formalized, defining the way in which the Society should be run. This includes e.g. Terms of Reference (ToR) for the various standing committees, the precise way in which the slate is configured and voted, and many more. For decades, most of these things have been 'recorded' in the mind of our Secretary General, but it is certainly convenient to have them in written form. These aspects have intentionally not been included in the (proposed) amended Constitution, because the aim was to have a Constitution that could remain for a long time without changes (as the changes to the Constitution are cumbersome, requiring a voting by the whole membership, and conforming to the general rules of the Charity Commission of the UK). A set of by-laws, however, could be easily changed, as circumstances demand, simply by Council voting.
- The creation of a Membership Committee, whose main mission would be promoting and keeping track of the membership, the interaction with the national correspondents with this aim and for any other purposes, to serve as focal point for receiving suggestions and complaints by members, the surveillance that IGS

core values are respected/followed by every IGS member and committee, etc. In this latter sense, it would 'absorb' the current duties of the Ad-hoc Committee for Actions on D&I, or the possible duties of a hypothetical Ethics Committee, and/or an Ombudsperson, as well as the other management duties mentioned earlier. Of course, this Committee would work with the administrative support of the Membership and Accounts Manager. I could not accomplish the creation of this Committee just by lack of time. I had planned it for October 2021, but, because of intensive teaching duties, I did not find the time for it.

I end this report by thanking all IGS members, officers and committees for their support to my work, and wishing the next IGS President success during her term.

Francisco Navarro, IGS President

4 November 2021

The Secretary General invited attendees to ask questions or to comment on the Presidents report.

A question from the floor asked what the meaning was for By-Laws for the constitution.

The President responded and explained that 'By-Laws' or 'Terms of Reference' were used to further define what the meaning of a particular article is. This allows for slight amendments of such 'By-Laws' or 'Terms of Reference' without having to resort to Constitutional amendments and the associated formality that entails.

There were no further questions

C Schøtt Hvidberg proposed and G Aðalgeirsdóttir seconded, that the President's report be accepted. This was carried unanimously.

3. The Secretary General presented the Treasurer's report with the audited Financial Statements for the year ended 31 December 2020 on behalf of the IGS Treasure, A Leeson.

The Society's accounts underwent an independent examination rather than a full audit this year. Throughout my report, I will refer to the Society's unaudited accounts for 2020, referring to the relevant page numbers.

The Society's finances are summarised by considering the changes from 1 January 2020 to 31 December 2020, as shown on page 15 of the accounts. In the table, the Restricted Funds refer to money associated specifically with the Seligman Crystal, the Richardson Medal and the Graham Cogley Award. The Unrestricted Funds is everything else.

Restricted Funds: *increased* by £5,161 from £3,242 to £ 8,403 as a result of a donation of £5,699 from Graham Cogley's widow in addition to the £49 received as a result of interest on investments. Two crystals were awarded in 2020 to Catherine Ritz and Andrew Fowler but those crystals were not produced because of no opportunity arose to present the Crystals to the recipients. One joint Richardson Medal was awarded in 2020 to Christina Hulbe and Eric Wolff (each

will receive a medal). No opportunity arose to present the medals to Hulbe and Wolff, so no inscription cost was incurred. Two grants (2019: no grants) were made to individuals in the year from the Graham Cogley Award Fund; Carlo Licciulli for £292 and Paul Webber for £295.

Unrestricted Funds: decreased by £2,413 from £443,443 to £441,030. This is due to 1) income exceeding expenditure by £21,020 and 2) net losses on investments of £ 23,433.

Total: The Society had its net resources before revaluation gain by £26,181 but a net loss on investments of £23,433 resulting in a positive movement in the Society's funds of £2,748 in 2020, compared to a gain of £19,687 in 2019.

In previous years we have had a loss of £46,571 in 2018, a gain of £337 in 2017, a loss of £59,209 in 2016, gains of £35,697 in 2015, £97,204 in 2014, £8,477 in 2013, £28,092 in 2012, and losses between 2008 and 2011.

We have no control over the investment gains/losses but the surplus of £26,181 associated with income and expenditure is primarily caused by:

1. The royalties from CUP were £30,600 greater than the previous year. Indeed, this is the most we have received in royalties from CUP since we entered into partnership with them in 2016. This is due to more papers published but not least because of the increase in the share the IGS gets from 'Read and Publish' contracts CUP has entered into on behalf of the IGS and other publishers.
2. Drop in membership income of £1,533
 1. A drop in 'Ordinary membership' (503 in 2019 and 449 in 2020)
 2. A drop in the number of student members (139 in 2019 and 86 in 2020), who pay lower membership fees.
 3. An increase in retired membership and contributing memberships (60 retired in 2019 and 66 in 2020, 2 contributing in 2019 and 5 in 2020).

The sum of these factors meant that the income from membership dropped from £30,509 in 2019 to £28,976 in 2020. The figures relating to the drop in membership indicate the drop in income should be greater. The membership figures in 2019 are boosted by the fact we had three successful symposia that year. We always have a substantial number of delegates joining the Society to make use of the lower registration fees for members so it is normal to see a higher membership when we are holding Symposia. The Society's policy of awarding free membership to those symposia delegates that have registered at the non-member rate. That boosts the membership but there is not a direct increase in membership income accompanying this increase in membership. The increased revenue comes instead as an increased income relating to registration fees for the symposia.

3. Due to the Covid-19 pandemic the IGS was unable to hold and symposia of meetings. Hence there is no income or expenditure reported in the accounts for the year ending 31 December 2020. In the past few years, attendance at

symposia has fluctuated considerably (2019: 628 delegates, 2018: 180 delegates and 2017: 385 delegate). At the time of writing this it looks unlikely the IGS will be able to organise any 'face to face' symposia in 2021.

If we look at the difference between 'Cash at bank and in hand' (page 16 of the accounts), we can see that it decreased by about £38,000. This is a result of no bond term deposits maturing at the end of 2020, lower income from membership renewals but predominately no surplus funds from symposia whereas in 2019 was saw a considerable symposia surplus, in particular from the Winnipeg symposium.

The Society's total assets are £449,433, compared to last year's figure of £446,685. It is thus reassuring, considering the total lack of income from symposia in 2020 due to Covid-19, we have been able to maintain a slight net gain of £2,748 in income after last year's net gain of close to £20,000. We continue to aim to at least break even in future years, and preferably further close the cumulative deficit that has accrued since 2007.

More detail is given below, income is itemised in notes 2-4 of the accounts, and expenditure is listed in notes 5-6 and in the unnumbered SUPPORT COSTS on page 24 of the accounts.

Income:

Note 2. Donations were £20 in 2019 compared to £20 in 2018. The society also received a donation of CDN \$10,000 (£3,828) to be dedicated to an award, The Graham Cogley Award.

The award was initiated and is generously sponsored by the Cogley family and is shared between the International Glaciological Society IGS and the International Association of Cryospheric Sciences IACS, with the IGS and the IACS giving out the award in alternate years.

The IGS will give out two 'Graham Cogley Awards' to students who have published papers of exceptional quality in the *Journal of Glaciology* or the *Annals of Glaciology* within the last two years.

No legacies were received in 2020. In 2019 the IGS received a legacy of £3,828 from the estate of Johannes and Julia Weertman.

Note 3. Incomes associated with the *Journal and Annals* were up in 2020 compared to 2019. In 2020 the Society received an income of £12,738 from the *Journal*, ICE & Books, up from £3,602 in 2019 and higher even than the £9,960 received in 2018. Similarly, for *Annals*, in 2020 we received an income of £1,022, c.f. to £0 in 2019 and £310 in 2018.

No income was received from Meetings / Symposia in 2020. In 2019 the IGS had an income of £120,836.

The royalties from CUP £113,284, were £30,600 greater than the previous year (2019; £74,684). Indeed, this is the most we have received in royalties from CUP since we entered into partnership with them in 2016. This is due to more papers published (146 (1818pp) c.f. 122 (1487pp) in 2019) but not least because of the increase in the share the IGS gets from 'Read and Publish' contracts CUP has entered into on behalf of the IGS and other publishers.

Income from membership in 2020 was down by £1,533 from £30,509 in 2019 to £28,976 in 2020. In comparison, income from membership in 2018 was £32,823. It fell by £14,527 from £47,350 to £32,823 between 2017 and 2018. We can thus see that the income from membership has dropped by £18,374 between 2018 and 2020.

In line with the drop in income, the membership numbers dropped from 721 in 2019 to 622 in 2020. The demographics has however changed slightly as can be seen in the income synopsis on page 1 of this report.

Note 4. Income from interest on investments was slightly less in 2020 than in 2019 down by £2,388 from £9,166 in 2019 down to £6,778 in 2020. This is not surprising as interest rate hit rock bottom in 2020 because of the pandemic. In 2018 the income from investments had been £8,373.

The Society continues to invest part of its capital in “higher interest” but still “low risk” investment accounts, and this is reviewed each year.

Expenditure:

Note 6. As mentioned above, due to the Covid-19 pandemic the IGS was unable to hold and symposia of meetings. Hence there is no income or expenditure reported in the accounts for the year ending 31 December 2020.

In 2019 the symposia expenditure was £131,097 and £94,794 in 2018.

Direct costs are down considerably in 2020 compared to 2019, from £142,911 to £62,786. The biggest reduction was in cost relating to symposia for obvious reasons. Staff costs including wages and salaries were by up by £1k. Because of the pandemic we were unable to occupy our office in the British Antarctic Survey from the beginning of April. As a result, we had a ‘rent holiday’ which meant the rent was down by £9,140, from £13,964 in 2019 down to £4,814 in 2020. For the same reason ‘travel subsistence’ was down by £9,302, from £9,617 in 2019 down to £315 in 2020. Similarly bank charges were down by £3,588, from £4,780 in 2019 down to £1,192 in 2020 (this is again due to the fact we did not hold any symposia and hence no credit card charges on registration fees and no money transfers to local organisers of symposia.

Other direct costs showed relatively small gains or falls.

Note 7. One grant (2019: one grant) was made to institutions in the year; UAF Summer School for £2,943 (2019: Polar Marine Science Gordon Research for £1,061).

Two grants (2019: no grants) were made to individuals in the year from the Graham Cogley Award Fund; Carlo Licciulli for £292 and Paul Webber for £295. Due to the value of grant costs, no support costs have been allocated.

SUPPORT COSTS.

Total support costs are down about £21.856 from last year, from £97,994 in 2019 to £76,138 in 2020. Again, this is no surprise.

Governance and bookkeeping costs are slightly down by £992, £16,147 in 2020 down from £17,139 than 2019.

Summary

The Society’s finances managed to break even in 2020, and we end the year at a slightly better place than when we started. The surplus this year amounts to about

0.6% growth. This is less than the 4.6% in 2019 which again was much better than the previous year's loss of ~11%. We essentially broke even in 2017 compared to the deficit in 2016 (~11% of funds) and the surpluses in 2015 (~7% of funds), 2014 (~20% of funds), 2013 (~2% of funds), and 2012 (~7% of funds), and various deficits between 2008 and 2011 (ranging from ~1% to ~27% of funds).

The Society must continue to monitor its income largely from CUP, membership fees, and symposia registration, and its outgoings associated with running symposia and running the IGS office.

As I mentioned in my report from last year, it remains important for the IGS to hold on to and attract new authors and have them submit articles to the *Journal* and to *Annals*. The more papers published, the greater the contribution the IGS receives from CUP. This is the main single revenue stream to the Society. I'm pleased to see that our symposia this year registered high numbers of student delegates. I'm optimistic that this will result in greater engagement with the IGS and its journals by this community, including the publication of articles in the planned special editions of *Annals* associated with these symposia.

Similarly, it is increasingly important for the IGS to recruit new, and hold onto, existing members, as membership fees are another valuable revenue stream.

In general, the IGS should consider innovative ways of making the Society and our journals more attractive, in order to boost membership and submissions to our journals. In particular, we may wish to think about ways to keep our new student members engaged as they progress through their careers, for example through supporting EGG.

It is difficult to see how individual Symposia registration fees can be increased as these are already relatively high compared to, e.g., EGU and AGU, but obtaining external grants to sponsor certain aspects of IGS Symposia and which therefore benefit the Society would be advantageous. It is also advantageous to have bigger symposia and collaborate with other societies and organisations like we did in 2017 in Wellington, NZ, where we joined up with IACS, SCAR, CliC etc.

On the output side, the Society must monitor its expenditure associated with running symposia and with generally running the IGS. Making greater use of online virtual meeting platforms for Council meetings and holding Council meetings at IGS Symposia (rather than at e.g. AGU or EGU) would save the Society some expenditure. A constitutional change to allow this is in the process of being implemented by the Governance Changes Committee and is only awaiting an in-person AGM to be concluded. As of when this report is written we have not been able to hold a face-to-face AGM. We are hoping this will be possible during the IGS Nordic Branch meeting in Oslo during 4–6 November 2021.

There are economies of scale to be made when the Society runs more than one symposium per year and it is significantly advantageous if the Society can run at least two per year. Salary costs (including 'national insurance' and pension contributions) are, as in many organisations of course, the most expensive item of expenditure totalling £89,735 in 2020 or 63% of all expenditure. *Nota bene*, expenditure was down 59% from 2019. £88,713 in 2019, or 37% of all expenditure. In 2018 salary costs were 44% of all expenditure (note however that expenditure was low in 2018 compared to other years). In 2017 salary costs were 34% of all expenditure.

This report is written by the Secretary General on behalf of the IGS Treasurer Amber Leeson who is on maternity leave. All figures were updated and the interpretation was rewritten to reflect the 2020 accounts. On the last page, the words of the Treasurer have been mostly left intact as those reflect her thoughts, only minor updates were made.

Magnús Már Magnússon on behalf of the IGS Treasurer Amber Leeson

18 October 2021

The Secretary General invited members to discuss the Treasurer's report.

No questions or comments were put forward.

J Kohler proposed, and T Vikhamar Schuler seconded, that the Treasurer's report be accepted. This was carried unanimously.

4. Election of auditors for 2021 accounts.

The Secretary General proposed the IGS remain with our current auditors, Messrs Peters Elworthy and Moore, as they had been doing our accounts for several decades, they knew the innards of the IGS very well.

On a motion from the Secretary General, N Karlsson proposed and LM Andreassen seconded, that Messrs Peters Elworthy and Moore of Cambridge be elected 'Independent Inspectors or Auditors', whichever is appropriate for the 2021 accounts. This was carried unanimously.

5. Elections to Council.

After circulation to members of the Society the Council's suggested list of nominees for 2021–2024, no further nominations were received, and the following members were therefore elected unanimously.

The following nominations were suggested to the Council by the Nominating Committee for service for the terms indicated:

President	Gwenn Flowers	(Canada)	(2021-2024)
Vice-presidents:	Andrey Glazovsky	(Russia)	(2021-2024)
	Petra Heil	(Australia)	(2021-2024)
Treasurer	Amber A. Leeson	(UK)	(2021-2024)
Elective Members:	Rijan Bhakta Kayastha	(Nepal)	(2021-2024)
	Jing Gao	(P.R. China)	(2021-2024)
	Jack Kohler	(Norway)	(2021-2024)
	Lucas Ruiz	(Argentina)	(2021-2024)
	Akiko Sakai	(Japan)	(2021-2024)
	Rebecca Schlegel	(UK)	(2021-2024)
	Martin Schneebeli	(Switzerland)	(2021-2024)

These appointments were unanimously approved by the AGM on a motion from G Aðalgeirsdóttir and seconded by N Karlsson

6. Constitutional amendments

The Secretary General invited the Chair of the 'Ad-hoc Committee on Governance Changes', Regine Hock to introduce this item to the IGS members. Following is her report:

Background

The organizational structure of the IGS, including its main governance bodies and processes of decision making, is defined by its constitution. The first constitution was approved in 1962; it has since been amended six times, most recently in 1992. In light of the many technological advances during the last 30 years such as teleconferencing as well as other societal changes, an ad-hoc committee was initiated by Council at its meeting in Davos, Switzerland, on 20 June 2018 to review the current constitution and propose changes. The committee was also tasked to develop a membership survey with emphasis on governance to guide the committee's recommendations.

The committee's members included Regine Hock (chair), Doug Brinkerhoff (resigned in 10/2019), Hilmar Gudmundsson (resigned in December 2018), Christina Hulbe, Doug MacAyeal, Magnús Magnússon, Francisco Navarro, Rebecca Schlegel (since October 2019) and Lauren Vargo (since October 2019). The committee conducted its work via email and held several teleconferences.

Membership survey

A survey with 34 questions was prepared and launched on 17 December 2018 and remained open until 20 February 2019. The survey was fully or partially completed by 337 respondents, 65% of whom were IGS members. The detailed results from the membership survey are summarized in a report available at <https://www.igsoc.org/about/constitution/2021constitution/> and reproduced on p. 000. Significant results relevant to IGS governance included:

1. A majority support for allowing electronic voting instead of requiring physical presence at Annual General Meeting;
2. Strong support for making committee chairs and chief Editor ex-officio members of the Council;
3. Almost $\frac{3}{4}$ of the respondents were in favour of some kind of change on how council members are selected, although there was little support for an open call (instead of the current nomination slate);
4. 39% favoured the current size of the Council but advocated to establish a smaller Executive Committee; 36% wanted to leave it as it is; a minority advocated to reduce the size
5. High interest to serve on IGS governance bodies (80% of respondents).

Proposed changes to the constitution

The committee's recommendation for a revised constitution is given below while the current constitution can be found at <https://www.igsoc.org/about/constitution/>. The most important recommendations include:

1. Council meetings and Annual General Meetings (AGMs) do no longer require an in-person meeting but can be held via tele or videoconferencing or a combination of in-person meeting and videoconference. The motivation is to make it easier for Council Members to participate and thus reduce the need for co-options to achieve a quorum, and to facilitate all IGS members being able to join an AGM. (Article 8)

2. What has previously been referred to as 'Council members' has been changed to 'Council trustees'. This is done in order to distinguish between those that are eligible to vote on matters before Council – 'trustees' – and those that are 'ex-officio members' of the Council due to their position within the Society, but not eligible to vote.

The total number of Council trustees is reduced from 18 to 14, more specifically the number of maximum 3 Vice Presidents is reduced to 1, and the number of Elective trustees is reduced from 12 to 10. This recommendation aims at increasing the Council's efficiency and engagement. In addition, the option of teleconferencing is expected to lead to more active Council meeting participation so that a quorum can be reached even with a smaller Council. (Article 8)

3. The chief editor and the chairs of the standing committees shall be ex-officio members of the Council albeit without voting power. The motivation is to give the editor and committee chairs a permanent voice in the Council given their important role in running business within the IGS; however, the committee felt they should not have automatic voting rights since they are not elected by the Society's Members but appointed by Council. (Article 8)

4. Electronic voting is possible for Council elections and matters at the Annual General Meeting as well as for adopting changes to the constitution. (Articles 9, 15, 16)

5. It was added that the President shall have the decisive vote in case there is a tie in the Council. (Article 8)

6. It was added that the Council may establish Terms of Reference (ToR) (which can be modified any time by Council) to define in more detail additional modes of operation of the IGS. Topics may include, for example, rotation and election of standing committee chairs and members, and editors; voting rules of all standing committees; modes of operation of ad-hoc committees; actions in case the president is incapacitated; strengthening the role of Early-Career Scientists and the recently formed standing committee EGG in governance; guidelines for diversity/inclusion; modalities on TOR changes. (Article 19)

7. A statement on diversity and inclusion was added. (Article 4)

The committee discussed possible changes to Article 2 (Objects of the Society) to facilitate future changes to the Annals of Glaciology or ICE, such as a name change, however, this was discarded because any changes to Article 2 require a different, more elaborate authorization process including the Charity Commission. The committee sought to implement such changes instead under other suitable Articles where possible.

We welcome any comments on the recommended changes to the Constitution. It is planned to adopt the amended version of the current constitution at the IGS Nordic Branch annual meeting in Oslo, Norway on Friday 5 November 2021.

Regine Hock

August 2021

On behalf of the ad-hoc governance committee

The SG invited questions from the audience.

The SG pointed out that in the latest issue of ICE (number 185, 1st issue 2021), he had tried to summarise some of the history behind the drive to amend the constitution and some of the terms used in the amended version.

Regine Hoch pointed out the committee had made recommendation that so called 'Terms of Reference' be defined for the various articles which would give an easier path to make adjustments in the future.

The SG further stressed the importance of having 'virtual' meetings and 'electronic' voting.

No further questions.

The SG asked for a motion for the Annual General meeting to accept the proposed amendments to the Constitution of the International Glaciological Society.

N Karlsson proposed, and E Isaksson seconded, that the proposed amendments to the Constitution of the International Glaciological Society be accepted. This was carried unanimously.

The President pointed out that this was the penultimate step to fully approve the amended Constitution. The last step is to circulate a ballot to the IGS members asking for approval. Our current Constitution states the following

Any alteration in the Constitution proposed by the Council or favoured by a majority at a General Meeting shall be submitted to all Members in a postal ballot and shall be adopted if approved by a two-thirds majority of those returning properly completed ballot papers by a specified date which shall be not less than sixteen weeks after the issue of ballot papers.

Once this has taken place and the amendments have been approved by the membership will the amendments take effect.

7. Other business:

No other items were raised.

The SG asked people, should they have any ideas/suggestions, to contact the Officers and Council members in order to bring those ideas forward.

The President asked for a motion to adjourn the AGM.

The AGM was adjourned on a motion from S Hillerup Larsen and seconded by T Zwinger at 16:50 CEST.