

INTERNATIONAL GLACIOLOGICAL SOCIETY

ANNUAL GENERAL MEETING 2018

MINUTES OF THE ANNUAL GENERAL MEETING OF THE INTERNATIONAL GLACIOLOGICAL SOCIETY

13:50, 5 September 2018, Henderson Lecture Theatre, XFi Building, University of Exeter, UK

The Vice-President, Hilmar Gudmundsson, was in the Chair.

50 persons, from 8 countries, attended of which 14 were members.

1. The Minutes of the last Annual General Meeting, published in the 1st issue of ICE, 2018, No. 175 and on the IGS website were approved on a motion by S Palmer seconded by A Le Brocq and signed by the Vice-President.

2. The Vice-President gave the following report for 2017–2018 on behalf of the President:

Ladies and gentlemen, members of the IGS and dear colleagues

1) Achievements during the last 8 months

As I started my term as President of the IGS quite recently, some 8 months ago, many of the achievements listed below are the result of the hard work by the previous President, Doug MacAyeal, the IGS Secretary General, Magnús Magnússon, and the members of the Council and the various committees of the IGS, to whom most of the credit should be granted. I am extremely grateful to all of them, as for sure are the rest of members of the Society. My thanks are also extended to the Membership and Accounts Manager, Louise Buckingham.

- a) In the Council meeting of 11 December 2017, it was agreed to prepare a letter to support our colleague in Argentina, Ricardo Villalba, who was struggling in court having been prosecuted because of actions, relative to the Catalogue of Argentinean Glaciers, performed following standard glaciological practices. A bilingual (English-Spanish) letter was soon prepared and sent to the relevant Argentinean authorities, to companion organizations (such as IACS and WGMS) and distributed through Cryolist and other usual outreach channels of the IGS (in addition to posting it on our website).
- b) The IGS core values were approved and published in early 2018. This was a much-needed document and we succeeded in compiling a brief text stating clearly our objectives, core values and scientific code of conduct. All IGS members are expected to be familiar with and adhere to these values.
- c) In April 2018 the Awards Committee finished the compilation of a new document on Awards Definition and Criteria, together with an accompanying document on Committee Procedures. This was followed by an e-mail discussion within the Council for about one month, from which some changes resulted, and the document was returned to the Committee for polishing the text according to the indications by the Council. The final version by the Committee was received on 15 June, and this final text was approved, with minor modifications, in the Council meeting of 20 June. This, again, was a

much needed document to clarify and streamline the work by the Awards Committee. The document produced has been the result of a long-standing work by the Committee, which is thanked for its thorough work (with special thanks to the Committee Chair, Lora Koenig).

- d) In the Council meeting of 11 December 2017, Regine Hock put forward a motion to Council to establish an 'Early Career Scientist Committee', after having done some preliminary research amongst people who would have a stake in this and having received favourable feedback. This initiative was seconded by the Council and further discussed in the AGM of 14 December. Some early-career IGS members, including Laura Stevens and Doug Brinkerhoff, with the initial support of Regine Hock and Allen Pope, took on the duty of developing this initiative and, in particular, writing a draft Terms of Reference (ToR). The ToR were submitted to the Council and approved (subject to some required changes in the IGS Constitution, as well as a final choice for the name of the group and its Committee) in the Council meeting of 20 June 2018.
- e) The Publications Committee has been renovated, with a new Chair (Gwenn Flowers) and two new members (Valentina Radic and Ian Allison). Two additional members will be renewed by the end of 2018. The new Committee composition is as follows:

Chair: G. Flowers (2017–2020)

Members:

C.J. van der Veen (2017–2018)

W.T. Colgan (2017–2018)

Valentina Radic (2018–2020)

Ian Allison (2018–2020)

F. Navarro (ex-officio)

J.G. Cogley (ex-officio)

M.M. Magnússon (ex-officio)

- f) This renovated Publications Committee prepared a brief text on IGS policy on posting of manuscripts, which was approved by the Council in its meeting of 20 June 2018. Thanks are given to the Committee, and in particular to its Chair, Gwenn Flowers, for dealing efficiently with this issue.
- g) Reconfiguration is pending for several IGS Committees:
- The Nominations Committee. Its new Chair, the past President of the IGS Doug MacAyeal, is working on renovating membership of the Committee.
 - The Awards Committee, whose Chair, Lora Koenig, and member Regine Hock have stepped down upon the recent completion of the new Awards documents.
 - The recently created Early Career Committee (Committee name still to be defined).

- h) The Council meeting of 20 June 2018, followed by some discussions and queries a posteriori, put forward a slate for the IGS Council that will be presented at the AGM of 5 September 2018. Of particular significance is the appointment of a new Treasurer, after many years of efficient service by the current Treasurer Ian Willis, whom I thank, on behalf of all the IGS, for his continued service and dedication. The new proposed Treasurer is Amber Leeson, from Lancaster University, UK.

2) Plan of action for next year

- a) The main task immediately ahead is the IGS governance changes demanded by many members of the Society and recommended by the new times. Many of these changes require a change to the Constitution of the IGS, whose last version (currently in force) is dated 21 July 1985. These necessary changes include e.g. the possibility to have online Council meetings, modify/adapt the Council membership and conditions for a quorum (which were designed for online meetings), and other possible changes to make the governance of the Society more efficient and according with the new times.

The first step towards these governance changes, which are envisaged to be designed according to the opinions of the membership, has been setting up an Ad-hoc Committee on Governance Changes, whose first task will be to design a survey of the IGS membership on this matter, the analysis of its results and the draft of the required changes to the IGS Constitution. These will be reviewed and approved by the Council, before mandatory (as required by the current Constitution) final approval by the IGS membership.

The composition for this Ad-hoc Committee, approved by the Council at its meeting of 20 June 2018, is: Regine Hock (Chair), Hilmar Gudmundsson, Christina Hulbe, Doug MacAyeal, Magnús M. Magnússon, Francisco Navarro and Laura Stevens/Doug Brinkerhoff (Early Career). It includes people with ample experience in governance of other associations/unions (such as IACS or EGU) and with ample experience in IGS governance, as well as the voice of the youngest. It also encompasses people with different views on how the IGS governance should be undertaken.

This Committee has already initiated the design of the survey of members.

Other important challenges to face, which will focus the President's efforts in the forthcoming months, are:

- b) The IGS membership drop. This drop is most likely partly due to the shift of the IGS journals to open access, since now anyone –without the necessity of being an IGS member– can access freely the entire archive of IGS journals. Further reasons must be analysed, and possible solutions implemented. Addressing this issue will be one of my priority tasks, but this task will also need the personal involvement of the national correspondents and of IGS members in general.

- c) There has also been a recent slight drop in submissions to, and reduction in the number of published pages of, the Journal of Glaciology. These deserve attention by the Publications Committee and the Chief and Associate Chief Editors, and of course by the President and Secretary General of the IGS.
- d) The last few years have also seen fewer and thinner issues of the Annals of Glaciology, which calls for revitalising the Annals. Again, the Publications Committee, together with the IGS Chief Editor, the President and the Secretary General should work on this issue.
- e) The three last items have budgetary implications, as the current income of the IGS comes mostly from membership fees and article processing charges. Appropriate control of the budget is therefore required to keep the IGS finances healthy. The new Treasurer to be appointed in the AGM of 5 September 2018, Amber Leeson, will take care of this responsibility, with the support of the IGS Office (the IGS Secretary General and the Membership and Accounts Manager) and the IGS President.

Francisco Navarro
President

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

E.M. Morris asked whether the IGS had a safeguarding policy. The Charity Commission is very concerned about safeguarding and how charities look after the young and vulnerable and is asking charities to implement such a policy. The Vice-President responded and said that the IGS has recently approved a 'Core Values' document which outlines how the Society expects its members to behave. A link to this document is posted on the front page of the IGS website. This document relates to all events and functions that the IGS is affiliated with and beyond. E.M. Morris suggested this should be advertised at all IGS events to make everybody aware of what is expected of them.

R. Bingham proposed and D Sugden 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 2017 on behalf of the IGS Treasure, IC Willis .

Fellow members, ladies and gentlemen

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 2017, referring to the relevant page numbers.

The Society's finances are summarised by considering the changes from 1 January 2017 to 31 December 2017, as shown on page 12 of the accounts. In the table,

the Restricted Funds refer to money associated specifically with the Seligman Crystal and the Richardson Medal. The Unrestricted Funds is everything else.

Restricted Funds: increased by £110 from £5,234 to £5,344 as a result of the interest on investments. No Crystals or Medals were awarded in 2017.

Unrestricted Funds: increased by £227 from £467,998 to £468,225 showing that the income to IGS largely from i) membership, ii) its contribution of author processing charges and library income from Cambridge University Press, and iii) symposia attendance, was slightly more than the expenditure associated with running the IGS office and paying the salaries necessary to manage the IGS affairs.

Total: The Society had its net resources before revaluation drop by £8,385 but this was more than offset by investment gains of £8,722 resulting in the modest positive movement in the Society's funds of £337 in 2017, compared to a loss of £59,209 in 2016, profits of £35,697 in 2015, £97,204 in 2014, £8,477 in 2013, £28,092 in 2012, and losses between 2008 and 2011.

This is good news for the Society, after the somewhat disappointing news last year. The Society has essentially broken even, and this comes as the Society settles down into its new mode of operation, having downsized and moved its office last year and having gone into partnership with CUP for the publication of the Journal and Annals the year before. I reported last year that the Society had a cumulative deficit of £95,520 running since 2007. We've hardly managed to close that deficit, which now stands at £95,183. The Society's expenditure is now of the order of ~ £330,000 and its total assets are ~ £474,000, similar to last year. In this respect, the Society is not in a bad place, but it would be nice to continue to at least break even in future years, and preferably close the cumulative deficit that accrued since 2007.

In more detail, income is itemised in notes 2-5, and expenditure is listed in notes 6-8 and in the unnumbered SUPPORT COSTS on pages 17-20.

INCOME:

Note 2. Donations were £2,013 in 2017 compared to £20 in 2016. No grants were received in 2017.

Note 3. Income from interest on investments was comparable in 2017 to 2016: down slightly by £64 from £10,743 to £10,679. Income from this source had been rising for the last few years; 2017 was known to be a difficult one for markets generally so this slight fall is not surprising. The Society continues to invest part of its capital in "higher interest" but still "low risk" investment accounts, and this is reviewed each year.

Note 4. Incomes associated with ICE, and the CUP Royalty associated with the Journal and Annals were disappointingly down in 2017 compared to 2016. Thus, in 2017 the Society received £5,255 from the direct handling of the Journal, ICE & Books, down from £12,407 in 2016. This now represents solely the sale of ICE to libraries and members and the sale of paper copies of the Journal to members

(which are still managed directly by the Society) (see note 5). In 2016 this figure also included a vestigial income from the processing/sale of the Journal before fully handing over to CUP. Similarly, the Society received £843 from the handling of Annals in 2017, down from £1,909 in 2016. Again (see note 5) this now represents solely the sale of Annals to libraries and members directly by the Society.

The CUP Royalty was down £33,169 from £111,639 to £78,470. This has not been split by Journal / Annals but the drop represents the slightly fewer articles published in the Journal in 2017 cf. 2016, but mostly the far fewer articles published in the Annals (3 issues were published in 2016 but only 2 in 2017)

Returning to Note 4, income from Meetings / Symposia was up by £127,487 from £52,134 in 2016 to £179,621 in 2017. This reflects the fact that one symposium occurred in 2016 (La Jolla) but two symposia were held in 2017 (Wellington and Boulder).

Income from membership was down by £4,287 from £51,637 to £47,350. It fell by £12,803 from £64,440 between 2015 and 2016. This fall in membership since the Society moved to Open Access publishing is rather worrying, although it is good to see the reduction in members did not drop as much last year as in the previous year.

EXPENDITURE:

Note 6. A summary of all expenditure shows that outgoings associated with running Meetings & Symposia were up by £84,517 from £124,937 in 2016 to £209,454 in 2017. This is due to one more symposium being run in 2017 cf. 2016. Expenditure on other charitable activities (everything else the IGS does besides run the Meetings/Symposia) was down by £60,254 from £183,253 in 2016 to £122,999 in 2017. As more time was dedicated to the Meetings/Symposia, proportionately less time was spent on everything else.

Note 7. In 2017, grants totalling £1,321 were made to support the Glacial Seismology School and to support student attendance at the Glaciological Summer School in Alaska (whereas two grants totalling £7,450 were awarded in 2016 to support the Alaskan and the Argentinian Glaciological Summer Schools).

Looking at the income and expenditure solely for Meetings and Symposia and ignoring the grants (comparing Notes 4 and 6), we see that in 2016 the one meeting had a deficit of £72,803 whereas in 2017 the two meetings had a deficit of £29,833 (an average of £14,917 per meeting). My report from last year also highlighted that the three meetings in 2015 ran at an average loss of £9,414 per meeting. As I mentioned in my last report, the Society's symposia are running at a loss when the IGS office costs are factored in. There are economies of scale to be made when the IGS can run three symposia rather than two, and certainly when it can run more than one. It would also be beneficial if the IGS in combination with local organising committees could obtain additional grant income from sponsors to offset the direct and support costs associated with IGS office activity.

Note 8. Direct costs are down substantially in 2017 compared to 2016, from £26,322 to £11,521. Biggest reductions were in printing, as far fewer issues of ICE are now being printed as it is being read online; and in editorial fees and expenses, as a result of changes in the editorship of the Journal. Other direct costs showed either small gains or falls.

SUPPORT COSTS.

General support costs are up by £46,601 from £233,761 in 2016 to £280,362 in 2017. Many support costs have fallen. For example, rent is down substantially now that these costs reflect solely the rental of the new premises at BAS (IGS moved office towards the end of 2016, hence the higher costs last year). Similarly, computing and web hosting costs are down due to reduced number of staff in the IGS office and no major IT purchases. In 2016 we incurred IT costs relating to the move of the IGS office to BAS and setting up our IT system in the new office. Wages and salaries and associated NI and Pension costs) are down slightly, reflecting the complete move over to CUP (there were vestiges of salaries paid by IGS for Journal/Annals production towards the beginning of 2016). The big hike in general support costs is for Symposia, reflecting (as mentioned previously) the running of two meetings in 2017 compared to just one in 2016.

Governance costs are stable and comparable to last year.

SUMMARY

The Society's finances are in reasonably good shape; it essentially broke even in 2017, encouraging given the loss incurred in 2016. We ran a negligible surplus compared to our total funds in 2017 compared to the significant 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). Despite this, our funds now exceed our annual expenditure, which is a healthy place to be in.

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 is increasingly 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. The decline in papers published in the Journal over the last two years is regrettable and we should work harder with CUP to reverse this trend. It is also increasingly important for the Society to hold on to and attract new members, as membership fees are also a valuable source of income to the Society. Again, it will need to think of innovative ways of making the Society more attractive, especially now that a major reason for joining (copies of the Journal) is no longer an incentive because of Open Access. 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.

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. 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 NI and pension contributions) are, as in many organisations of course, the most expensive item of expenditure (totalling £112,872 in 2017, 34% of all expenditure, down slightly from 2016). The Society should continue to ensure that salary inflation and travel and subsistence rates are sustainable.

I am indebted to Magnús Magnússon and Louise Buckingham for all they've done for the IGS over the past year, and for their help in checking some of the facts and figures in a draft of my report.

Ian C. Willis, Treasurer
12th June 2018

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

E.M. Morris asked whether the staff cost included all aspects of employment such as pension, national insurance etc. The SG confirmed this is the case and he also said that a figure of 34% of the total turnover is not unreasonable for an operation like the IGS.

N Rutter proposed, and A Le Brocq seconded, that the Treasurer's report be accepted. This was carried unanimously.

4. Election of auditors for 2017 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, EM Morris proposed and I Hewitt seconded, that Messrs Peters Elworthy and Moore of Cambridge be elected 'Independent Inspectors or Auditors', whichever is appropriate for the 2018 accounts. This was carried unanimously.

5. Elections to Council.

After circulation to members of the Society the Council's suggested list of nominees for 2018–2021, no further nominations were received, and the following members were therefore elected unanimously.

Vice-Presidents:	Gwenn Flowers
Treasurer:	Amber Leeson
Elective Members:	Regine Hock Christina Hulbe Andrey Glazovskiy Kang Shichang

Shelley MacDonell

These appointments were unanimously approved by the AGM on a motion from R Bingham and seconded by I Hewitt

6. Other business:

The Vice President led off the discussion by inviting attendees to bring up any items they feel is important for the IGS. He led off by sharing his view that the IGS needs to make some changes. We have responded to some things, for example going over to Open Access and that has been quite successful. Now that is behind us we can start to looking towards the future and discuss proactively what direction the IGS needs to take and what we need to do to improve the Society. He put forward the question: why does the IGS not have an annual symposium? That is, an annual meeting which would attract a large section of the cryospheric community. He felt that would be quite useful to the community and it could also be a good income source for the IGS. The IGS has a good selection of meetings on specific topics, which is very good, and we should continue holding such meetings. But we should also consider a meeting which would be an all-inclusive glaciology meeting. E.M. Morris supported the idea and cited her experience when she was an 'early career' scientist. Every year there was such a meeting held in Cambridge and it was very beneficial as she got a good overview as to what direction she wanted her research to take. She also commented that this is why the British Branch meetings are so good, one gets a good overview what research is being done and where. But that is only the British Branch. Hence she would strongly support an international multi-discipline meeting with all talks being held in the same auditorium (unlike the AGU and the EGU where each topic is in a separate meeting room). The VP said this was the philosophy behind his idea, to have something that is of interest to the wider community rather than splitting it down into several specialised interest groups.

Ideally this should be an annual meeting but maybe IGS could start off by having bi-annual meetings and once the idea is established, switch to an annual meeting. R Carr approved the idea but said the location has to be somewhere where such a meeting could be made affordable. She made the point that in recent years many IGS symposia have been held in the USA and that had made them expensive. It would be difficult for graduate students to attend, although this should be an important aspect of such a meeting as comments made by EM Morris had commented. She also said that the timing should be such that those that teach are able to attend. But she added that she was speaking from an European point of view and hence following such a model would limit attendance from North America. The VP acknowledged that there were several aspects that needed to be taken into account. S. Palmer also voiced his support but pointed out that we would be encroaching on the 'big' meetings such as EGU, AGU and SCAR. Normally a person would not be able to attend more than one meeting per year and that would inevitably mean the success of such an IGS meeting would reduce the attendance of other meetings. The VP pointed out that the IGS symposia and journals used to be the leading entity in the glaciological field and it was time to make the IGS number one again. A Le Brocq suggested we should perhaps adapt the SCAR model of holding the meeting every few years and go 'around' the world.

R Bingham raised the subject of how we could increase the membership of the IGS. He suggested that perhaps the IGS should consider an 'Early Career Award' scheme. Previously glaciologists joined because they would get the *Journal* as part of their membership but that incentive has been removed. Nowadays early career people are mostly concentrating on what will advance their careers so having something to put on their CV is very valuable. He thought the IGS should have an award that is not associated with symposia and meetings. It would be for IGS junior members.

The SG commented on the point the VP had made at the start of the 'Other business' discussion. He pointed out that the IGS is holding 'joint' symposia\meetings with other cryospheric organisations which have been very successful and that would perhaps something to take into account.

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 Vice-President asked for a motion to adjourn the AGM.

The AGM was adjourned on a motion from A Le Brocq and seconded by S Palmer at 14:32 BST.