

ABRIDGED MINUTES
from the April 21-23, 2021
APS Council Meetings

Council attending: Mark Gleason, Amy Charkowski, Ron Walcott, Lindsey du Toit, Jim Bradeen, Lawrence Datnoff, Katy Stevenson, David Gent, Courtney Gallup, Ashok Chanda, Krishna Subbarao
Staff: Amy Hope, Carol Ericson, Kurt Rood, Linda Schmitt, Greg Grahek, Erik Uner, Tressa Patrias, Joann Lynch
Invited: Rick Bennett, Sally Mallowa, Elisha Allan-Perkins, Renee Rioux, Olufemi Alabi, Emilio Oyarzabal, David Gadoury

April 21, 2021

A. Call to Order (Gleason)

Meeting was called to order at 1:02 p.m. CDT. A quorum was present. Jim Bradeen was appointed the parliamentarian/facilitator.

B. Approval of Minutes (All)

MOTION: to approve the March 18, 2021, minutes as received. *Seconded; motion passed.*

C. Refresh of Strategic Plan (Charkowski)

SHARED current APS Vision and Mission statements:

- Vision: APS will be a diverse global community of scientists that: provides credible and beneficial information related to plant health; advocates and participates in the exchange of knowledge with the public, policy makers, and the larger scientific community; and promotes and provides opportunities for scientific communication.
- Mission: Discover and disseminate new knowledge of plant systems worldwide to meet humanity's need for safe and nutritious food, affordable fiber, sustainable forests, and verdant landscapes; and promote the development and adoption of economically and environmentally sustainable practices to ensure plant health.
- 2020-2021 Goals: https://www.apsnet.org/members/leadership/governance/Documents/2020-2021_APSStratPlanPriorities_webcopy.pdf

NOTED that it's clear we need to refresh the plan after coming out of COVID. Not only from budget to process, but also priorities that have changed to some extent, as well as some internal changes, and social justice.

NOTED with Communities coming online we may need to rethink committee structure and purposes as we go through strategic planning.

ACTION: Will first begin with doing an environmental scan and agreed to begin work on this beginning this summer and will continue to do bite size pieces over the course of a year. Will also get committee input by asking them questions during Plant Health 2021 Committee Week in late July.

ACTION: Staff will put together a plan on strategic planning and run it by Amy Charkowski.

D. Office of Family & Caregiver Support (OFCS) Proposal (Allan-Perkins, Mallowa, Rioux)

RECEIVED OFCS proposal.

Science Magazine survey in 2018 of 34 conferences with 1000+ attendees – 94% provided lactation rooms and 68% supported childcare. Life Sciences conferences provided less. Needs to be able to serve members in this area.

Justification in creating OFCS:

- Increase diversity and inclusion
- Help retain early and midcareer researchers
- Support international researchers
- Support and encourage future generation of scientists/plant pathologists

SHARED summary of what other societies do.

Articles have come out that onsite childcare may not be the best way to solve caregiver issues as they may not feel comfortable leaving their children with someone they don't know. Providing caregiver grants could help solve this concern.

What we have done: 2016 APS Professional Development Forum (2026 PDF) tasked with developing child-care family friendliness for APS annual meetings. Conducted survey of members. In 2017 formed the Family Friendly APS that provided programs for families during the APS meetings.

Goals as an APS Office:

- Annual budget of \$1,500 (travel grant, activities for families at annual meeting)
- Coordination with APS AMB (Sprout's Corner, area/support for nursing people, coordination for family inclusive field trip, live streaming key sessions.
- Communication: News/webpage articles, webinars, panel discussions, special sessions, social media posts

SHARED proposed mission statement:

- The proposed mission of the APS Office of Family and Caregiver Support (OFCS) is to advocate and champion diversity and inclusion of APS members, specifically by caregivers as they pursue their scientific career. This will be achieved by providing information, services, and grants that support and facilitate participation of caregivers in APS and pursuit of their scientific careers and assist them in balancing the demands of their personal and professional lives. The office will work to include APS family members to encourage future generations of plant pathologists.

Question arose about why an office versus a committee? Reason requesting an office is because an office would have a director and office members that serve 3-year terms (vs. 1 or 2-year terms for committee leadership, to have continuity with programming going forward. Plus, the ability to have members from other committees (ex-officio) on the Board such as members of early career, OPRO, DEI, as well as having an annual budget.

TABLED Council discussion of OFCS to tomorrow.

E. African Division Proposal (Mallowa, Alabi, Chanda)

RECEIVED African Division proposal.

SHARED history of African Phytopathology Group that started in 2016, as well as where members are located and the Steering Committee members.

Wanted to include everyone – inclusivity: focus on the science of plant pathology in Africa. Promoting APS and the science of plant pathology in Africa. Showcasing plant path expertise in Africa. In 2021, did a call for applications for student awards to present research at the Annual African Phytopathology Group Meeting. Good things happen when we come together: information access, knowledge sharing, networking and collaborations, and strengthening African plant pathology community.

PROPOSAL: The establishment of a new Division of APS to be called “The African Division of APS”. The African Division shall be a regional representation of APS in Africa.

- Grant “The African Phytopathology” the status of an African Division of APS. The African Division shall be a regional representation of APS in Africa.
- Videoconferencing support for the divisional meetings – ongoing support
- Incentives for the Student Research Competition initiative (seed funds to get it started – hope to have this sustainably supported in the future by themselves)

Have they reached out to ISPP? No, most have a strong association with APS.

TABLED Council discussion on African Division to this afternoon.

F. PPB Task Force recommendations (Bennett)

RECEIVED recommendations from PPB Task Force. Noted that PPB has not yet seen this report yet.

RECOMMENDATIONS:

- Increase engagement of APS members – ‘In-reach’.
- Take a proactive focus
- Increase partnering and alliance-building with like-minded scientific societies, organizations, and/or agencies for mutual benefit and increased impact.
- Provide financial support for PPB success
 - Operating budget
 - Engage an outside consultant to ensure the success of PPB advocacy and engagement efforts
 - Create an ad hoc working group of APS members with experience in government affairs.
- In the draft FY22 have put in \$40K as a placeholder. It was noted that a request for proposal (RFP) has not been sent yet for these outside services.
 - Also included \$10K for travel to Kansas City and DC, as well as some specific travel for certain areas.
 - Total of \$50K.
 - Could get an RFP out in the next 8-10 weeks.
 - FY22 budget starts July 1, 2021.
- Question arose on how PPB will work with other APS committees and boards to get engagement from them? Example: have been reaching out to some APS Subject Matter committees recently

on discussions for the need of better diagnostics and emerging diseases to work together on a position paper on better diagnostics. Also work closely with OPRO and plan to work with AULF.

NOTED there are a lot of opportunities for PPB to better engage with members through CALs and Committees. All committees/boards/offices need to better interact and work together.

TABLED Council discussion on PPB Task Force recommendations to Friday.

G. Current & Future Needs (Gleason)

- Research ethics
 - Series of live webinars (discussion based) (14-15) growing some legs. Joanne helping Dr. Leonor Leandro and Mark both teach research ethics and will lead these webinars. Plan to offer fall 2021. Will work with Joann Lynch from staff, Director of Education. Working on details for certification.
- APS support to graduate course curriculum
 - Early phase yet – not a new issue. A concern voice by members. There are many departments and states that are unable to provide broad training to pathology. Could be a way to reach land-grant institutions.
- Experiential learning in diagnostics
 - Brought up by Dean at VA Tech. Explore idea of facilitating this idea of developing learn by doing with diagnosticians in their labs. Details are not worked out yet. Noted that some grad students don't get exposure to diagnostics. APS to advance idea of including diagnostics in plant pathology curriculum as this is a key part of APS. Diagnostic Committee of APS is very engaged.
- Other education opportunities
 - Reforming of Ed Center. Brantlee Spakes-Richter is the new EIC and is doing well in getting Office of Education (OE) and the Teaching Committee to make some substantial changes in the Ed Center.
 - Plant Health Instructor that is currently within the Ed Center will now be part of Manuscript Central (this move has been included in the draft budget for FY22).

H. Recruitment Initiative (Gadoury, Oyarzabal)

RECEIVED Comprehensive approach to increase African American, Latino American, and Native American plant pathologists.

- Wanted to have Council on board with idea first and will provide specifics in next phase.
- Actions specific to Plant Health 2021:
 - Creation of virtual hubs at target institutions, where individuals can gather and meet with faculty and/or student guides to aid them in being and engaged participants at the meeting.
- Suggestions for institutions to be contacted include Tuskegee University, Howard University, University of Hawaii, Alcorn State University, University of Puerto Rico, Navajo Technical University, New Mexico State University, and Southwestern Indian Polytechnic Institute.

NOTED that we need a more comprehensive list, and then perhaps focus on a select number where we can find local champions for the program.

ACTION: Jim and Lindsey to review recruitment concept and provide updated document to David Gadoury and Linda Schmitt.

ACTION: Council to provide a formal response back to Foundation Board about their support of the recruitment initiative.

I. Council Discussions on Proposals (All)

1. Office of Family & Caregiver Support (OFCS):

Both Lindsey and Katy had sat in on these conversations and had recommended to them that they request being named an office instead of committee.

NOTED the meeting industry is seeing an increase of 30% expenses for in person meetings for 2022 and that we will be limited to the number of attendees at in person events. Going forward, we will continue to have a virtual component to our annual meetings. Still unclear on how many attendees we can have in person for 2022. We need to communicate this message and make them aware of this! The full scope of the OFCS proposal may not be implementable due to the realities of lingering Covid that may require adjustments to their proposal.

RECOMMEND OFCS be made up of only APS members, noted there are legal matters if you have non-APS members on an office/committee.

TABLE OFCS decision to tomorrow.

Call adjourned for the day at 4:15 p.m. CDT.

April 22, 2021

A. Call to Order (Gleason)

Day two of the meeting was called to order at 1:03 p.m. CDT. A quorum was present.

Council attending: Mark Gleason, Amy Charkowski, Ron Walcott, Lindsey du Toit, Jim Bradeen, Lawrence Datnoff, Katy Stevenson, David Gent, Courtney Gallup, Ashok Chanda, Krishna Subbarao

Staff: Amy Hope, Carol Ericson, Kurt Rood, Linda Schmitt, Greg Grahek, Erik Uner, Tressa Patrias, Megan Boatman

Invited: Paul Esker, Staci Rosenberger

B. Annual Meeting Board (Esker/Boatman)

1. Plant Health 2021 Update

SHARED program highlights. A copy of today's slides is posted to the Council collaborative site.

- Workshops take place September 2021-Feb. 2022. Workshops held this past year have been well received. Looking forward would like to continue this model for holding workshops year-round.
- All meeting registrants will receive comp reg to workshops (advanced registration required). Non-meeting registrants can also register for a fee.
- 22 overall sessions (13 submitted sessions, hot topics and panel sponsored sessions)
- POD Talks – in progress of securing speakers.

SUGGESTED moving meeting budget approval up earlier so that meeting registration rates can be made available when abstract submission period is open.

ACTION: Staff to draft messaging around costs associated with virtual meetings to members.

SHARED networking opportunities.

- Committee week is July 26-30.
- Virtual Award Ceremony is July 27
- Micro-Communities – small groups meeting at dedicated times for informal discussion with like-minded peers.
 - Will be able to select these topics during registration.
- Several social events planned, including social and networking event with awardees
 - Suggested holding event for mid-career

SHARED contributed papers.

- 624 abstracts submitted (287 technical talks and 337 research on demand)
 - Down about 20% in submissions could be due carryover of pandemic.
 - Around 25 outside of U.S.
- 15 technical sessions will be developed (in groups of 5)
 - New this year – will be pre-recorded talk will be broadcast, followed by a for 3 minutes Q&A with the presenter.
- Research on Demand
 - Enhanced ePosters for 2021 and presenters to take fully take advantage of the ePoster platform.
 - Training will be provided for both presenters and attendees
 - ePoster Viewing Sessions will be scheduled where Presenters will be available in assigned breakout rooms to interact with attendees.

2. Future of APS Annual Meetings (Patrias)

SHARED draft value statement that will be included in future RFP's to cities.

APS is a global community of individuals with a shared interest in plant health. Our diversity is represented in our international membership, professional interests, cultural and educational backgrounds, as well as age, racial, and gender diversity. This diversity ensures a wealth of perspectives and enhances the quality of our work and interactions. The locations and venues selected for our annual meeting must support this overall experience.

NOTED would like to include gender orientation and sexual orientation.

ACTION: Council and CDEI chair to review value statement for input and send final draft back to Tressa.

C. Leadership Institute (LI) Update (Rosenberger/du Toit)

LI has been working on targeted, cohort-based leadership training for leadership roles within APS.

SHARED historical approach to LI training. Used to hold a one-day pre-meeting workshop at the annual meeting with a lunch and networking activity that was open to all APS members. CALs had selected LI Fellows to participate in training to provide skills to become leaders within APS.

LI wanted to have a bigger impact with additional training opportunities (webinars, mentoring, others?)

LI approached with request to shift focus to support effective leadership transition for committees. Had a brainstorming session at the 2020 meeting with a broad representation of committees that may be working on leadership development activities or have an interest on what LI could offer. After meeting, LI continued to partner with other committee chairs to develop training topics based on experiences/needs. Developed a series of leadership topics but content creation and execution of training would be a challenge.

New approach to LI training – a work in progress!

- Now working with Jim Meffert from Tecker Consulting to develop leadership training program/sessions.
- Targeted, cohort-based leadership training for leadership roles within APS (Subject Matter, General Policy, Offices). Worked with CALs and Amy Hope to select groups.
- Structure: 3 cohorts (combo of SM/GP/Offices) network among committees/offices
- Combination of synchronous and asynchronous learning with 4-5 sessions over the year.
 - First introduction to this idea would be introduced during the Committee Chair Orientation webinar on June 29 and first cohort will meet in July to help prepare for committee activities at Plant Health 2021.
- Topics:
 - Roles & responsibilities, opportunities
 - Connecting APS strategic plan to committee and office missions
 - Leading, managing, partnering, engaging
 - Authentic inclusion and diversity
 - Tools and techniques to lead association committees and offices
 - Transition in leadership – helping them be aware of how to facilitate this transition.

Expressed thanks to LI and Lindsey for the work done so far.

Will drive the Higher Logic Community through these trainings to integrate into their committee work.

2. Committee Chair/Vice Chair Orientation by CALs (Stevenson)

Webinar is scheduled for June 29 at 11:00 a.m. CDT. Will be recorded and posted to the committee chair training webpage:

<https://www.apsnet.org/members/leadership/apsleadership/Pages/CommitteeChairOrientation.aspx>

D. Virtual Engagement (Ericson/Uner)

1. Higher Logic (Ericson)

SHARED Higher Logic Community rollout schedule.

IMPORTANT that when we open the communities there **MUST** be something there for members to do and have interaction, otherwise they won't come back!

SHARED Initial Committee/Division list for initial launch.

NOTED staff will include Higher Logic training to Council as well.

2. APS Website (Uner)

Ed Center/Office of Education

- Task Force led by Brantlee Richter (EIC of Ed Center) has been actively engaged and has met several times on their own.
- Quite far along on a proposed new organization for content.
- Housing webinars all in one area.
- Have a meeting next week – will have a better idea on estimate of organization and level of effort and work needed and can provide future updates to Council.

E. Strategy for APS journals – execution and ongoing OA strategy (Subbarao/Grahek)

SHARED journal survey results. Full details are found in the slide deck posted to the Council collaborative site.

SHARED submission data YTD through March 27, 2021. We are ahead of schedule compared to this time last year. We predicted a slowdown after the pre-Covid research had been submitted.

Council thanked Krishna for his leadership.

NOTED staff is currently working on a content dashboard that will track trends and we'll be able to push that to content development.

F. Follow-up on Day 1 Discussions (All)

1. Proposed Office of Family and Caregiver Support (OFCS):

Original concept for Offices were collections of committees. Noted as we redo our strategic plan and assess all of our committees/boards/offices that a name changes may happen.

RECOMMEND we have a discussion with them directly.

ACTION: Invite Sally, Elisha, Amy, Carol to a Prez Team call in 2 weeks to discuss OFCS further.

MOTION: to approve the concept of a permanent entity within the APS committee structure committee focusing on family and caregiver support that will include providing staff support to this group. The official name of group to be determined after Council refreshes strategic plan. *Seconded; motion passed.*

2. African Division: Request to APS Council:

- That the group currently known as “The African Phytopathology” be granted the status of a Division of the APS to be known as “The African Division of the American Phytopathological Society”.
- That “The African Division of the American Phytopathological Society” be supported with videoconferencing capabilities to enable it to hold its annual business meetings to be held immediately after the annual meetings of the APS.

- That the APS Council provide one free annual meeting registration and one year of free APS membership to the top 3 Graduate Student presentations of the “The African Division of the American Phytopathological Society” as incentives to these deserving students.

RECOMMENDED we provide them with a budget and for staff and the Division Councilor to assist them with division governance details and information on what it takes to run an APS Division.

MOTION: to approve the formation of the African Division of APS and to provide seed money (amount to be determined) contingent on leaders first meeting with APS staff and the Division Councilor (Ashok Chanda) to discuss and share what it takes to run an APS Division (including governance, staff time, costs, budgeting, etc.). *Seconded; motion passed.*

ACTION: Carol and Amy to schedule a call with Sally, Olufemi, and Ashok to discuss the African Division.

Day two meeting adjourned at 4:00 p.m. CDT.

April 23, 2021

A. Call to Order (Gleason)

Day three of the meeting was called to order at 12:03 p.m. CDT. A quorum was present.

Council attending: Mark Gleason, Amy Charkowski, Ron Walcott, Lindsey du Toit, Jim Bradeen, Lawrence Datnoff, Katy Stevenson, David Gent, Courtney Gallup, Ashok Chanda, Krishna Subbarao

Staff: Amy Hope, Carol Ericson, Kurt Rood, Linda Schmitt, Greg Grahek, Erik Uner

Invited: Kitty Cardwell, Carrie Harmon, Poonam Sharma

B. Diagnostic Assay Laboratory Network (DALN) (Cardwell, Harmon, Sharma)

- A copy of today’s slides is posted to the Council collaborative site.
- DALN vision:
 - Want a system that supports assay development and validation.
 - System of integrated labs and collections.
 - Feedback system on diagnostic assay performance.
 - Integrated assay develops support systems
- Need a portal that will pull together all the different pieces and recourses for this activity.
- Would like to house a DALN database within the APS website. The portal will house several functions.

SHARED DALN IT Vision that would include the DALN Dashboard, Validation Tools, and Communication Platform.

- Hoping that journals will start reviewing based on given terminology and specific criteria as new assay methods are published.
- Socialize this as much as possible. Work with APS Press and make assay validation more visible within plant pathology community. As they are published, standard languages that are adopted to use for the reviewers to look for.
- Kitty has been working with Greg Grahek and have discussed some other models (AOCS) where there is someone who manages it on staff side. Still needs to be discussed and studied.
- NPND is also interested and will be engaged on their side with this effort.

- Seed trade is important too. Currently we see limited number of assays in this area. How would this group get started? It's a process, won't start all at once. How to use existing APS structure and committees to make some of these decisions (prioritization in a committee first). Don't see it being done all at once by a small group. Community wide effort at some level.
- How to avoid APS conflict of interest? APS supply a letter for a proposal, but not necessary. Have a lot of support letters already. If behind APS paywall will need reference that APS is doing this.
- Need to understand more what DALN wants from APS - endorsement vs support?
- Could ARS or APHIS host the website? We have not even looked at what it would cost to host DALN on the APS website. Would need full-time staff person to work on this project.

RECOMMEND connecting DALN with PPB.

CONSENSUS from Council that in general we agree with the need, just need a detailed proposal from them and costs/support needed from APS.

ACTION: Amy Hope to go back to Kitty Cardwell and ask that in DALN's proposal to Council that they include details including a clear list of their partners, budget, and prioritization, and how they will include industry partners to gain support. Also, to include a sunset clause.

C. Plant Science Research Network (PSRN) Leading a Cultural Change in the Plant Sciences for the 21st Century (LEAPS) Proposal (Charkowski)

APS has been member of RCN group since its beginning. This group put out the first decadal vision. Brett Tyler is our RCN rep. Group meets regularly and are very active.

They are seeking funding to support a new RCN network that will promote DEI and drive cultural change in the plant sciences. The RCN network will pursue four major aims through people-driven activities to advance DEI and catalyze cultural change within Member Societies.

Building on the momentum of the PSRN, the new RCN will:

1. Enhance communication and collaboration across plant societies, focus on investments, and activities to support diversity, equity, and inclusion (DEI).
2. Provide practical knowledge for society leadership to improve understanding of DEI and employ the "equity lens" in decision making.
3. Coordinate the development of modular training opportunities for emerging leaders across societies.
4. Establish a cross-society mentoring program to support career transitions for students, early, and mid-career members.
5. Build awareness for the diversity of plant science career opportunities through outreach and public engagement.

REQUEST: APS is invited to join this initiative and nominate steering committee representatives. A letter and representative named by May 7. Proposal is due May 14. Would be a long-term position (prefer mid-career position or at an institution that is representing underrepresented students).

Would need someone who has interest in Diversity, Equity, and Inclusion activities and mentorship to be the liaison should they get this funding. Do they want this in the letter? Would be great, but not critical.

SUGGESTED asking Committee for Diversity, Equity, and Inclusion (CDEI) and Nominations Committee for mid-career member names for the RCN steering committee.

SUGGESTED names: Jonathan Jacobs, Anna Testen, Denita Hadziabdic-Guerry.

MOTION: to support concept of RCN LEAPS and for APS to identify a mid-career representative by the May 7, 2021 deadline. *Seconded; motion passed.*

ACTION: Amy C. and Linda to reach out to CDEI and Nominations Committee for mid-career names for the LEAPS steering committee.

D. Decision on PPB Task Force Recommendations (All)

Voting to approve concept and aspirations as laid out in the recommendations put forth by the PPB Task Force.

MOTION: to endorse the PPB Task force recommendations as received. *Seconded; motion passed.*

E. FY22 Councilors' Challenge (Gallup)

RECEIVED FY22 Challenge on Developing a Mentorship Toolkit.

The goal of the Councilors' Challenge is to promote awareness of the importance of intentional mentoring, develop resources for structured mentoring, and increase mentoring activities of plant pathology professionals and students across the society. For this, a mentorship toolkit will be built, which will enable a future robust mentorship program across APS.

FY22 Challenge: Committees will develop content for a mentorship toolkit that will facilitate successful mentor/mentee relationships within plant pathology or provide subject-specific content for addressing common career challenges within the discipline. We encourage participation by individuals at all career stages. Submissions will include the topic and brief description of the proposed content

NOTED that the submissions are not the content itself – it would be the description of content that they would like to be included. Once selected, CALs would go back to winning committees and ask them to develop the content.

NOTED that for FY23 challenge we can build off this idea and the next step could focus on the mentoring program itself and utilizing the Higher Logic Community.

CONSENSUS from Council to move forward with the Councilors' Challenge idea for FY22 as presented.

F. Finances (Datnoff/Rood)

2021 Actual vs. Budget

- Revenue
 - \$624K underbudget through February
 - Annual meeting missed mark by \$650K due to pivot from in person to virtual
 - Journals on target

- PhytoFrontiers/GROW off to a slow start for combined shortfall of \$100K
- APS Press better than budget
- Expenses
 - \$1 million underbudget
 - Annual meeting expenses underbudget by \$480K
 - Payroll underbudget \$270K
 - Administrative expenses underbudget by \$40K
 - Publications/Membership Services expenses underbudget by \$220K

SHARED March YTD Financials.

- March YTD Revenue = \$3,737K
 - Shortfall driven by:
 - Annual meeting (\$606K)
 - *PhytoFrontiers™* (\$101K)
- March YTD Expenses = \$3,231K
 - Favorability driven by the following:
 - Annual meeting = \$480K
 - Total payroll = \$284K
 - Lower total pubs / MS = \$227K
- Net Operating Profit of \$506K
- Other Highlights:
 - CAPES payment of \$111K was received in March (covering date range of Sept 2020 – Aug 2021)
 - Net operating profit of \$2.626M!
- Overall, APS is in a strong position. Have strong cash reserves as well.

FY22 Budget Proposal

FAC met on March 24th & 25th and approved the proposed budget after extensive review and vetting.

Revenue: FY22 budget revenue of \$4,819,889 is down \$472,035 from FY21 budget due primarily to the following:

- Annual meeting = (\$430K)
- Book income = (\$35K)

Expenses: The FY22 budget expenses of \$4,919,460 is a decrease of \$460,684 over FY21 expenses. The following are the highlights from the budget:

- Payroll, taxes, benefits, and client reimbursements are down \$48,642 over prior budget.
- Decrease of 2,479 hours in comparison to the prior year budget for APS consumable hours.
- One-time \$15,000 cost to move to new facility in spring 2022 (placeholder).
- Annual meeting expenses lowered by \$416K.

Overall: The Net Operating Profit for FY22 is budgeted at a loss of \$99,571.

- Prior year (FY21) budget was loss of \$88,220.

NOTED that African Division and the new group focused on family and caregiver support currently do not have funds allocated to them in the FY22 budget.

MOTION: to include \$3,000 in the FY22 budget which includes \$1,500 being allocated to the new African Division and \$1,500 to the newly formed group focusing on family and caregiver support. *Seconded; motion passed. One abstention.*

MOTION: to approve the FY22 budget as amended with a net operating profit budgeted at a loss of \$102,571. *Seconded; motion passed. One abstention.*

FAC Recommendations

- FAC recommends that Council give highest priority to monitoring, revising, and adapting the strategies and platform for APS journals to address threats and opportunities in publishing, including Open Access initiatives and how they may affect society revenue.
- FAC recommends that Council direct APS PRESS to develop its digital strategies and prioritize its portfolio with the goal to generate 15% net profit margin to include all expenses. APS PRESS should also pursue strategies to increase institutional purchase of electronic products.
- FAC supports ongoing implementation by staff of models to enhance membership value and increase the membership base.
- FAC supports the ongoing implementation of the Annual Meeting Roadmap to optimize the scientific, experiential, and financial impact. While profit after overhead is the goal of the annual meetings, we recognize the uncertainty of the next two years, and we recommend creative approaches to maintain financial integrity.
- FAC supports providing resources for the continued development and timely adoption of innovative technology-based tools/systems to enhance value to members and functionality of the website and year-round app.
- FAC recommends continued monitoring of the use and financial viability of the new Grow: Plant Health Exchange (FNA PMN) website.
- FAC recommends the establishment of a Task Force to systematically re-evaluate PDMR.
- FAC recommends that with the uncertainty of the environment and stakeholder needs, the Council should undertake the development of a new strategic plan and a coordinating financial strategy.

MOTION: to accept the FY22 FAC recommendations. *Seconded; motion passed. One abstention.*

Meeting adjourned at 1:42 p.m. CDT.