

ABRIDGED MINUTES

from the April 19-20, 2023

APS Council Meeting

April 19, 2023

A. Call to Order (Ron)

Meeting called to order 10:02 a.m. A quorum was present.

Council attending: Ron Walcott, Amy Charkowski, Sydney Everhart, Nicole Gauthier, Lawrence Datnoff, Jim Bradeen, Courtney Gallup, Nicole Donofrio (late arrival)

Council regrets: Nik Grünwald, George Sundin, Karen Garrett

Staff: Amy Hope, Carol Ericson, Laura McGrady, Greg Grahek, Tressa Patrias, Megan Boatman, Linda Schmitt, Erik Uner, Eric Fletty

Materials shared are available on the Council collaborative site.

B. Financial Health (Lawrence/Laura)

RECEIVED February financials and summary.

The American Phytopathological Society's (APS) fiscal year began on July 1st. The February 28, 2023, financial summary represents eight months of activity for the fiscal year ending June 30, 2023. APS's financial results are reported monthly to leadership.

The net operating loss for the eight-month period ended February 28, 2023, was \$38,443. The investment portfolio increased by \$197,867, the majority of which is realized. This results in a total net gain for the period of \$159,424.

Total revenues fell short of the budget by approximately \$315,803. Much of the variance relates to annual meeting registration revenue, publication author charges and APS Press sales. We anticipate author charges to perform closer to budget as we continue to work through a billing back log. Total operating expenses compared favorably to the budget. Much of the positive variance relates to staff payroll expenses and expense reductions in the annual meeting, Member Services and APS Press.

The Business Center recap tab shows Member Services, Journals, PhytoFrontiers and PDMR compared favorably to the budget. General & admin, Education, *Phytobiomes*, *Grow-PHE*, Annual Meeting and APS Press do not currently compare favorably to the budget.

Key metrics from the statement of financial position on February 28, 2023 are as follows:

- Total Assets - \$13,143,058
- Total Liabilities - \$2,764,187
- Net Assets - \$10,378,871

FY24 Budget and Financial Advisory Committee (FAC) Recommendations

RECEIVED FY24 draft budget and Financial Advisory Committee (FAC) recommendations.

SHARED budget process and noted FAC approved the budget and recommendations last month.

NOTED the approval of the budget and FAC recommendations is on tomorrow's agenda.

Primary Drivers for FY24 Net Operating Loss:

- Strategic Plan Funding \$159K
- Plant Health 2023 Operating Loss \$206K
- 7% budgeted revenue decline
- Budgeted expenses remain flat

SHARED FY24 Finance Advisory Committee (FAC) Recommendations to Council. These were approved by FAC at their March meeting.

1. FAC supports strong alignment between the allocation of resources and the strategic plan. Activities and programs that do not support the strategic plan should be evaluated for sunseting.
2. FAC supports continued focus on strategies for the APS (American Phytopathological Societies) journals that address threats and opportunities in publishing, including evaluating Open Access initiatives and how they may affect society revenue, and improve the author experience, as well as engaging with consultants to develop new strategies.
3. FAC recommends that Council direct APS PRESS to continue to develop its digital strategies and prioritize its portfolio with the goal to generate 15% net profit margin to include all expenses before overhead. APS PRESS should also pursue strategies to increase institutional purchase of electronic products.
4. FAC supports staff actions to retain members with the target areas being regular and student memberships by utilizing targeted campaigns/offers and optimizing retention and recruitment at the Plant Health meeting.
5. FAC supports the revisioning of the Plant Health meetings beyond FY24 to perform at net operating gain while retaining the scientific and experiential aspects.
6. FAC supports the assessment and development of a strategy for PDMR that will enhance the generation and grow the revenue stream.
7. FAC supports applying staff, volunteer, and technology resources to develop educational courses e.g., Research Ethics, that can be the foundation of a small profit center for revenue diversification.

FAC supports increased activity by the Public Policy Board via staff, volunteer and hired representation in Washington, D.C. to expand APS's visibility as trusted advisors within relevant government agencies and legislature. This includes the Public Policy Task Force recommendation to improve member participation in policy activities and increased engagement with other like-minded scientific societies.

C. AULF and the development of a shared plant pathology curriculum (Amy C./Carol)

REMINDER our goal is work with AULF in support of our Strategic Goal B: *A growing workforce has the skills necessary to ensure sustainable plant health* Objective 3: *Increase the availability of shared-degree focused/degree-alternative curriculum.*

Based on our discussions from the Council meeting in Denver, we outlined the tasks required to move this objective forward. They include:

- Develop a core curriculum for plant pathology
- Assess gaps at individual universities

- Determine key learning outcomes
- Reduce barriers to academic collaboration
- Determine if APS or Ed Center can fill gaps (without jeopardizing faculty positions)

Why does a shared curriculum matter:

- Can we state what is essential to know to be literate in plant pathology?
 - Consistency in topics and rigor across programs
 - Collaboration among programs
 - Advocacy for resources to teach plant pathology
- What concepts have changed over time?
 - Is this reflected in research, funding, and/or hiring?
 - Have these trends been local or global?
- Does APS have resources in the Ed Center for each essential concept?

SHARED scientific concept samples from other societies.

Plant Health Shared Curriculum:

1. Determine learning outcomes required for literacy in plant pathology
2. Organize APS Ed Center around key concepts and learning outcomes
3. Use the learning outcomes to advocate for curriculum resources or hiring
4. Reduce barriers to academic collaboration

Went into breakout groups for discussion.

D. Report out from Breakout Groups on Shared Curriculum (All)

What benefits to plan and who should be involved in implementation

- Discuss from different perspectives
- Will help develop a common understanding of what plant pathology literacy is – is this a good thing?
- Would help employers if there was a common understanding of what plant pathology literacy is. Would help set expectations for undergrad and grad education.
- Would help us welcome students from smaller campuses since it would help them catch up if they lack undergrad experience in plant pathology. Would give teaching resources to non-ag schools.
- Would make APS as a go-to resource for teaching content.
- Will be easier to describe what plant pathology literacy is at the undergrad level.
- Needs to include multiple types of stakeholders to develop a proposal.
- Impact is likely to be highest at undergrad level; will help with recruiting students; may help people prep for teaching positions.
- For those that lack the core aspects of the discipline, they would have access to that curriculum.
- Could also introduce Plant Path to small colleges at the undergrad level.
- Students would be more comprehensively trained if we can develop core programming and sharing of courses.
- Related stakeholders (corps) would have their needs better met with their new hires if broader training is available.
- Could introduce plant path concepts into related fields (landscaping).

- Ongoing review of the core concepts and curriculum of plant pathology could help discipline stay relevant.
- For those that lack the core aspects of the discipline, they would have access to that curriculum.
- Could also introduce Plant Path to small colleges at the undergrad level.
- Students would be more comprehensively trained if we can develop core programming and sharing of courses.
- Related stakeholders (corps) would have their needs better met with their new hires if broader training is available.
- Could introduce plant path concepts into related fields (landscaping).
- Ongoing review of the core concepts and curriculum of plant pathology could help discipline stay relevant.

What challenges to implementation?

- Agree on how to define plant pathology literacy at grad and undergrad levels
- Vet various campuses, including campuses that are not currently teaching plant pathology to see where holes are in literacy.
- How will this be perceived by campuses that already have strong programs? What needs to happen to make it seem like a positive to all types of campuses?
- At grad level, not all campuses have grad classes in sub-discipline topics. This may be where more of the competition is.
- This is a cultural change, so won't work if forced onto people. Need to bring to people in multiple formats to gain momentum.
- Break up into discrete steps – what are the topics, how are they delivered, how does APS support it?
- For the implementation the dept heads and those who teach need to be involved.
- Blended depts mean we don't necessarily have broad plant path fundamentals, so we need to factor this into the implementation plan.
- Workforce stakeholders (employers) should be involved and inform the curriculum needed.
- Academic administration would need to be involved for inter institutional collaboration.
- Accreditation might be possible and could build relationships/partnerships between academia and industry.
- Need to get past the concept that online courses offer the students all the aspects needed in their training. Shared access to faculty offers more. Could be complimentary instead of reductionary in approach.
- It is key to develop and agree upon the core concepts and curriculum.
- If faculty is given credit for curriculum development and trainers could benefit professional development.

Will identification of key concepts help us better explain plant pathology to others and help us advocate for resources needed for plant health education?

- The broad nature of our science makes it difficult to explain plant pathology, but the thought process of developing core curriculum could help identify the relationships between the areas of science and highlight the unique translational components.
- Translational/problem solvers are needed for the food and ag system and if the curriculum can't produce that type of person, the relevance and benefit is lessened.

Next Steps

- Share with small AULF working group?

- Separate the “how” from the “what”.
- Form a working group (6-9 ppl) and task them with how to move forward. Noted this may break off into “how” and “what” groups.
 - Working group should be a mixture of reps from both large and small campuses.
 - Goal is to have group meet prior to gather ideas and discuss and develop a proposal.
 - Suggested this be submitted an Idea Café (submission deadline is May 29)

ACTION: Amy C. and Carol to work on list of potential names for the AULF working group and share with Council during the May call.

E. Plant Health Initiatives (Megan/Tressa)

SHARED meeting trend video from Velvet Chainsaw. Video posted to Council collaborative site.

Velvet Chainsaw is a consulting company that focuses on face-to-face meetings. The video will share Next-Gen expectations, purposeful abandonment, problem centric, and new ways of networking.

- Purposeful Abandonment:
 - Awards: how do we do this in a way that matters to everyone?
 - Private ceremony VIP event help prior to meeting. Then afterwards, just share highlights in Society update presentation.
 - Looking at shorter conference
- Nex-Gen Members Don't Care About:
 - Pomp & circumstance (officer install, general session to do a business meeting, award ceremonies)
 - Traditional meetings (committee meetings during conference time impacts attendee experience. (ex. Leaders pulled out sessions and not present in sessions) Recommend holding committee type meetings virtually. Leaders need to be present and IN SESSIONS.
 - Flipped classroom
- Be a Learning Organization
 - Model evidenced based education/social learning
 - Actual presentation and content being shared needs to be applied
 - Knowledge sharing happens in person
- Create Strands/Tracks; Introduce new session formats
 - How to track session rooms and looking at what are the high-level problems to solve and bucket these by big challenge titles and review submissions and then place them into those buckets.
 - Maybe with abstract submission we need to also ask people to identify which of a selection of grand challenges their talk best aligns.
 - Try it out with one session track to test the waters (peer to peer engagement, room set in rounds vs. theater style)
 - Strand/Tracks – try and get it in the same room or same section of the hotel.
- Problem Centric Titles
 - **SHARED** Headline Analyzer www.aminstitute.com/headline
- Virtual as a separate product
 - Expensive
 - Do separate, after meeting focus on specific items to be an only virtual item.
 - NOTED this idea of “bonus” virtual content and scheduled Q&As with speakers could leverage regional meetings too...unique content that most cannot access in room.
- Repackaging your conference content

- Target jobs, pains, and gains
- Create a problem-based LXD (learning experience design)
- Packaging and product development
- Enlist education champions
- Special offers
- Can't replicate what happens in Denver – look at purpose and goals and how to package it to bring value. Content dripped year round?
- Reimagining Posters
 - Works “in progress”
 - Flip classroom model (released virtually or record a 5 min video and then onsite more Q&A)
 - Research is improved not presented
 - Peer review/feedback sessions
 - Group posters by problem to solve
- Leverage Connection
 - Curated networking and community building is our future.
 - Community and connection merge together – this is what APS is all about!

Went into breakout groups for discussion. Will share feedback on breakouts during tomorrow's session.

Meeting adjourned for the day at 1:00 p.m. CDT.

April 20, 2023

A. Call to Order (Ron)

Meeting called to order 10:03 a.m. A quorum was present.

Council attending: Ron Walcott, Nik Grünwald, Amy Charkowski, Jim Bradeen, Lawrence Datnoff, Courtney Gallup, Nicole Gautier, George Sundin, Nicole Donofrio, Sydney Everhart

Council regrets: Karen Garrett

Staff: Amy Hope, Carol Ericson, Linda Schmitt, Greg Grahek, Erik Uner, Laura McGrady, Eric Fletty

Invited: Linda Kinkel and Madeline Wade

B. Public Policy Update (Linda K./Madeline)

Reviewed makeup of Public Policy Board (PPB) and their mission and work done related to the APS Strategic Plan and with the PPB Visioning Task Force. One outcome was the hiring of Brumidi Group in 2021, to elevate APS's policies within Congress and the Administration. Working with PPB, Brumidi Group is expanding communication channels and developing action plans for influence to create a foundation for APS to have real impact in D.C.

Communication/listening efforts include:

- Monthly Phyto News PPB updates
- Holding two open listening sessions at the APS annual meeting
- Active engagement effort in Farm Bill Policy process, including multiple listening sessions open to all.
- Engaging membership and targeting gaps (Fast Response Teams)

Created Fast Response Teams

- PPB was struggling to connect subject matter experts (SMEs) to legislative and regulatory requests.
- Subject Matter Committees serve to organize our experts; Committee Chairs are a key contact point.
- Fast Response teams are intended to connect SMEs to key issue areas, lead to fast turnaround time to respond to policy/regulatory opportunities, and to build a transparent and democratized policy process.
- We are using fast response teams to build out and maintain relationships with partners: 2-way communication is central to our efforts (work in progress)

SHARED six Fast Response Teams structure and themes for each.

SHARED Current Policy Priorities:

- Farm Bill
 - **SHARED** Farm Bill Policy Process
 - Brumidi Group and PPB spent over 3 months developing and refining APS's Farm Bill priorities.
 - 8 Farm Bill Sessions with PPB Members
 - 5 APS-Wide Farm Bill Listening Sessions
 - Mapped out relationships with partner organizations to share priorities (part of building a long-term database of partnerships)
 - **Farm Bill Asks**
 - Three major themes with specific asks within each policy pillar
 - Greater emphases on research investments
 - Build the plant pathology workforce
 - Enhance funding for research facilities
 - **Virtual Hill meetings**
 - Senate Agric Committee – Democrats
 - House Agric Committee – Republican and Democrats
 - Senator Tina Smith (D-MN) to share AP priorities
- Appropriations
- One Health
- EPA Pesticide Regulations
- Miscellaneous plant-related legislation and regulations

NEXT STEPS:

- Enhancing Fast Response Teams
 - Monthly updates
 - Subject Matter Committee (SMC) chair presentations to PPB each month
- Hill meetings on Farm Bill, Appropriations, and One Health
- Building our network of partners, communication strategies
- Connecting with key federal agency staff
- August annual meeting: Early-career workshop, multiple listening sessions, open PPB meeting with federal agency staff

CONSENSUS to efficiently share what we're advocating for and supporting.

C. Plant Health 2023 Updates (Megan/Tressa)

- **Keynotes Secured:** Opening – Dan Wildcat, Nonfiction Writer, Indigenous Scholar and Closing – Amanda Black, Director of Bioprotection Aotearoa, Lincoln University
- **Abstracts:** 751 total abstract submissions; increase from 717 abstracts in 2022. Late Breaking submission will open May 9
- **Idea Cafés:** Submission is open until May 8.
- **POD Talks:** The following have been invited to participate Christine Smart, Krishna Subbarao, Gilberto Olaya, Tim Widmer.
- **Curated Networking:** Offering a new style of curated networking time with discussion rounds. We will design the networking time with questions related to the Opening Keynote and pull in Idea Café topics as well.

ACTION: Staff to provide training opportunities related to curated networking? For example, how to introduce yourself, how to moderate a discussion, etc.

- **Invited Local Officials & Farm Organizations:** Robert Sakata initiating; raise awareness for Ag Research

D. Report out from Plant Health Initiative Breakout Groups (All)

GROUP A Feedback

Using the idea of *Purposeful Abandonment*, what should be eliminated from the annual meeting when we take into consideration our Nex-Gen members? (Note: this doesn't mean we eliminate it from APS - it does mean we present it in a different format or time)

- *APS's Challenge - There is a struggle with abandonment of tradition, and professors train students to value the tradition but not necessarily to value new presenting methods or engagement.*
- *What we've done - We abandoned the committee meetings and we've cut back on leadership meetings, and reduced session length with positive results.*
- *Awards Ceremony - Students don't know who the people are (= not valuable), but the more experienced/older crowd do know the recipients (= value). Students don't typically enjoy these types of events. It seems to always be the same people on stage, which is not appealing to a younger audience - feels out of reach for anyone who isn't "the old grey-haired guy". We are seeing more diversity now - how do we increase that?*
 - *Noted in 2022 we did hold the ceremony as a separate event.*
 - *Target audience: families of the people, who else (nominators, Awards & Honors Committee, others?) Need to define this to help design the event.*
 - *Reconsider what we did in 2022 (separate event) in an improved fashion (not during programming and in a better room) would be worth exploring.*
- *Business Meeting - Not exciting, shorten, deliver in a different manner. Not the multiple slides, brief updates. Publish the information and share later.*
- *Exhibitor Booths - could we rethink opportunities for these organizations to be involved. Engage in presenting in research and content.*
- *Amount of Technical Sessions - Add 3-minute talks with posters to cut back on the amount of technical abstract sessions. Fewer at the same time.*
- *Invite-Only Events - Push these events to first to do virtual. If invite-only, then not included in the program to not appear exclusionary OR be explicit in the description of the events ex: Divisional*

Forum's purpose laid out in description would help with random attendees joining. Or take out and send invitations directly. Note that it will not appear in the program meeting app.

ACTION: Staff to remove all by invite only events from the online schedule and program meeting app. Will have a list of by invite only events at the meeting registration desk.

How can we model being a learning organization? Can we provide pre-meeting online learning that culminates in an onsite activity? What type of annual meeting content is best to repackage and make available after the meeting?

- *Pre-Meeting - interactive posters pre-meeting first would be cool, digital pdfs of posters are not desirable. Offer recordings pre-meeting and then the meeting becomes the Q&A. Challenge could be that attendees would need to adapt to this format.*
- *Repackage Content - There are sessions that are far more popular than we expect, if it was popular, then invite those speakers back for a panel. Ask them to record their talks and then have a live panel after we play those videos.*
- *Learning Organization - Students want to learn all the content, later in career there's less content at our meeting that is "new". It's challenging to obtain content that is new. More experienced professionals attend for networking and recruiting, not necessarily to learn.*
 - *Design more attractive content with controversial topics as a discussion-based experience. More interactive/discussion topics would be more attractive to more experienced professionals. They get more out of those types of sessions than just information that really isn't that new.*
 - *Ex of not interactive: Presenting the latest way to detect a pathogen.*
 - *Ex. of more interactive: Rise of human fungal pathogens that are drug resistant.*
 - *The demise of extension*
 - *How a large international grant was run*
 - *Developing an experience for a masters degree*
- *What would draw mid-career vs what would draw students - think of it as targeting career stages rather than topics.*
- *Professional development topics: Project management as a session or workshop topic, budgets are more organizational dependent, grant writing. Industry career questions are very intriguing to students, not that interested in science but industry career questions! BUT don't want to miss science - so could we repackage this outside of the meeting?*
- *Reimagine the topics that structure the meeting (orals and posters). Why are all fungi together? By challenge rather than by type and change it up each year. (Ex: Row crops vs vegetable crops as opposed to mycology vs bacteriology. Emerging pathogens - this is a lot of things/crops/pathogen types...)*

Digital posters did not have great acceptance at APS in 2019 or 2022. What have you seen or heard from other conferences that could elevate the poster experience?

- *Challenge to solve - Posters aren't necessarily satisfying to a lot of people - students stand there and may not talk to anyone or 1 or 2 people. It becomes more of a networking event rather than presenting research.*
- *More Problem-Centric - Require the posters to pose a question for attendees to help solve. Require students to video record <1min here's what my poster is about, here's my question.*
 - *Ex. "here's where I'm stuck, help me" or "here's where I'm at" "is my field design going to answer what I wanted it to"*

- *Sub-topic or couple topics to roll this out, advertise this before the meeting. Start smaller.*
- *Gives people a reason to talk to that particular student.*
- *Poster Content - QR codes that link to videos, enhancing the 2-D posters.*
- *Networking - Ask the editorial board members to go to the posters and discuss the research, makes the intro of my poster video more enticing to do.*
- *Physical layout - Posters to not be in straight lines, have posters clustered by topic or challenge. Next to a room where that topic is being discussed.*
- *Oral Option - Lightning rounds with posters that are around a problem to solve, tie to the grand challenges, gives students their time on stage. Then link to discussion boards.*

How do we give our members more opportunities to leverage their connections through curated networking? (Note: currently APS members do a good job of organic networking; we don't however provide a lot of curated networking)

- *Attendee Profile Videos - Submit an introduction video to entice onsite networking and meet-ups.*
 - *"This is who I am, this is where I'm from, this is what I'm looking for".*
 - *Could even compile an advertisement for the meeting out of this.*
 - *Have people post a YouTube video and then collect the QR code?*

ACTION: Staff to discuss to see if this video introduction program could be put in place for Plant Health 2023.

- *Discussions on specific topics: Calls for large grants - do curated networking when these calls come out -climate change, regenerative ag, discuss expectations when in a larger project.*

SUGGESTED a How about a "preview" webinar, about a week before the meeting? Could be a good opportunity to talk about things like e-posters and pre-recorded talks. Commented that we need to help our membership understand, adapt and adopt new tools as we think about shifting meeting structure.

- *Like the idea of engaging directly with commodity groups and others. I think we should assess whether we are getting useful information. Suspect funding priorities (which are often publicly available) are a very good indication of what problems they are thinking about. More engagement is good but we want to be sure we are being efficient.*
- *Engaging commodity groups could also enhance engagement of extension faculty.*
- *Not all commodities have commodity boards, so we must be cautious so that we don't skew the feedback to represent only the needs of "big" commodities.*
- *The wrap-up talk would have to be put together at the meeting. Could be a panel?*
- **SUGGESTED** nominating Robert Sakata for the [APS Outstanding Volunteer Award](#). CALs review these nominations and are accepted through June 30.

GROUP B Feedback

How do we set up communication processes that inform us of the problems that our stakeholders are hoping to solve? Once we have that information, how do we develop an annual meeting that is Problem-centric in its structure and topics, offering attendees ways to make connections that drive solutions?

- *We currently ask members what they want to hear about. We could get OPSR, PPB and commodity boards to input on their current problems. This approach could also help identify resources. Need to get data early enough to inform abstract and session submission process. Ask*

new PPB fast response team for the areas that are needing solutions. Need to pay attention to the mid-career members.

If we become more Problem-centric in our topics, do you believe that we would be able to create broad tracks that would bring value to all disciplines within APS? If yes, how do we achieve this?

- *Maybe we can't solely do problem-centric tracks but instead related research areas to start. This could foster connections with people working in their areas. The identification of topics is something the chairs of our subject matter committees can work together to define. The idea of problem-based tracks could impact subject matter committees, this could be the replacement of the old subject matter committees' time.*

How do we get more Thought Leaders to participate in our annual meeting?

- *Actively identify key people and invite them to the meeting; incentivize them to come. Need to understand how what we do and offer impacts them; what makes attendance a win/win. People could come from govt., companies, global NGOs/CGRs.*
- *Could you do the tracks with a bit of an IPM-based or systems-based approach? For example - have someone who grows corn give a 15 min overview of their cropping year and the disease issues. Then have the track "corn pathology" and then a summary talk of how the research might impact corn health. Could also do for other topics - like "how do we track diseases?" with a current situation talk, and then epidemiology+plant diagnostics+management, and then a wrap up of impact of new work and biggest needs for future.*

APS has a reputation for disseminating excellent completed research. How can we also showcase research in progress?

- *Can we replicate the "first look" of the journal world. Need to acknowledge that we compete bioRxiv. Can we build on the poster huddles? Maybe on certain topics we could invest in getting a review article from small workshops.*
- *The wrap-up talk would have to be put together at the meeting. Could be a panel.*

NOTED need to communicate these new changes prior to implementing at the meeting.

RECOMMEND that AMB needs a rework structure wise. View themselves as a review board currently. Noted Paul Esker is onboard for change but noted the messaging and directive must come from Council.

SUGGEST getting a small group (a few from the P-Team and draft a new charge for AMB and work with Paul Esker, Megan, and Tressa for a set-up of what AMB may look like in the future). As people roll off can transition to new makeup. Include meeting with Journal editors to get download of information on paper and topics that they see to share with AMB.

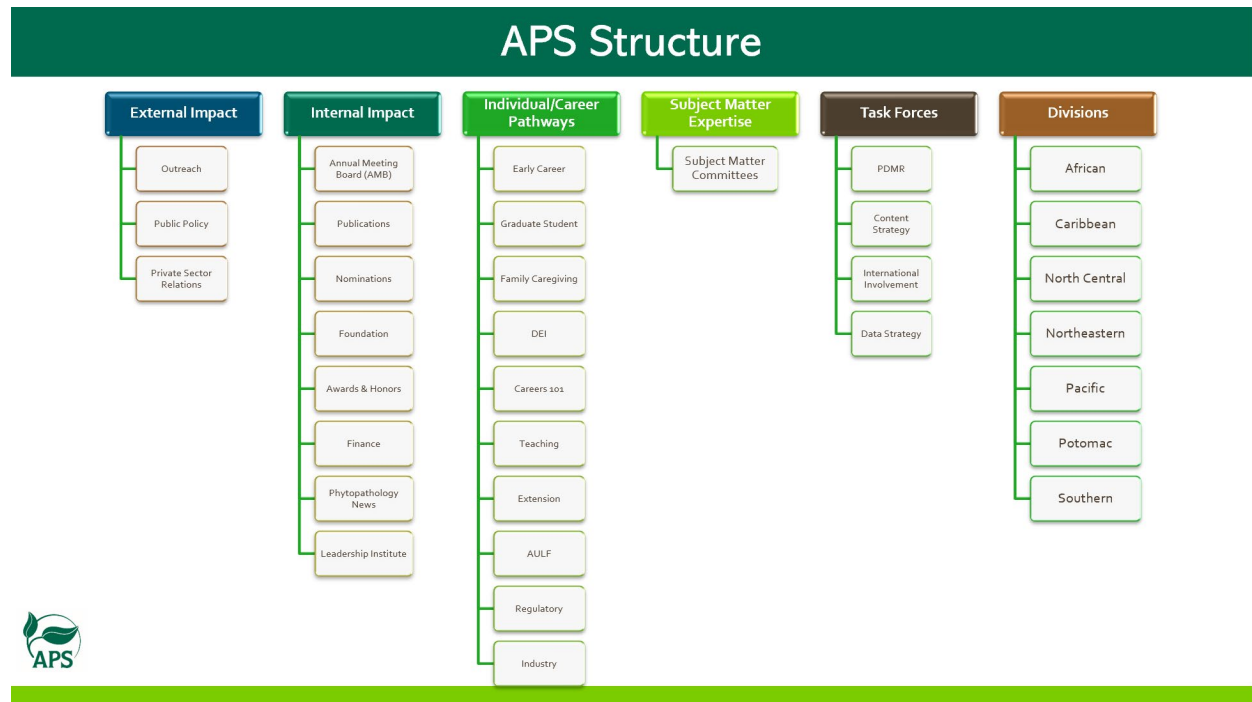
ACTION: Amy H. will regroup with P-team regarding further discussions on AMB restructuring and new charge.

Overall Communication:

- *May be an opportunity for an overall communication on meeting program and AMB for the incoming Internal Communication Officer, Sally Mallowa to engage.*
- *Broadening OPRO communication. Noted Amy and Carol are meeting with OPRO Chair to discuss tomorrow.*
- *PHP is a good place for general audience reviews. Noted it's part of Plant Health Exchange.*

E. Committee Charges and Structure (Amy/Carol/CALs)

SHARED revised APS Structure



Subject Matter Committees (SMC) Purpose:

- To provide community and networking opportunities to scientists working in specific topic areas with a goal of increasing opportunities for scientific collaboration and increasing the value of an individual's membership through a sense of community. (Goal A)
- To highlight particular research needs, opportunities and results within the various scientific topics to support APS' mission. This may include the development of education offerings for members or external stakeholders to support Goals A, B and C.
- To support APS advocacy efforts in providing scientific expertise in specific topic areas that impact public policy decisions and increase the understanding of the impact of climate change. (Goal C)

Career Pathways Committees Purpose:

- To provide community and networking opportunities to scientists working in similar career spaces with a goal of increasing opportunities and success for collaboration and growth and increasing the value of an individual's membership through a sense of community. (Goal A)
- To highlight particular career or lifecycle needs, opportunities and results within the various career spaces to support APS' mission. This may include the development of education offerings for members or external stakeholders to support Goals A, B and C.

SMC Charges:

APS Council charges the <committee name> Committee with:

- Convening a minimum of two virtual meetings of the committee per fiscal year, creating a community where scientists can discuss relevant issues or advances in "subject matter". These

meetings may include both community-building opportunities for members to get to know one another, share ideas and potentially collaborate on research projects.

- Identifying emerging or persistent scientific issues, and developing educational materials such as workshops, webinars, whitepapers, research tools or other project that help to create and/or maintain a growing and competent workforce within the field of “subject matter”.
- Serve as subject matter experts to APS advocacy efforts. This entails two-way communication with the APS Public Policy to highlight needs in the scientific community to public policy decision makers, and to serve as a resource to Public Policy in providing comments or expert testimony as needed. The primary mechanism for this two-way exchange is for the “subject matter” Committee to identify a person willing to serve as a Fast Response Team member. This Fast Response Team member will serve a two-year term

Career Pathways Committee Charges:

APS Council charges the <committee name> Committee with:

- Convening a minimum of two virtual meetings of the committee per fiscal year, creating a community where scientists can discuss relevant issues or advances in “career or lifecycle space”. These meetings may include both community-building opportunities for members to get to know one another, share ideas and potentially collaborate on APS or external projects.
- Identifying emerging or persistent professional development or other relevant career/personal issues, and developing educational materials such as workshops, webinars, whitepapers, tools or other project that help to create and/or maintain a growing and competent workforce within the relevant career space.

QUESTION: Could Career Pathways committees be a way to make DEI inroads with people who usually don't prioritize DEI. (Ex. Did you know that this personal thing you are struggling with is connected with DEI in this way and here is how you can advocate for yourself and others?)

Communication Plans:

In May will send an email (staff will draft and CALs to send out messages to their committees that they are a liaison to) explaining to committees about the new structure, explanation, purpose and charges. Will also include messaging in the Leadership Institute training sessions May 2-4, 2023, as well as in the June 29th Committee Chair/Vice Chair Orientation webinar led by the CALs. In August, will hold a leadership meeting. In addition, will follow up with CALs as required.

Groups still to be addressed:

- **Office of International Programs (OIP):** waiting on feedback from International Task Force
- **Outreach:** waiting on discussions with Office of Public Relations & Outreach (OPRO) chair and consultant
- **Office of Education (OE)/Ed Center:** waiting on Content Strategy Task Force

International Task Force Plans:

- TF led by Karen Garrett (APS) and Jan Leach (ISPP)
- Invitees will include those with unique experience through their understanding of global plant pathology issues or relationships with other plant pathology groups.
- Focus group meeting on August 25, 2023, in Lyon, France.
- The purpose of the meeting is to define the unique role of APS in global plant pathology.

- Then reinvent/create new committee/groups from discussions.
- Intent to get report back from them by Q1 2024.

Content Delivery Task Force Plans:

- Task Force led by Darin Eastburn (been involved with Publications and the website redesign)
 - Possible invitees include Paul Esker (or another rep from AMB), Nicole Donofrio (Councilor-at-Large) and Publications Board Rep (TBD), OE/Ed Center Rep (TBD), Division Rep (TBD)
 - Want to ensure the members can identify good relevant content (robust curriculum, good at curating and making content that gets disseminated, most relevant content).
 - Darin is developing ideas and would like input from George and Nik as to others that should be part of the group. Suggested inviting Matt Kasson.

RECOMMEND that the makeup of TF should be a good mix of early, mid, and late career people. Suggested posting opportunity in APS Community. Initial messaging about this group is that it will not be an 'oversight' type board.

ACTION: Amy H. will connect with Darin on Content Delivery TF members.

- TF will meet in Denver this August. The purpose of the meeting is to develop an organizational strategy for the developing curated content focused on advancing the goals in the APS strategic plan. The group will identify the most effective process to develop content and connect it to the appropriate method of delivery. It will identify the unique role each content development group can most appropriately elevate while minimizing competition among the groups.

ACTION: Content Delivery TF to have strategies and report back to Council with final recommendation by late 2023.

F. Publications Initiatives (George/Greg)

1. PDMR Task Force Update

- Task force met for the second time in early January. There is some consensus, but the survey will get input from the author and funder communities.
- Survey sent April 17th to 4000+ authors and supplier companies. The questions were based upon discussions from the task force.
- Next steps include analyzing survey results and determining scenarios/requirements based on survey data. Also, will do expense analysis based upon the results and business requirements. Will reconvene task force afterwards and will provide recommendations to Council by June or July 2023.

2. APS PRESS

- Shared the four books that have been published in 2022 and projected 6 new titles for FY24.
- Progressive Compendium Model
 - First one being done is the *Cannabis Diseases Compendium* and will be online first and chapters published as they are finished.
 - Subscription or single chapter purchase. Expect to print these compendia as they are completed.

3. Editor-in-Chief Succession Plans

- Seating two new editorial boards in January 2024 for *Phytopathology* and *Phytobiomes*.

RECEIVED recommendation from APS Publications Board to appoint Leonardo De La Fuente as the Editor-in-Chief of *Phytopathology*. His 3-year term would begin January 2024. Once Council approves the appointment, Leo will begin inviting senior editors to serve on his editorial board.

MOTION: to approve Leonardo De La Fuente Berardi as *Phytopathology* Editor-in-Chief for a three-year term beginning January 2024. *Seconded; motion passed.*

NOTED the EIC for *Phytobiomes* is a more challenging position to fill. *Phytobiomes* researchers don't often identify closely with APS because of their cross-disciplinary nature. Greg and George are meeting with Johan Leveau and Linda Kinkel soon to determine candidates for this position. *Phytobiomes* is still a young journal and needs an outgoing person as EIC who will advocate for the journal and communicate its value to a variety of author groups. The goal is to have new board ready by September 2023.

SUGGESTED Jong Ham as possible *Phytobiomes* EIC candidate.

4. Journal Q1 Updates

In 2022 submissions were up slightly, but Q1 2023 submissions are down 13% year over year. In part, we think this is due to a shift from publishing Resource Announcements in all six journals in 2022 to limiting them to *PhytoFrontiers* only in 2023, resulting in a 65% decline. *MPMI* took the biggest hit from this, and *MPMI* research paper submissions are off 11%, after a full year of Open Access. *Plant Disease* and *Plant Health Progress* Research submissions are down 26%, and PD Notes are off 8%. *Phytopathology* acceptances are up 11% on the strength of two early focus issues.

Several strategies are in place to improve submissions. Page fee discounts for *MPMI* along with targeted promotion at ICPP and IS-MPMI meetings are underway or being planned. In addition, the APS production team is adding staff to increase speed to publication, a key factor for author satisfaction, which may be impacting *Plant Disease* and *Plant Health Progress*.

SHARED Journal production speed process and noted the journals production team has a plan in place to replace retiring editors and improve speed to publication, especially for *Plant Disease* and *Plant Health Progress*.

6-8 weeks after acceptance is the ideal target time to publication. It is our hope that the times will be shortened incrementally over the next few months until we can reach the 6-8 week goal.

Shared examples from outreach efforts that include translational article efforts by APS Journals.

5. January 2026 OSTP Mandate

- Assessing the impact on APS Journal revenue and exploring new open access strategies. Working with journal consultant. What we're doing now about this:
 - Identify and categorize APS Journal funding sources
 - Determine "what if" open access scenarios
 - Explore transformative agreements
 - *PhytoFrontiers* apply for emerging Journal Web of Science indexing

G. FY24 Budget Approval (All)

MOTION: to approve the FAC recommendations and FY24 budget as received by FAC with a planned deficit; *motion passed (1 abstention).*

H. Approval of Minutes (All)

MOTION: to approve the March 16, 2023, minutes. *Seconded; motion passed.*

Meeting adjourned at 12:36 p.m. CDT.