

IASNR Council Meeting Minutes¹

Date: April 1, 2021

Time: 11:00-12:00 pm US PT/1:00-2:00 pm US MT/2:00-4:00 pm US CDT/3:00-5:00 pm US ET

Location: Virtual

Voting Council Members Present:

X Carla Koons Trentelman	X Gladman Thondhlana
0 Tanya Howard	X Jesse Abrams
X Tasos Hovardas	0 Susie Sidder
X Chloe Wardropper	0 Jens Emborg
X Azahara Mesa-Jurado	X Kate Sherren

Non-Voting Council Members Present:

X Kindra De'Armen

Executive Officer Present: X Bill Stewart X Becky Schewe X Lee Cerveny

IASNR / SNR Office Present:

X Jessica Hill Paulus Mau

SNR Editors-in-Chief Present:

Kristin Floress Emily S. Huff

Call to order: 1:03 pm U.S. Central Time by Bill Stewart

1. Determined that we have enough voting members for quorum (seven present).
2. Question about student representative – whether second student representative can be a voting member in proxy.
3. Approval of minutes from IASNR Council Meeting in November (Bill)
 - **MOTION:** Carla moved to approve the November Council meeting minutes. Kate seconded.
 - **VOTE:** All voting members voted pass.
4. Approval of retreat notes from January that emphasized the three 2021 IASNR priorities: Internationalization, recruitment, and retention.
 - There was a friendly amendment to change the name of the spelling of Carla's name.
 - **MOTION:** Carla moved to accept the record . Chloe seconded it.
 - **VOTE:** Retreat notes approved.

¹ **Yellow** highlights are approvals/actions or votes taken. **Blue** highlights are to-do items.

5. Old Business (Bill)

A. Changes to By-laws, Constitution and Code of Ethics

Bill explained that there are several 'copy edits' that need to occur. There reviewed three pull-out issues. All changes need to be approved 60 days before the full member meeting in June. Jessica clarified that these would be voted on in June and into effect immediately.

- i. Changes, including the name of the conference, the committee structure.
- ii. Executive committee members could vote. Executive committee members would not be part of the quorum but would be allowed to vote.
- iii. Self-nominations for Executive Committee membership and Council membership.

Preliminary or General Discussion/Questions

Do we want to add proxy votes any Council position? Do we want to allow the co-student committee chair to have a proxy vote? We agreed to go through each of the changes.

i. Change in IASNR committee structure. (Article 8 of the Constitution)

- Chloe asked if there is anything we want to put in place about best practices for meeting with old chairs.
- Becky suggested that this go in the bylaw rather than Constitution, since this is more of a practice.
- Jessica reminded us that this could go in the Handbook.
- Becky noted that if we put it in the Handbook, it doesn't have to be a full-member vote.

MOTION: Tasos moved to accept changes in the committee structure as revised in Article 8 of the Constitution. Jesse moved to second the changes in committee structure. There was no discussion.

VOTE: 7 votes in favor. Motion passes.

ii. Executive Council able to vote at Council meetings (Article 6.3 of By Laws)

Bill presented the idea of having Executive Officers be allowed to vote.

- Jessica: Provided context, noting that years ago Executive Committee previously did not realize that they could not vote. More recent Executive Committee felt that it would be helpful to have a vote.
- Carla noted that in the past it was probably a good thing that the Executive Officers did not have a say. Now we are at a point in the association where leadership is diversified and more geographically dispersed. We are at a good place to make this shift.
- Becky suggested a friendly amendment to the quorum description to read: "5 council members comma, excluding executive officers."

MOTION: Kate moved to accept that amendment. Chloe seconded.

- Jesse asked whether this is the place to add the proxy voting question. Decided to keep that separate.

VOTE: Called to a vote for friendly amendment: 7 in favor of change. No opposed. Motion passes.

iii. Allowing self-nominations for Council and Executive Officers (Articles 6.6 and 7.4 of the By Laws)

Constitution stated that IASNR council representatives must be nominated by another IASNR member. Bill explained that verbiage would be added that people could nominate themselves.

- Jessica added that people who wanted to self-nominate would mention their names to Jessica. If she knew them, she would nominate them. If she didn't know them, she suggested that they join committees.
- Carla noted that because of how it is written and how we send out elections recruiting, there may be people who don't reach out. This will be helpful.

MOTION: Chloe moved to adopt the revision. Kate seconded the motion.

Becky noted under article 7.4, there is the same wording to allow self-nomination for executive officers.

VOTE: All 7 voted in favor. None were opposed. Motion passes.

All other revisions across the three documents.

Bill explained that we will be changing the name of ISSRM to the IASNR conference. We also moved to change the name of the General Assembly to the All Members Meeting. We also had a change for termination of members. Previously it was stated that it was only for ethics violations. We added that membership could be revoked for other infractions.

Do we want to talk about proxy voting in general or proxy voting for student committee only?

- Kindra asked for clarification, what would the proxy voting look like? She mentioned that student members are elected by the membership. The student-elect could be considered a proxy member. What would it look like for Council members?
- Becky suggested that if an elected member is not in attendance, we could add that Council members could vote within 48 hours of the meeting. We could add that proxy voting only occur in exceptional circumstances.
- Jessica provided an example of the past when Tanya could not attend a meeting due to the time zone issue and wanted a proxy vote.
- Jesse mentioned that the time-zone issue is a spatial issue. If we want global representation, this proxy vote could help to support our international goals.
- Jessica added that this comes up when the agenda is set before-hand or there was a tabled issue. What would happen if the proxy vote changed the outcome? We may need to find two ways for the proxy voting to be addressed.
- Carla noted that we are doing this by zoom and recording it. There may be a time zone issue where a council member can't make it. When they hear the issues raised, they may feel strongly that they want a vote. They should be able to do that. If we

are going to be international, we need to provide a way to do that. It would be good to have folks see what the discussion was about. In terms of the SAC member,

- Kindra raised an important point that both student reps have been elected. It is similar to if a president can't be at a meeting, the vice president has the authority to step in, it should be the same thing.
- Jessica raised the question is this about – Can Kindra vote for Susie or is it about whether Susie or Kindra can both vote.
- Kindra suggested we clarify whether student-elect rep can vote vs. whether we can do proxy voting.
- Tasos noted that we are talking about two different things. No objection to the student rep as proxy. Does raise a concern about proxy voting. Being part of the IASNR council is important and being there in person and part of the discussion – which means that you don't have the chance to influence the discussion or be influenced.
- Becky agrees with Tasos that the conversation and discussion is important. Maybe we need to think about whether absentee voting is
- Becky suggested we add, "if the student representative is unable to attend the meeting, the elected student-rep can vote instead." Where it says, "no proxies will be accepted." Add "no proxy will be accepted, except
- Kate pointed out that we may want to strike out the last sentence of the paragraph about proxy about the Executive Director breaking the tie.
- Jessica noted that in the past, the ED would call the meeting. It should be that the secretary calls the meeting.
- Becky suggested that we add 'when a vote is evenly divided, the motion does not pass.' Because Exec Council is part of the voting, they are now part of the 'tie.'
- Kate pointed out that proxy voting may give disincentive for attending meetings in person.
- Jessica noted that Tasos's comments changed the discussion.
- Jesse suggested we think about circumstances when we allow a proxy vote. Perhaps we can revisit this in the future.
- Kindra asked to see the change in the By-laws related to terminating a membership. Article 3, Item 7. Previously it said that membership will be terminated for non-payment of dues. It was added that membership could be terminated or restricted due to ethics violations and other violations.

MOTION: There is a motion to accept remaining changes with a friendly amendment for the elected student representative to vote only when the student representative is not present. Moved by Kate and seconded by Chloe.

No discussion.

VOTE: All in favor – 7 votes. Opposed. No.

6. Committee Updates

Elections. (Chloe). Jessica and Jens have 11 nominees for professional members for 3 Council positions open. There are two nominees for student positions with one position open. Close nominations on April 19. Jessica is waiting to hear if we have the final version and that we can close the ballot. There were two people who declined the nomination (one student and one professional member).

Ethics Committee (Carla) We're trying to recruit committee members. Right now, the committee is all female and it is important to have some diversity. We are waiting for a student member to be identified. In terms of the Ethics code, there are some small changes that grammar and typos need to be changed. The committee has not had time to go through it. For more substantial changes, we need more input from membership, including the roundtable proposal for the IASNR conference. It is time for the ethics code to evolve, so it's not 'thall shalt not' and be more proactive to think about an 'ethical stance.' We need more input from the membership. The third thing we are working on once we have the full committee is to have a conversation with Jessica about how to make the Code more visible on the website. Bill noted that we sent out email to students and had some response. Student membership will come.

Diversity Committee (Gladman) There has been great interest from different parts of the world (US, Canada, Sweden, Taiwan, West Africa, and southern Africa) and there are 3 student members. There is a total of 11 members. One member has volunteer to be communication link. Still looking for a co-chair. There was a big debate about membership fees being tied to conferences. We need to add value to membership beyond conference attendance. Some can't afford to travel to the conference but should still see value in being part of the organization. Another conversation about intersectionality. There could be marginalization about being with a particular identity group. There was a debate about representation in the student awards committee and other committees.

Professional Development (Tanya - reported by Bill and Jessica) They have met, and they are looking for members. They just had a student member join them. They are focusing attention on revamping the mentorship strategy to make it go across the whole year -not just the conference. Jessica added the main decision was to explore mentoring further. She requested information about other organization with mentorship resources. The feedback they got from the IASNR survey is that the mentoring match system is too shallow. She thanked Kindra for providing frank feedback on the mentorship plans.

Conference planning (Jesse). They are still in recruitment mode and are trying to figure out the division of labor between this new committee and the 2021 conference committee. We have 4 groups interested in hosting a future conference.

Student affairs. (Kindra) There are six members in addition to Kindra and Susie. SAC is held every alternate month. Students were recruited at the previous IASNR

conference. We are always recruiting more members and we need to fill positions on committees. It would be great if the council had students to recommend. We need student members for publications, membership, awards, DEI, and conference support. We have student members serving on the conference planning committee, professional development committee and elections, and communication. The SAC students are serving on committees. There will be recruitment at the IASNR Quiz bowl and upcoming conference. They created a Slack Channel. Started planning for student forum and the Quiz bowl at the 2021 conference. There will be a trial run of the next Quiz bowl. There are student working groups on the student form and the Quizbowl. In terms of the survey, 50 percent of the respondents were students. In the past, student chapters were part of IASNR. Kindra and Susie are interested in assessing the state of student chapters and assessing thoughts about student engagement. Some concerns have been discussed on cost of fees (membership and conference fees.). If anyone has suggestions for the student forum or quiz bowl, please send them.

Publications (Tasos) Currently there are six members of the committee. Several are from SNR. We are still missing a student member and would like someone from the SNR editorial board from the committee. We have an agenda for the first meeting that will be soon. The first topic will be the SNR book series where we need a business model for the gaps to be filled in the SNR book series. The second topic is to think about book proposals from research projects with consideration of regional hubs. The third point is to connect publication to professional development. For the Journal, the major point is to build on regional hubs and to encourage proposals for special issues and to renew the SNR editorial board.

Membership (Kate) They have 8 people on the committee. We had a great first meeting in Membership Committee, and have 8 members now, still waiting for a student member. Co-chair is Candace May at SDSU, and we have a subgroup working on insights from the membership survey to inform our engagement going forward.

7. Treasurer's Report (See Appendix 4 for more detail)

- IASNR is in good shape financially and account balances are robust.
- Donation expectations have been exceeded.
- Considering investment dividends as part of the financial report. Our endowment is about a half million dollars. Our dividends are estimated to be about 5,000, so we should consider spending that.
- Membership is down
- Slightly more from Taylor & Francis publications than expected last year, but we paid them slightly more, so we ended up with less. Net should be the same as last year.
- Treasurer suggests that we should not be keeping so much in the money market account because it makes no money for us. We may want to move some money out of this account.

8. Other Business: Need to advertise policy to waive conference registration fee for Indigenous attendees at IASNR Conference.

Bill had request to consider conference attendance for indigenous collaborators. There is a request to waive the conference resignation fees for these partners. In a follow up email, what was surprising, was that we make it a widespread policy that we waive all fees for indigenous attendees. Becky noted that the implications may be small financially, but it could have a big impact on recruitment and engagement with indigenous communities. Bill stated that he is comfortable with this policy. Becky asked if we should vote on this. If it's under \$1500 it should be voted on by the Council. Jessi commented that as this goes forward, we may want to think about what indigenous means in different contexts. Carla mentioned that this would be a good think to run past the DEI committee for help with language and what it means globally. Becky and Carla will email the DEI committee with the proposal before putting it on the website Jessica asked if we would do this every year or just this year.

DECISION This proposal was 'approved' by the committee for 2021. It will be reconsidered and revisited on an annual basis.

9. Bill adjourned the Council meeting at 2:30 pm U.S. Central Time.

APPENDICES.

Appendix 1. IASNR By-laws

Appendix 2. IASNR Code of Ethics

Appendix 3. IASNR Constitution

Appendix 4. Financial Report

Appendix 5. Meeting Chat.

Appendix 1. Bylaws of IASNR

BYLAWS of the INTERNATIONAL ASSOCIATION for SOCIETY and NATURAL RESOURCES

Article 1: Establishment

The International Association for Society and Natural Resources (IASNR) was established in 2001.

Article 2: Purpose and Objectives

1. IASNR is organized exclusively for the purposes of science and education, and their practical applications.
2. The objectives of IASNR are to:
 - 2.1. Foster the interdisciplinary social scientific understanding of the relationships between humans and natural resources;
 - 2.2. Further the application of social science information in natural resource decision-making; and
 - 2.3. Provide mechanisms (e.g., annual meeting, scholarly journal) whereby social scientists, resource managers, practitioners, agency personnel, and decision makers can generate dialogue and useful exchange of ideas.

Article 3: Membership

1. Membership in the organization shall be open to dues-paying individuals who promote the objectives of the Association.
2. There shall be the following three classes of members:
 - 2.1. Professional Member – open to all individuals who pay the current prescribed professional member dues on a calendar year basis.
 - 2.2. Student Member – open to all currently enrolled undergraduate and graduate students with official documentation of student status and who pay the current prescribed student member dues on a calendar year basis.
 - 2.3. Emeritus Member – open to any retired individuals who pay the current prescribed emeritus member dues on a calendar year basis.
3. IASNR members in good standing, in accordance with Article 3 of the Constitution, shall be eligible to attend and vote at All Member's Meeting meetings, vote in IASNR elections, and participate in IASNR activities, including service on IASNR Committees, as appropriate.
4. The amount of the annual member dues shall be determined by the Council each calendar year. Changes in member dues shall be reported during the Annual IASNR Business Meeting. Current member dues information shall be available upon request and posted on the IASNR website.
5. Annual member dues shall be payable on January 1.
6. Membership shall be terminated for non-payment of member dues. A member may be reinstated upon payment of current member dues.

7. Membership may be terminated or restricted due to a violation of the Code of Ethics or other infractions.

Article 4: Organizational Administration

1. The organization shall comprise individual voting members and statutory bodies.

2. IASNR shall have the following three statutory bodies:

2.1. All Member's Meeting – a gathering open to all members as defined in Article 3 of the IASNR Constitution, convened to address issues of importance to IASNR.

2.2. Council – a body of elected members, broadly representative of the membership, responsible for the functioning of the organization.

2.3. Executive Officers – a tripartite group of elected members comprising Executive Director, Treasurer, and Secretary, responsible for general operations, financial administration, records management, communications, and implementation of Council decisions on behalf of the organization.

Article 5: All Member's Meeting

1. The All Member's Meeting is a gathering of voting members convened to address issues of importance to IASNR. The All Member's Meeting shall meet a minimum of one time per year (e.g., Annual IASNR Business Meeting), normally in conjunction with the Annual Meeting, and shall be open to all members as defined in Article 3 of the IASNR Constitution. The All Member's Meeting may meet in special session if at least one-third of IASNR members so request or the Council so decides.

2. The place of the All Member's Meeting shall be set by the Council and announced at least 90 days in advance. The date and time of the All Member's Meeting shall be set by the Council at least 60 days in advance. No two successive All Member's meetings shall be held in the same venue, unless the Council determines that such circumstances exist to preclude meeting in a new location (e.g., natural disaster). The agenda shall be prepared by the Council or its designates.

3. All decisions calling for votes, except as noted elsewhere, shall be taken by a simple majority of voting members. The voting membership shall comprise all IASNR members in good standing in accordance with Article 3 of the IASNR Constitution. No proxies shall be accepted. Whenever a vote is evenly divided, the Chairperson of the meeting shall cast the deciding vote.

Article 6: Council

1. The Council shall be responsible for the functioning of the organization.

2. The Council shall meet a minimum of one time per year, convened by the Secretary at the request of the Council or the Executive Director as circumstances, resources and IASNR affairs may dictate. The Council may meet in person or through electronic means (e.g., teleconference), as practicable.

3. All decisions of the Council shall be taken by a simple majority of voting Council members. Professional members, Executive Officers, and the student representative shall comprise voting Council members. The quorum for a meeting shall be five voting Council members. Meetings that are without quorum may propose resolutions that are to be voted upon at the next meeting that has a quorum of voting Council members. No proxies shall be accepted. When a vote is evenly divided, the Chairperson of the meeting shall cast the deciding vote.

4. The term of service for professional Council members shall be for a three-year period. Official duties shall begin January 1 of the year after election, following a six-month transition period as a non-voting Council observer, and continue for three calendar years. The same individual may be re-elected for a second term, but no member may serve more than two terms without an interval of at least three years off Council.

5. The term of service for the Student Representative on Council shall be for a two-year period. This individual will serve for one year as the Student Representative-Elect, as non-voting Council observer, then transition the following year to the Student Representative on Council as liaison between the Council and Student Affairs Committee. Official duties shall begin immediately after the IASNR Annual Conference the year of election. The same individual may not be re-elected for a second term.

6. Nominations for Council positions shall be solicited from IASNR members by the Elections Committee. Nominees for professional Council positions must have been an IASNR professional member for a minimum of one year prior to the beginning of service on Council. Nominees for Student Representative on Council (i.e., Student Representative-Elect) must have been an IASNR student member for a minimum of one year prior to the beginning of service on Council. Nominations can include either self-nominations or nominations of another IASNR member. Candidate eligibility and selection shall be determined by the Elections Committee and Executive Officers. Election of professional Council members shall occur through a secret ballot vote of all IASNR members. Elections for professional Council positions shall be held annually for one third of Council positions. Election of the Student Representative-Elect shall occur through a secret ballot vote of all IASNR student members. Elections for the Student Representative-Elect shall be held annually.

7. If a Council member resigns or can no longer serve, the remaining Council members shall elect a replacement to complete the remainder of the term. The replacement shall be selected in accordance with Article 5.3 of the IASNR Constitution and Article 6.7 of the IASNR Bylaws.

Article 7: Executive Officers

1. There shall be three Executive Officers – Executive Director, Treasurer, and Secretary.

2. The Executive Director, Treasurer, and Secretary shall be official members of all bodies of IASNR. An Executive Officer, or their designate, shall preside as Chairperson at all meetings of the IASNR Council, Annual IASNR Business Meeting, or other official IASNR All Member's meetings.

3. The term of service for Executive Officers shall be for a three-year period. The Executive Director is eligible for only one term. The Treasurer and Secretary may serve for two terms (cumulative). The Executive Director and Secretary shall begin their official duties beginning January 1 of the year after election, following a six-month transition period as non-voting Executive Officer-Elect, and continue for three calendar years. The Treasurer shall begin official duties at the point at which IASNR bank and investment accounts are transferred during the six-month transition period prior to January 1 of the year after election.

4. Nominations for Executive Officer positions shall be solicited from IASNR members by the Elections Committee. Nominees for Executive Officer positions must have been an IASNR professional member for a minimum of five years (cumulative) prior to the beginning of service as an Executive Officer. Nominations can include either self-nominations or nominations of another IASNR member. Candidate eligibility and selection shall be determined by the Elections Committee and Executive Officers. Election of Executive Officers shall occur through a secret ballot vote of all IASNR members. Elections for Executive Officer positions shall be held every three years.

5. Should the Executive Director be temporarily unable to serve, the Treasurer and Secretary acting jointly, shall have authority to act on behalf of the Executive Director. If an Executive Officer resigns or can no longer serve, the Council shall elect a Council member to serve for the remainder of the term. The replacement shall be selected in accordance with Articles 5.3 and 7.4 of the IASNR Bylaws.

Article 8: Annual Meeting

1. IASNR shall sponsor an Annual Meeting – i.e., the IASNR Conference.
2. Annual Meetings shall be held in North America and outside North America, to foster geographic diversity and access to participation across successive years. Annual Meetings shall not be held outside North America more frequently than every three years. The location of the Annual Meeting shall be approved by the Council and announced to the membership at least one year in advance. No two successive Annual Meetings shall be held in the same venue, unless the Council determines that such circumstances exist to preclude meeting in a new location (e.g., natural disaster).
3. Proposals to host the Annual Meeting shall be solicited annually from IASNR members by the Site Selection Committee.

Article 9: IASNR Fiscal Year

The IASNR fiscal year shall be from January 1 to December 31.

Article 10: Amendments to the Bylaws

1. Proposed amendments to the Bylaws may be initiated by members of the Council or through a petition signed by no less than five percent of IASNR members. Such amendments must be submitted in writing and approved by the Council.
2. Proposed amendments to the Bylaws approved by the Council shall be considered valid until such time as they are duly ratified or rejected at the next All Member's meeting (e.g., Annual IASNR Business Meeting). Ratification of Council-approved amendments shall require a two-thirds majority vote of the individual members present at an All Member's meeting. The Council must fully advertise proposed amendments to all members 60 days in advance of the All Member's meetings where a vote shall be taken. Such notification must contain the full written text of the amendment(s) being proposed. This provision safeguards the legal validity of IASNR to respond and comply with requirements for its functioning in reference to its purpose as set forth in Article 1 of the IASNR Constitution and its operating as a non-profit organization.

Appendix 2. IASNR Code of Ethics

PART I: CODE OF ETHICS – MEMBERSHIP CONDUCT

Respectful and ethical conduct is critical to support the continuation of the International Association for Society and Natural Resources (IASNR) by fostering a welcoming environment. IASNR encourages the free expression and exchange of ideas in both formal and informal venues where mutual respect and trust are conditions for collegiality.

I.A. Relationship of members to colleagues

I.A.1. Members shall conduct themselves in an ethical and respectful manner that reflects personal and professional dignity.

I.A.1.1. Members shall not knowingly take credit for work done by others but rather give credit where credit is due.

I.A.1.2. Interactions between members shall be collegial. They shall respect the opinions and rights of others, and commit to discussing differences openly and honestly.

I.A.1.2.1. Members shall not engage in discrimination based on age; gender; race; ethnicity; national origin; religion; sexual orientation; disability; health conditions; marital, domestic or parental status; or any other applicable basis.

I.A.1.2.2. Diversity shall be valued, and members shall respect the dignity of all persons by treating colleagues affably throughout all forms of communication.

I.A.1.2.3. Members shall not engage in the harassment² of any person.

I.B. Relationship of members to students, supervisees, and employees.

I.B.1. Members shall not exploit persons with whom they have any degree of seniority over, including but not limited to students, supervisees, and employees.

I.B.1.1. All members shall treat students, supervisees, and employees with respect, and refrain from any interactions or conversations that could be considered prejudicial, bigoted, insulting, offensive, or derogatory.

I.B.1.2. Members shall adhere at all times to the ethical and legal codes from their respective academic institution, agency or organization that govern appropriate conduct between individuals with seniority and individuals who are supervised, instructed or evaluated.

I.B.2. Members shall actively contribute to the intellectual development of students in the context of the member's own area of expertise.

PART II: CODE OF ETHICS – PROFESSIONAL STANDARDS

The following statements serve as guiding ethical and professional standards the IASNR expects from its members and registered attendees of the IASNR Conference. Members of the IASNR, and other fellows and invited attendees in IASNR activities shall act in a manner consistent with these standards.

II.A. Research

We shall conduct research activities following established protocols that are approved in advance by our respective institutions' human subjects review panels. The people we recruit to voluntarily participate in research shall be informed of the research goals, significant benefits and risks of participation, and assured of confidentiality of information they share. Where applicable, we have the responsibility of training our students and scholars regarding ethical responsibilities and professionalism in social science research. We have the obligation to prevent any distortion (suppression, falsification, fabrication) of data and results.

II.B. Publication

² Harassment is any conduct, verbal or physical, that has the intent or effect of interfering with an individual, or that creates an intimidating, hostile, or offensive environment. Harassment can take many different forms, including but not limited to intimidation, bullying or sexual harassment.

We shall publish the outcome of our research to benefit the broader community of scientist and practitioners. We owe accurate interpretation of our research results while publishing in refereed and non-refereed outlets. We shall properly recognize or acknowledge the contribution of everyone involved in the study. We have the obligation to avoid unprofessional and ethical issues (e.g. plagiarism, intentional misinterpretation and distortion of results) in publications as well as presentations. Policy and management recommendations made in our publications shall be exclusively based on the data and results of our research.

II.C. Society

We have the responsibility of communicating our knowledge about the natural and sociocultural systems to the society at large. We shall attempt to engage a variety of audiences including but not limited to scientists, practitioners, administrators, decision makers, students, fellows, citizens in dialogues related to the interconnections and interdependency between human and natural systems. We shall not favor any interest groups in conducting our research and scholarly activities. We have the obligations to follow standard social norms while representing our institutions and attending IASNR events.

PART III. POLICIES AND PROCEDURES

III.A. Responsibilities and Authority of IASNR Ethics Committee

The IASNR Ethics Committee³ has been established by the IASNR Council to promote ethical conduct of members, investigate complaints concerning the ethical conduct of members, investigate of complaints concerting the ethical conduct of members, and impose sanctions when a violation of the Code has occurred.

III.B. Authority of IASNR Ethics Committee

IASNR Ethics Committee is authorized to:

- III.B.1.** Publicize the Code of Ethics to IASNR membership.
- III.B.2.** Education of IASNR members concerning the ethical obligations under the Code of Ethics.
- III.B.3.** Recommend to the IASNR Council changes in the Code of Ethics and these Policies and Procedures.
- III.B.4.** Provide to individual members of IASNR on an informal and confidential basis advice regarding their ethical obligations under the Code of Ethics.
- III.B.5.** Seek to resolve allegations of unethical conduct of members of the IASNR informally through mediation or other means.
- III.B.6.** Investigate allegations of unethical conduct of members of IASNR, determine violations of the Code of Ethics, and where appropriate, impose sanctions.
- III.B.7.** Adopt such rules and procedures governing the conduct of all matters within its jurisdiction as are consistent with the By-Laws of IASNR, the Code of Ethics, and these Policies and Procedures.
- III.B.8.** Provide to the IASNR Executive Director and Council quarterly written reports of committee activities.

III.C. Responsibilities of the IASNR Executive Director

³ The establishment of the IASNR Ethics Committee required a vote by IASNR Council to become a Standing Committee.

- III.C.1. Works with the IASNR Ethics Committee in the administration of III.B.1-III.B.7.
- III.C.2. Reports to IASNR Council on a quarterly basis the number and types of complaints received, the number recommended for information resolution, and any other pertinent information regarding the involvement of the Executive Director in ethics inquiry.

PART IV. OPERATING RULES OF IASNR ETHICS COMMITTEE

IV.A. Membership and Officers

The members of IASNR Ethics Committee shall be appointed by the IASNR Council. After the end of his/her term of office, a member of IASNR Ethics Committee may continue to participate in the investigation of a matter to which he/she was previously assigned, and such member may participate in reaching the findings and recommendation of the investigation with respect to that matter.

The composition of the IASNR Ethics Committee shall be comprised of: 1 chair (a current Council member), 3 members (both Council members and non-Council IASNR members), and 1 Student Affairs Committee member. The committee shall represent the diverse membership of the Association. All terms shall be a maximum of 1 year, with appointments beginning on January 1st. The IASNR Ethics Committee shall deliver an annual summative report to the Executive Director by December 31st in lieu of a 4th quarter report. The Chair shall have the primary responsibility for carrying out the mandate of the IASNR Ethics Committee.

IV.B. Meetings

A regular meeting of the IASNR Ethics Committee shall be held annually in connection with the annual IASNR Conference. Additional meetings may be held, upon call of the Chair, from time to time in person or by video- or tele-conference.

IV.C. Quorum and Voting

A quorum for the transaction of business at any meeting of the annual IASNR Ethics Committee shall consist of a majority of the members then in office. All decisions shall be by majority vote of the members present at a meeting.

IV.D. Conflicts of Interest

No member of the IASNR Ethics Committee shall participate in the deliberations or decisions of any matter with respect to which the member has a conflict of interest as outlined in the Code of Ethics.

PART V. ENFORCEMENT OF THE IASNR CODE OF ETHICS

V.A. Jurisdiction

- V.A.1. IASNR Ethics Committee shall have jurisdiction to receive and determine any timely complaint of the violations of the IASNR Code of Ethics by a current member of the IASNR in any category of membership. In the event that a complainee resigns from the IASNR subsequent to filing of a complaint against him or her, the IASNR Ethics Committee shall have a discretion to resolve the complaint as if the complainee were still a member.
- V.A.2. In the event that a complaint alleges conduct which is, or may be, the subject of other legal or institutional proceedings, IASNR Ethics Committee may, in its discretion, defer further proceedings with respect to the complaint until the conclusion of the other legal or institutional proceedings.

V.B. Filing of Complaint

- V.B.1.** Any member or non-member of the IASNR who perceives that an IASNR member has violated an ethical standard may file a complaint with IASNR Ethics Committee.
- V.B.2.** A complaint may be initiated by IASNR Ethics Committee on its own behalf.
- V.B.3.** Initial contact with the Executive Director or his/her designee is encouraged to clarify whether concerns about a possible ethical violation is covered by the Code. If it appears that a potential complaint may be covered by the Code, a copy of the Code, and a summary of the complaint shall be sent to the potential complainant. Informal dispute resolution and the use of other venues of investigation shall be encouraged.
- V.B.4.** A complaint may not be accepted or initiated if it is received more than 18 months after the alleged conduct or was discovered. A complaint received after the 18-month time limit set forth in this paragraph shall not be accepted unless the Chair of the IASNR Ethics Committee determines that there is good cause for the complaint not to have been filed within the 18-month time limit. No complaint shall be considered if it is received more than seven years after the alleged conduct occurred or was discovered.
- V.B.5.** A complaint shall include the name and address of the complainant, the name and address of the complaine; the provisions of the IASNR Code of Ethics alleged to have been violated, a statement that other legal or institutional proceedings involving the alleged conduct have not been initiated, or, if initiated, the status of such proceedings; a full statement of conduct alleged to have violated the Code of Ethics, including the sources of all information on which the allegations are based, copies of any documents supporting the allegations; and, if necessary, a request that the 18-month time limit be waived. Anonymous complaints shall not be accepted. Confidentiality shall be protected as described in Part VI, items VI.B.8.1-VI.B.8.4.

V.C. Notice of Complaint, Preliminary Screening, and Informal Resolution

- V.C.1.** The Executive Director or his/her designee shall screen each complaint to determine whether the complaine is a member of IASNR and whether the alleged conduct is covered by the Code. If the complaint does not include the information required, the Executive Director or his/her designee shall so inform the complainant, who shall be given the opportunity to provide additional information. If no response is received from the complainant within thirty days, the matter shall be closed the complainant so notified.
- V.C.2.** If the complaint is complete, the Executive Director or his/her designee shall notify the Chair of the IASNR Ethics Committee and provide relevant material regarding the complaint. The Chair of IASNR Ethics Committee and Executive Director shall evaluate whether there is cause for action. If cause for action exists, a formal case is initiated. If cause for action does not exist, the complaint shall be dismissed at this stage.
- V.C.3.** If cause for action is found, the Executive Director or his/her designee shall provide a copy of the complaint and all supporting materials and a copy of the Code of Ethics and these Policies and Procedures, to the complaine and encourage a settlement through informal means. If informal dispute resolution is declined, the members of the IASNR Ethics Committee shall not be informed which party declined.

V.D. Response to Complaint

If either or both the complainant and the complaine e decline informal dispute settlement or if informal dispute settlement fails to resolve the complaint, the Executive Director or his/her designee shall notify the complaine e that the case shall go forward in accordance with these Policies and Procedures. Complaine e shall have thirty days after receipt of this notice to respond in writing to the complaint. An extension may be granted by the Executive Director if good cause is shown, but that extension shall not exceed ninety days.

The complaint and response shall be submitted to the Chair of the IASNR Ethics Committee for an initial determination whether there is sufficient evidence to proceed with the case. The Chair may, in his/her discretion, request additional information from the complainant and/or any other appropriate source before making the initial determination, provided, however, that the Chair shall not rely on such additional information unless it has been shared with the complaine e and the complaine e has been afforded an opportunity to respond. If the Chair shall decide that there is insufficient evidence to proceed, the matter shall be closed and the complainant and complaine e notified in writing.

V.E. Investigation and Recommendation

If the Chair determines that there is sufficient evidence to proceed with the complaint, he/she shall appoint an Investigation Panel composed of the Chair and two members of the IASNR Ethics Committee to investigate the complaint. The Panel may communicate with the complainant, complaine e, witnesses, or other sources of its business as is practical through written correspondence or verbal communication. Although complainants and complaine e have the right to consult with attorneys, concerning all phases of the ethics process, the complainant must file and the complaine e must respond to charges of unethical conduct personally and not through legal counsel or another third party, unless the complainant or complaine e provides good cause as to why he or she cannot respond personally. The Panel shall submit a written report of its findings and any recommendations for sanction of the full Committee within ninety days, unless a longer period is necessary in the opinion of the Chair. A copy of the Panel's findings and recommendation shall be provided to the complainant and complaine e, who may submit a response in writing within a time frame of not more than thirty days.

V.F. Determination of Violation

IASNR Ethics Committee shall determine whether a violation of the Code of Ethics has occurred on the basis of the complaint, the response, any other information provided to the Investigation Panel, the recommendations and findings of the Panel, and the responses of the parties thereto, provided, however, that IASNR Ethics Committee may hear the testimony of witnesses where in its view it is essential to the fairness of the proceedings. IASNR Ethics Committee may return any matter to the Investigation Panel for further investigation. Upon completion of its review IASNR Ethics Committee shall issue a determination of whether one or more violations of the Code of Ethics have occurred, including a summary of the factual basis for this determination, and the appropriate sanction.

PART VI. SANCTIONS

VI.A. Purpose of sanctions:

The purpose of sanctions for violations of the IASNR code of ethics is to: 1) penalize the violator for his/her misconduct, 2) provide feedback to educate and rehabilitate individuals who violate the code of ethics, and 3) to create an environment of accountability in which IASNR members are ensured of the expectation of ethical behavior and that violators shall be held accountable for misconduct.

VI.B. Types of sanctions:

VI.B.1. Private reprimand

In cases where the violation is minor in nature and/or did not cause serious personal and/or professional harm, a letter of reprimand, including any stipulated conditions, may be sent to the complainee. Failure to comply with stipulated conditions may result in the imposition of a more severe sanction.

VI.B.2. Public censure

In the case of more serious ethical violations, a public censure may be issued to the full membership and to other parties concerning the violation, as appropriate.

VI.B.3. Denial of privileges

In appropriate cases, sanctions may include denial of some privileges of IASNR membership including, but not limited to: election or appointment to any IASNR committees or offices, appointment to editorial boards of publications, serving as editor of any publications, receipt of awards, presenting or otherwise participating in any meetings of IASNR, or receiving other assistance from IASNR. When membership privileges are denied, membership dues will not be returned.

VI.B.4. Suspension of membership

In cases in which the violation causes serious personal and/or professional harm, IASNR membership and all privileges may be suspended for an appropriate period of time. Renewal of membership may be either automatic or provisional upon compliance with stipulated conditions. When membership privileges are suspended, membership dues will not be returned.

VI.B.5. Revocation of membership

In cases in which the violation causes the most serious personal and/or professional harm, IASNR membership and all privileges may be permanently revoked. When membership privileges are revoked, membership dues will not be returned.

VI.B.6. Notice of Determination

The Chair of the IASNR Ethics Committee shall notify the complainant and complainee of the decision. If a sanction is imposed the Ethics Committee shall instruct the Executive Director to take the appropriate action.

VI.B.7. Appeal

A complainee who is found by the Ethics Committee to have violated the Code of Ethics and who receives a sanction may appeal this determination by filing a Notice of Appeal and Statement of Reasons no later than thirty days after the receipt of the Notice of Determination. If an appeal is filed, the Executive Director of IASNR shall appoint a three-member Appeal Panel of past members of the Ethics Committee to review all information considered by the Ethics Committee and, within ninety days, make a decision to uphold or reverse the determination. The Appeal Panel may set aside the Ethics Committee's determination that a violation has occurred or it may determine that the sanction imposed by the Ethics Committee is not appropriate and impose a

less severe sanction. The decision of the Appeal Panel shall constitute the final decision of IASNR with respect to all matters.

VI.B.8. Confidentiality

- VI.B.8.1.** The filing of a complaint against an IASNR member and all proceedings shall be kept confidential by the IASNR Ethics Committee, the Investigation Panel, the Appeal Panel, Council, and the Executive Director of IASNR prior to a final determination of the matter, except that information regarding the complaint may be shared with the Council, any staff designated by the Council to assist the Ethics Committee and legal counsel. All parties involved in ethics investigations shall, to the greatest extent possible, make reasonable efforts to maintain confidentiality of other parties. Determination of violations of the Code of Ethics by IASNR Ethics Committee or by an Appeal Panel shall be kept confidential, except in the case of termination of membership, or unless disclosure of the determination to the public is imposed as part of another sanction. The name of each individual whose membership is terminated and a brief statement of the reason for termination shall be reported annually to the Council.
- VI.B.8.2.** The Committee may disclose such information when compelled by a valid subpoena or by court order.
- VI.B.8.3.** Initiation of legal sanction against the IASNR or its officers or employees shall constitute a waiver of confidentiality by the person imitating such action.
- VI.B.8.4.** Records relating to the investigation of complains of violations of the Code, whether or not IASNR Ethics Committee determined that a violation occurred, shall be maintained in a secure place indefinitely.

Appendix 3. IASNR Constitution

CONSTITUTION of the INTERNATIONAL ASSOCIATION for SOCIETY and NATURAL RESOURCES

Article 1: Name, Purpose, and Objectives

1. The name of the organization shall be the International Association for Society and Natural Resources (IASNR).
2. IASNR is organized exclusively for the purposes of science and education, and their practical applications.
3. The objectives of IASNR are to:
 - 3.1. Foster the interdisciplinary social scientific understanding of the relationships between humans and natural resources;
 - 3.2. Further the application of social science information in natural resource decision-making; and
 - 3.3. Provide mechanisms whereby social scientists, resource managers, practitioners, agency personnel, and decision makers can generate dialogue and useful exchange of ideas.
4. IASNR is primarily an association of individual members.

Article 2: General Structure

1. The organization shall comprise individual voting members and statutory bodies.
2. IASNR shall have the following three statutory bodies:
 - 2.1. All Member's Meeting – a gathering of voting members convened to address issues of importance to the organization.
 - 2.2. Council – a body of elected members, broadly representative of the membership, responsible for the functioning of the organization.
 - 2.3. Executive Officers – a tripartite group of elected members comprising Executive Director, Treasurer, and Secretary, responsible for general operations, financial administration, records management, communications, and implementation of Council decisions on behalf of the organization.

Article 3: Membership

1. Membership in the organization shall be open to dues-paying individuals who promote the objectives of IASNR.
2. Details regarding membership, including classes of members and eligibility, application and termination, member dues, and member rights are provided in Article 3 of the IASNR Bylaws.

Article 4: All Member's Meeting

1. The All Member's Meeting is a gathering of voting members convened to address issues of importance to IASNR. The All Member's Meeting shall meet a minimum of one time per year (e.g., Annual IASNR Business Meeting), normally in conjunction with the Annual Meeting (i.e., IASNR Conference), and shall be open to all members, as defined in Article 3. The All Member's Meeting may meet in special session if at least one-third of IASNR members so request or the Council so decides.

2. The All Member's Meeting, if convened in accordance with the Articles of the Constitution, shall be empowered to make decisions which have not been delegated herein to other statutory bodies in accordance with provisions in the Constitution (e.g., ratification of amendments).

3. Details regarding the All Member's meetings, logistics, actions, and process are provided in Article 5 of the IASNR Bylaws.

Article 5: Council

1. The Council shall be responsible for the functioning of the organization.

2. The Council shall consist of nine professional members and one student representative.

3. The Council shall be broadly representative of the membership, reflecting a balance of:

3.1. Disciplinary orientations in the social sciences;

3.2. Natural resource management fields; and

3.3. Professional practice (i.e., academic/nonacademic, North American/non-North American).

4. The Council shall meet a minimum of one time per year, normally in conjunction with the Annual Meeting. The Council may also be convened by the Executive Director as circumstances, resources and IASNR affairs may dictate.

5. Details regarding Council meetings, actions, and process; and Council member eligibility, nominations, elections, and terms of service are provided in Article 6 of the IASNR Bylaws.

Article 6: Executive Officers

1. There shall be three Executive Officers:

1.1. Executive Director;

1.2. Treasurer; and

1.3. Secretary.

2. The Executive Director shall be responsible for implementing the decisions of the Council, shall account for her/his actions on behalf of IASNR to the Council, and shall seek Council approval for any emergency action taken between meetings of the Council.

3. The Treasurer shall be charged with general and financial administration of IASNR and shall receive instructions from the Council and/or through the Executive Director. The Treasurer shall be accountable for her/his actions to the Council.

4. The Secretary shall be responsible for all IASNR communications and shall receive instructions from the Council and/or through the Executive Director. The Secretary, or her/his designee, shall be charged with recording the minutes of all Council meetings and All Member's meetings, collecting and archiving other standing and ad hoc committee meeting reports, and maintaining the official records of IASNR. The Secretary shall be accountable for her/his actions to the Council.

5. The Executive Director, Treasurer, and Secretary shall be official members of all bodies of IASNR. An Executive Officer, or their designate, shall preside as Chairperson at all meetings of the IASNR Council, Annual IASNR Business Meeting, or other official IASNR All Member's meetings.

6. Details regarding Executive Officer actions, roles, eligibility, nominations, elections, and terms of service are provided in Article 7 of the IASNR Bylaws.

Article 7: Finance

1. IASNR shall be financed by:

1.1. Member dues and subscriptions

1.2. Annual meeting (i.e., IASNR Conference)

1.3. Sale of IASNR publications

1.4. Donations; and

1.5. Other lawful means.

2. Members of the Council shall serve in an honorary capacity.

3. The Council shall decide reimbursement for any reasonable expenses incurred by Executive Officers, Council, or other members who carry out work for IASNR.

4. IASNR is a non-profit organization — any profits or capital shall be used solely in accordance with the provisions of Article 1 of the Constitution.

5. Sponsoring member organizations shall be called upon to support and underwrite the establishment and successful functioning of IASNR. All matters pertinent to IASNR's programs, annual meetings, balloting, etc., shall be included in notifications to sponsoring organizations.

6. Member dues shall be established by the Council as detailed in Article 3 of the IASNR Bylaws.

Article 8: Standing and Ad Hoc Committees

1. The Council may establish such Standing and Ad Hoc Committees as may be deemed necessary for the effective functioning of IASNR. Members on Standing or Ad Hoc Committees can be drawn from the Council or the membership at large, as appropriate. Each committee shall include a Council member as committee chair or co-chair, with the exception of the Annual Meeting Committee, which shall interface regularly with the Executive Director and Treasurer.

2. The Ethics Committee shall be responsible for promoting ethical conduct of members, investigating complaints concerning the ethical conduct of members, and imposing sanctions when violations of the IASNR Code of Ethics have occurred. The Ethics Committee shall comprise a current Council member as committee chair, three additional members (both Council and non-Council), and one Student Affairs Committee member. The committee shall represent the balance identified in Article 5.3.

3. The Elections Committee shall be responsible for soliciting nominations from IASNR members, selecting candidates for Council, Executive Officer, and Student Representative positions, and coordinating the election process. The Council shall appoint the Elections Committee, which shall be chaired by a member of the Council and include the Student Representative and one additional member from Council or the general membership, representing the balance identified in Article 5.3.

4. The Conference Support Committee shall be responsible for soliciting proposals for future annual meetings from IASNR members, coordinating the meeting proposal review and approval process, and coordinating with meeting hosts and the business office to support the annual meeting. The Council shall appoint the Conference

Support Committee, representing the balance identified in Article 5.3 and including at least one prior Annual Meeting Committee chair.

6. The Diversity Committee shall be responsible for promotion and education of programming for an inclusive IASNR culture that fosters a welcoming, meaningful and easily accessible organization. The Committee shall provide advice to Council for policies that enhance the institutional climate in the direction of diversity, equity and inclusion. The Executive Council shall appoint the Diversity Committee.

7. The Membership Committee shall be responsible for developing and implementing initiatives for membership recruitment, engagement and retention. The Committee shall also provide leadership for the development of annual awards to recognize the outstanding contributions of members to the mission and values of IASNR. The Executive Council shall appoint the Membership Committee.

8. The Professional Development Committee shall be responsible for the facilitation of opportunities for IASNR members to develop and expand useful skills required for various career paths. The Committee shall plan and implement activities that provide resources for professional development at the IASNR conferences and in other contexts throughout the year, including mentorship activities. The Executive Council shall appoint the Membership Committee.

9. The Publications Committee shall be responsible for soliciting and supervising publications of the Social Ecology Press, assisting in the mission of the journal Society and Natural Resources, as well as coordinating publication processes for periodic state-of-the-art volumes. The Executive Council shall appoint the Membership Committee.

10. The Student Affairs Committee shall be responsible for coordinating IASNR student activities, including student subcommittees, student chapters of IASNR, review of student chapter applications and renewal applications, professional development, online forum, and student events at the annual meeting (e.g., Student Forum, Quiz Bowl). The Council shall appoint the Student Affairs Committee, including one professional Council member, the Student Representative on Council, and the Student Representative-Elect as co-chairs, representing the balance identified in Article 5.3.

11. An Editor Search Committee shall be appointed by the Council on a periodic basis, no less than one year prior to the expiration of the current journal editorship team term. The Editor Search Committee shall be responsible for coordinating solicitation, review, and recommendation of subsequent editorship team proposals to Council.

Article 9: Bylaws

1. Any subjects under the provisions of the Constitution calling for more detailed rules or guidance shall be set forth in the IASNR Bylaws. Such rules shall be decided upon by the Council and must not be at variance with the provisions of the Constitution.

2. Details related to proposal, approval, pre-notification, and ratification of amendments to the Bylaws are provided in Article 10 of the IASNR Bylaws.

Article 10: Amendments to the Constitution

1. Proposed amendments to the Constitution may be initiated by members of the Council or through a petition signed by no less than five percent of IASNR members. Such amendments must be submitted in writing and approved by the Council.

2. Proposed amendments to the Constitution approved by the Council shall be considered valid until such time as they are duly ratified or rejected at the next All Member's meeting (e.g., Annual IASNR Business Meeting). Ratification of Council-approved amendments shall require a two-thirds majority vote of the individual members present at an All Member's meeting. The Council must fully advertise proposed amendments to all

members 60 days in advance of the All Member's meetings where a vote shall be taken. Such notification must contain the full written text of the amendment(s) being proposed.

Article 11: Dissolution

1. A proposal to dissolve IASNR may be initiated by members of the Council or through a petition signed by no less than five percent of IASNR members. Such a proposal must be submitted in writing and approved by the Council.

2. Once approved by Council, a proposal to dissolve must be advertised to all IASNR members six months in advance of an All Member's meeting where a vote shall be taken. Such notification must contain the full written text of the proposal to dissolve.

3. Dissolution shall require a two-thirds majority vote of the individual members present at an All Member's meeting, and shall be valid only if at least three-fourths of all voting members are present. Should this latter requirement not be fulfilled, a ballot shall be sent to all voting members within three months of the All Member's Meeting and a two-thirds majority of IASNR members shall be sufficient for the dissolution of the IASNR.

4. A resolution to dissolve IASNR shall name those persons who shall be charged with the liquidation of the IASNR's assets and properties. Such assets and properties shall be used for the public benefit in accordance with the provisions of Article 1 of the Constitution.

Article 12: Incorporation/Organization

1. IASNR is organized exclusively for educational and scientific purposes, including for such purpose, the making of distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code) of the United States of America.

2. No part of the net earnings of IASNR shall inure to the benefit of, or be distributed to its members, trustees, directors, officers or other private persons, except that IASNR shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c)(3) of the United States of America Internal Revenue Code purposes. No substantial part of the activities of IASNR shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and IASNR shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.

3. Notwithstanding any other provision of these articles, IASNR shall not carry on any other activities not permitted to be carried on (a) by a corporation/organization exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or (b) by a corporation/organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future Federal tax code) of the United States of America.

4. Upon the dissolution of IASNR, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code of the United States of America, or corresponding section of any future Federal tax code, or shall be distributed to the Federal government or to a state or local government for a public purpose.

Appendix 4. Treasurer's Report

Anticipated Income 2021	Budgeted	To Date	Difference
Investment dividends	5,000.00	2,595.51	(2,404.49)
Taylor & Francis Contract	45,000.00	46,855.45	1,855.45
Memberships and subscription for 2021	23,750.00	16,555.00	(7,195.00)
Taylor & Francis Event Support	1,500.00		(1,500.00)
Taylor & Francis Paper Award	500.00		(500.00)
Donations Founder's Challenge	400.00	590.00	190.00
SNR Press (U Press of Colorado)	400.00		(400.00)
AmazonSmile	50.00		(50.00)
Dividends	100.00		(100.00)
Conference registrations	12,000.00	6,070.00	(5,930.00)
Revenue Total Expected	83,700.00	70,070.45	(13,629.55)
Anticipated Expenses 2021	Budgeted	To Date	Difference
Jessica Hill Contract	43,923.48	11,310.25	32,613.23
Paulus Mau Contract for 2020	8,076.60	712.50	7,364.10
Jessica Hill Office Expenses	1,250.00		1,250.00
Taylor and Francis subscriptions	8,750.00	15,077.58	(6,327.58)
PayPal Fee on Revenue	1,200.00	811.62	388.38
Misc Office Expenses (incl software)	1,500.00	148.41	1,351.59
Accounting Services	2,000.00		2,000.00
SNR Editor Stipends	2,000.00		2,000.00
PayPal Subscription	360.00		360.00
Zoom	150.00	150.00	0.00
UT Tax Office	10.00	10.00	0.00
WhoVa virtual conference	2,265.00	1,399.00	866.00
Virtual conference overtime, misc.	6,500.00		6,500.00
ISSRM 2022	2,000.00		2,000.00
IASNR D&O Insurance	800.00		800.00
Bank Fees	250.00	0.00	250.00
Postage	100.00		100.00
IASNR Student Paper Awards	250.00		250.00
SNR Paper Award	500.00	500.00	0.00
SNR Press (U Press of Colorado)	150.00		150.00

Total	82,035.08	30,119.36	51,915.72

Appendix 5. Chat box history (public comments only)