

November 21, 2016

Dr. Vicki McConnell
Geological Society of America
P.O. Box 9140
Boulder, CO 80301-9140

VIA EMAIL TO <vmcconnell@geosociety.org>

Dear Vicki:

Our invoice for \$2,000 which covers the GSA portion of expenses for the September 26, 2016, Joint AGI/GSA Societies Meeting in Denver is attached.

The Hilton Baltimore invoiced AGI \$4,053.14 for this meeting. Of this, \$3,374.14 was for the breakfast and coffee service, and \$679 was for the projector support package and microphone. GSA had agreed to cover half the costs up to a maximum of \$2,000.

Also attached is the draft of AGI's minutes from the Joint Meeting (our minutes will receive final approval at our April 3, 2017, meeting). The sign-up sheets listed 79 attendees.

I have heard excellent feedback on the Joint Meeting and am still receiving emails and input on the follow-up activities that will subsequently be done.

Regards,



Allyson K. Anderson Book
Executive Director

cc: Sue Lofton <slofton@geosociety.org>

Attachments (2): Draft September 26, 2016, Minutes, AGI Invoice #026440



**4220 King Street
Alexandria, VA 22302-1507
703-379-2480; Fax: 703-379-7563
www.agiweb.org
EIN:52-0786946**

Geological Society Of America (GSA)
3300 Penrose Place
P.O. Box 9140
Boulder CO 80301-9140

Invoice Number	026440
Date	11/18/2016

Subtotal	\$2,000.00
Misc	\$0.00
Trade Discount	\$0.00
Payment	\$0.00
Total Due	\$2,000.00

To make a Visa or Master Card payment please contact the accounting department at 703 379 2480 Ext 207 "Connecting Earth, Science, and People"

MINUTES

JOINT AGI/GSA SOCIETIES MEETING

Monday, September 26, 2016

Centennial Ballroom G, Hyatt Regency Hotel, Denver, Colorado

Present

Associated and Member Societies

AASP - The Palynological Society	Francine McCarthy
American Association of Petroleum Geologists	David Curtiss
American Geophysical Union	Linda Gundersen, Christine McEntee, Billy Williams
American Institute of Professional Geologists	David Abbott, W. Davidson, C. Duran, Aaron Johnson
American Meteorological Society	Wendy Abshire, Jim Brey
American Quaternary Association	Christopher L. Hill
Association for Women Geoscientists	Blair Schneider
Association of American State Geologists	David Spears
Association of Earth Science Editors	Marg Rutka, Carole L. Ziegler
Association of Engineering and Environmental Geologists	Ryan Marsters
Blueprint Earth	Carlos Pelaez, Jess Pelaez
Board on Earth Sciences and Resources	Elizabeth Eide
Clay Minerals Society	Warren Huff
Council on Undergraduate Research, Geosciences Division	Lee Phillips
Environmental and Engineering Geophysical Society	Beth Burton, Bruce Smith
European Geosciences Union	Philippe Courtial
Friends of Mineralogy	Mark Jacobson, Gloria Staebler
Geochemical Society	Kevin Johnson
Geo-Institute of ASCE	Brad Keelor
Geological Association of Canada	Brian Pratt
Geological Society of London	Nic Bilham
Geoscience Information Society	Hannah Hamalainen
Geothermal Technologies Office of the U.S. Dept. of Energy	Doug Hollett
History of Earth Sciences Society	John Diemer
International Association for Geoscience Diversity	Chris Atchison, Brett Gilley
International Association for Promoting Geoethics	Vince Cronin
International Medical Geology Association	Bob Finkelman
Mineralogical Society of America	J. Alex Speer
National Association of Geoscience Teachers	Aida Awad, Cathy Manduca, David McConnell, Randy Richardson, Wendi J. W. Williams
National Association of State Boards of Geology	Randy Kath, Deane Sneyd
National Earth Science Teachers Association	Cheryl L. B. Manning, Carla McAuliffe
National Ground Water Association	Bill Alley
National Speleological Society	Dave Decker
N. American Commission on Stratigraphic Nomenclature	Norman Lasca
Paleontological Research Institution	Don Duggan-Haas
Paleontological Society	Arnie Miller
Sigma Gamma Epsilon	Jim Walters
Society for Mining, Metallurgy, and Exploration	Harvey Thorleifson
Society of Exploration Geophysicists	Nancy House
Society of Vertebrate Paleontology	David Polly
Western Interior Paleontological Society	Paul Belanger

American Geosciences Institute
AGI Executive Committee

AGI Officers Elect
AGI STAFF

Geological Society of America
GSA Executive Committee Members
GSA STAFF

Jean Bahr, William Siok, Eric M. Riggs, Diane Smith,
Charlene Sundermann, Scott W. Tinker
Carolyn Olson, Eve Sprunt
Allyson Anderson Book, Heather R. Houlton,
Andrey N. Gidasov, Christopher M. Keane,
P. Patrick Leahy, Maureen Moses,
Edward C. Robeck, Cassandra Rose,
Walter Sisson, Leigh Sutherland, Sharon Tahirkheli

Isabel Montanez, Claudia Mora
Vicki S. McConnell

Joint Meeting Call to Order

Tinker and Mora called the meeting to order at 8:02 a.m. Those present were asked to introduce themselves.

Introduction of new AGI Executive Director

Tinker reported Leahy had done a great job as AGI Executive Director. He will be missed but AGI has an exciting change with Allyson Anderson Book coming onboard as his replacement. He gave a short synopsis of her background before coming to AGI. Anderson Book said it was a pleasure to be working for AGI after ten years earlier being the AGI William L. Fisher Congressional Science Fellow.

Welcome to AGI Member Societies

Tinker welcomed those from AGI's Member Societies. Anderson Book added that AGI will begin a new strategic planning process.

Welcome to GSA Associated Societies

McConnell welcomed the GSA associated societies and reported on how GSA is combining a Leadership Forum into this meeting.

Approval of Agenda

Mora called for approval of the agenda. A motion was so made, seconded and approved.

Approval of AGI Council Minutes of June 20, 2016

Siok called for a motion to approve the minutes. It was so moved, seconded, and approved.

Call for 2017 AGI Nominations

Riggs stressed the need for Member Society participation in submitting nominations for AGI officer positions and awards. The deadline is February 1, 2017.

Results from NSF-Funded Workshop on Sexual Harassment

Billy Williams reported on the workshop that took place earlier this month, sponsored by AGU and funded by NSF. They had 65 participants with a good mixture of people from different

societies. It was a facilitated workshop and participants were given targeted questions on how to prevent and how to mitigate, which resulted in good feedback. They will have draft principles to give to AGU to present to its Member Societies.

At the workshop it was suggested some common principles be developed. AGU has a code of conduct but it focuses mostly on article integrity, not sexual harassment or handling bad situations at meetings. There are implications for the broader geoscience community. Field camps were an especially troubling area along with inappropriate behavior from superiors and vendors at conferences. Most of this can be corrected with education and letting people know that what they are doing can make people uncomfortable. The key messages from the workshop are that this issue is real, it impacts the science, and it is more pervasive than most realize. A code of conduct is needed along with member engagement and education.

Legal avenues alone are not enough. Transparency at all levels would help but privacy issues prevent people from knowing the depth of this problem. Consequences are needed for bad behavior. Clear communications lines are needed to report misconduct.

Billy Williams stated the steering committee is still working on some items but AGU has a new harassment web site along with a resources list. He asked those present to review this and offer suggestions. AGU is looking to develop a network of advocates to spread the word on this topic. Those interested in being an advocate should contact him. They are also looking for more men to be a part of this discussion and show stronger support. He concluded by listing the website and naming the steering team.

Questions & Discussion on NSF-funded Workshop Impact

A question was raised whether other types of harassments will be covered. Billy Williams answered maybe but the workshop funding was specific to sexual harassment. McEntee said she was at last month's International Geological Congress meeting in South Africa, and this is an international problem. We must generate support if we are to change the culture. One woman did research on this but could not get a peer-reviewed-publication to publish the data and considers this a form of discrimination. Cronin said when you have someone in a hostile environment they may not say anything because they fear retaliation. McConnell said there are laws for protection and GSA has updated its codes of conduct. It was suggested mid- to late-career professionals need to educate the younger generation about the options available. Another question raised was how individuals could know they are exhibiting bad behavior. Williams responded that this is why the code of conduct is needed. It was suggested there be a way to create a paper trail that follows the offending individual. Leahy stated the role of professional societies should clarify what behaviors are expected from their members at meetings. Other suggestions included adding text about protecting the victim and censuring bad behavior, especially if alcohol is involved.

Addressing the Breadth of Professional Conduct Challenges

Meeting Conduct

Mora reported GSA had an ad hoc meeting last year to develop a field camp code of conduct. It started with the AGU code of conduct. Attorneys felt the language used was more appropriate to Human Resource matters than a code of conduct. GSA removed

the section about retaliation to address the Human Resource challenge. They included a set of bad behavior examples to help international members, a list of what to do if there is a problem, and a list of sources to contact. Their consequences included barring an individual from a meeting and dropping membership. They are now working to make their various codes of conduct agree. Mora said if you see bad behavior that you try to stop it there. You can disagree without being harassing. The code of conduct will now be part of GSA's registration. When asked if incidences at meetings were being kept track of, the response was only internally. The idea was if bad behavior records are shared, it might serve as a way to change behavior. Mora said this might be considered.

Publishing, Presentation, & Copyright Issues

Tahirkheli gave a presentation highlighting some of the problems. It boils down to work should be original; papers should not be published elsewhere; data should not be falsified, fabricated, or manipulated; and funding sources should be listed. Editors should be free of commercial consideration, should ensure a fair review, and should issue retractions if needed.

Regarding professional copyrights, it is important to honor the rights of others under copyright, patents, trademarks, and licenses and give credit to the correct party.

Other issues include SciHub with its 58 million and growing free articles stored, the multiplicity of authors, ghost writing (paying another to write your article, estimated at 10-15% of papers in some journals), guest writers (adding a well-known author to a paper), and fake peer reviews (reviews written by software programs).

Sources for more information are the Committee on Publication Ethics (COPE), the World Congress on Research Integrity, and the Scholarly Kitchen.

Keane asked about field guide book problems. Tahirkheli responded that trip leaders will use copyright materials since its initial use is considered fair use. However when digitized, it can be illegal if rights for some materials were not established. One person said SciHub is used in China as Google has restrictions.

From Incident Intervention to Resolution & Meeting Code of Conduct

Brey reported AMS is committed to safe and professional annual meetings, which typically get 3,000 to 4,000 attendees. They had a problem that interfered with their meetings and set up a meetings code of conduct because of this. They worked to disseminate this code to their membership. They also disseminated to students and at career workshops. Their implementation policy is that harassment, intimidation, and discrimination will not be tolerated. Those who violate may be asked to leave the meeting without refund and may no longer be considered for boards or committees, although a denial of membership was not added. Victims are to contact a senior AMS staffer or can call or email and expect a prompt reply. They encourage those who witness inappropriate behavior to report it. They have had to eject a senior scientist once, deal with stalking, and cooperate with authorities regarding threats and racial slurs. It is listed on the 2017 AMS meeting web site. Their code of conduct is part of staff training, and they determine the individuals to deal with harassment prior to all meetings.

Siok reported AIPG has behavior guidelines in its bylaws. Being AIPG geoscientists require adhering to the professional code. AIPG has disciplinary procedures that include a review by peers. Siok showed the AIPG flow chart for dealing with complaints.

Concerns with Non-Member & Media Interactions

Aaron Johnson stated early in his career as a professor he got a media call about climate change and it did not go well. The department subsequently developed a set of media guidelines. It is important to determine areas of expertise so media calls can be appropriately directed. The geosciences have not told its story well to the media.

Challenges & Issues with Procedures Enforcing Professional Conduct

Siok gave the example of an AIPG member lying about the valuation of a minerals deposit who is no longer a member. The definition of a geoscientist was easy in the early days but now it has widened significantly. Thirty states require licensure, but the requirements are not standard. Also there are no uniform codes of conduct.

Community-wide Standards and Adherence

Riggs spoke about the disability statement on a committee he worked on. The geoscience community has defined an important issue that can be addressed. His experience is that women choose field camps based on past experiences. The geoscience community needs to increase its diversity. If harassment detracts from productivity and intellectual progress, it needs to be corrected. Education works and Member Societies are hungry for skill sets for dealing with this problem. People have to know how to report and what to report.

The Member Societies have an important role to play. AGI can set up a task force with Member Society representatives. Ideally there will be 51 members on the task force. Your society will get a call to supply a committee appointee. The task force will be to further develop the draft principles to produce a final draft documents by the spring meeting. Billy Williams added they want a core task force of ten people. People interested should contact either Riggs or Keane. There will still be a white paper from the harassment workshop.

Next Steps

This was covered above. Tinker reminded everyone that AGI is soliciting nominations for its officer positions and awards.

Next Meetings

AGI's spring Member Society Council will be on April 3, 2017, in Houston, Texas, in conjunction with the AAPG annual meeting. The spring date for the next GSA Associated Societies meeting has not yet been set but the location will be in Boulder, Colorado.

Wrap up and Adjourn

It was felt this meeting produced a productive discussion. The meeting ended at 11:51 a.m.

William J. Siok, Secretary

Allyson K. Anderson Book, Executive Director