BEHAVIOUR 2019 MEETING
July 23-27, 2019 | University of Illinois at Chicago | Chicago, IL

Behaviour 2019, a joint meeting of the 56th Annual Conference of the Animal Behavior Society and the 36th International Ethological Conference, was held at the University of Illinois at Chicago, in Chicago, IL, USA from July 23-27, 2019. 1,051 attendees represented 36 countries including: United States, Italy Germany, United Kingdom, Netherlands, Austria France, Brazil, Japan, Portugal, South Africa, Canada, Mexico, Australia, Switzerland, South Korea, China, UK, New Zealand, Columbia, Spain, Korea, Costa Rica, Taiwan, Argentina, Brasil, , Scotland, Colombia, Thailand, Sweden, Nigeria, Uruguay, Poland Iraq, and Puerto Rico. With up to 7 concurrent sessions, the meeting included 80 invited talks, 486 contributed talks, and 286 posters.

SAVE THE DATE: ABS 2020

The 57th Annual Conference of the Animal Behavior Society

2019 Meeting Awards
Congratulations to all of the 2019 Awardees!
Read more »

2019 Election
View the current slate of candidates and election information.
Read more »

2019-2020 ABS OFFICERS
President: Jennifer Fewell, Arizona State University, E-mail: preselect@animalbehaviorsociety.org
First President-Elect: Esteban Fernandez-Juricic, Purdue University, E-mail: preselect1@animalbehaviorsociety.org
Second President-Elect: Eileen Hebets, Professor of Biological Sciences University of Nebraska Lincoln, Nebraska, US, E-mail: preselect2@animalbehaviorsociety.org
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Treasurer: Scott MacDougall-Shackleton, Department of Biology University of Western Ontario London, Ontario, CANADA, E-mail: treasurer@animalbehaviorsociety.org
Program Officer: Elizabeth Tibbetts, University of Michigan, E-mail: progofficerelect@animalbehaviorsociety.org
Program Officer-Elect: Tim Wright, Department of Animal Biology New Mexico State Las Cruces, New Mexico, US, E-mail: progofficerelect@animalbehaviorsociety.org
Parliamentarian: Colette St. Mary, Professor and Associate Chair University of Florida Gainesville, Florida, US, E-mail: parliamentarian@animalbehaviorsociety.org
Executive Editor: Nancy Solomon, Miami University, E-mail: execeditor@animalbehaviorsociety.org
Public Affairs Officer: Danielle J. Whittaker, BEACON Center for the Study of Evolution in Action, Michigan

Article: It Is Time Scientists Learn How To Communicate!
by ABS Member, Natalia Albuquerque
Read more »
July 30 - August 3, 2020
The University of Tennessee, Knoxville

Senior Program Officer: Elizabeth Tibbetts

Local Hosts:
Todd Freeberg, Elizabeth Derryberry, and Gordon Burghardt

We look forward to seeing you all in Knoxville next year!

State University, E-mail: publicaffairs@animalbehaviorsociety.org

Graduate Student Representative:
Patrick Green, Duke University, E-mail: gradstudentrep@animalbehaviorsociety.org

Historian: Zuleyma Tang-Martinez,
University of Missouri- St. Louis, E-mail: historian@animalbehaviorsociety.org

Members-at-Large:
Christopher Templeton, Pacific University, E-mail: mematlarge1@animalbehaviorsociety.org
Suzy Renn, Reed College, E-mail: mematlarge2@animalbehaviorsociety.org
Lilian Manica, Universidade Federal do Paraná, Brazil, E-mail: mematlarge3@animalbehaviorsociety.org

ABS Newsletter

Send general correspondence concerning the Society to Danielle J. Whittaker, Public Affairs Officer, at: publicaffairs@animalbehaviorsociety.org. Deadlines for materials to be included in the Newsletter are the 15th of the month preceding each issue. The next deadline is February 15, 2020. Articles submitted by members of the Society and judged by the Public Affairs Officer to be appropriate are occasionally published in the ABS newsletter. The publication of such material does not imply ABS endorsement of the opinions expressed by contributors.

Animal Behavior Society Website:
http://www.animalbehaviorsociety.org

Animal Behavior

Animal Behavior, manuscripts and editorial matters: Authors should submit manuscripts online to Elsevier’s Editorial System (http://ees.elsevier.com/anbeh). For enquiries relating to submissions prior to acceptance, contact the Journal Manager (yanbe@elsevier.com). For enquiries relating to submissions after acceptance, visit Elsevier at http://www.elsevier.com/journals. For other general correspondence, contact Kris Bruner, Managing Editor, Animal Behaviour, Indiana University, 407 N. Park Avenue, Bloomington, IN 47408, USA. E-mail: krbruner@indiana.edu. Phone: 812-935-7188.

Change of address, missing or defective issues: ABS Central Office, 2111 Chestnut Avenue, Suite 145, Glenview, IL 60025, US. Phone: 312-893-6585. Fax: 312-896-5614. E-mail: info@animalbehaviorsociety.org.

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2019 Election

CANDIDATES FOR 2019 ELECTION OF OFFICERS (TERM BEGINS SUMMER 2020)

Second-President-Elect:
- Susan Alberts (Duke University)
- Mark Bee (University of Minnesota)

Program Officer:
- Ximena Bernal (Purdue University)
- Sue Bertram (Carleton College)

Member-At-Large:
- Liz Derryberry (University of Tennessee)
- Nate Morehouse (University of Cincinnati)
- Noa Pinter-Wollman (UCLA)

How to vote: Information on the candidates as well as a link to the online ballot will be sent to the email address in your ABS account as long as you are an active ABS member as of November 30, 2019.
2019 Meeting Awards

WARDER CLYDE ALLEE AWARD: BEST STUDENT PAPER

The Warder Clyde Allee Symposium for best student paper is always a highlight of the conference as it features outstanding graduate student research, with an award for the best paper and talk. The session honors Dr. Warder Clyde Allee (1885–1955) who was very influential in the development and direction of animal behavior research in the 20th century. Dr. Allee earned his PhD from the University of Chicago in 1912, was a faculty member at the University of Illinois, University of Oklahoma, University of Chicago, and University of Florida. He was elected to the National Academy of Sciences in 1951 and ranks among the leading twentieth century ecologists.

In the 2019 ABS Allee Session, 10 finalists were selected to present their research based on the quality of their papers. Any independent graduate student research is eligible, but the students must have had the principal responsibility for the conceptualization and design of the research, the collection and analysis of the data, and the interpretation of the results. These presenters also cannot have completed their defense of the doctoral dissertation before the preceding ABS annual meeting.

First place was awarded to Sara Lipshutz (Indiana University) and Judge Esteban Fernandez-Juricic.

First runner-up was awarded to Erin Brandt (University of California, Berkeley), and Judge Esteban Fernandez-Juricic.

FOUNDERS MEMORIAL POSTER AWARD

Each year a poster competition, named for a Founder of the Animal Behavior Society, is held at the annual meeting. A founder is defined as "A person active in the period prior to 1966 who held at least two administrative positions, elected or appointed, in ABS or the ESA Section on Animal Behavior and Sociobiology or the ASZ Division of Animal Behavior as recorded by the ABS Historian." The Founders' award is for outstanding posters presented at the annual meeting. The 2019 Founders’ Award Poster competition received 59 initial submissions. The judges included: Jennifer Fewell (chair),
The two runners-up with chair, Jennifer Fewell. From the top: Yuri Kawaguchi (Kyoto University), and Mary Woodruff (Indiana University, Bloomington).

Dan Blumstein, Susan Bertram, Robert Curry, Karen Kapheim, Molly Morris, Alex Ophir, Trevor Price, Julia Saltz, and Noah Snyder-Mackler.

The grand prize winner of Founders Award for 2019 was Manuel Araya-Salas (Universidad de Costa Rica, San Pedro, San Jose) for the poster "Song cultural evolution over five decades in a lekking hummingbird." (Not Photographed)

There were two runners-up: Mary Woodruff (Indiana University, Bloomington) for "Why Are Some Animals Thriving in Heat? An Organismal Approach in a Bird Expanding South," and Yuri Kawaguchi (Kyoto University) for "Chimpanzees, but not bonobos, attend more to infant than adult conspecifics."

GENESIS AWARD FOR OUTSTANDING UNDERGRADUATE POSTER PRESENTATION

First presented at the 2000 ABS Annual meeting, the Genesis Award honors the best undergraduate poster presented at the meeting. This year 37 undergraduate students submitted posters for the Genesis Undergraduate Poster Competition, and the standard was extremely high. Sixteen judges (Deborah Boege-Tobin, E. Dale Broder, Anne Clark, Karyn Collie, Crista Coppola, Sean Ehlman, Carrie Hall, E. Chadwick Johnson, David Logue, Susan Margulis, Jennifer Mather, Misty McPhee, Laura Sirot, Dale Stevens, Clara Voorhees, Matthew Wund) worked hard to carefully review all posters.

The 1st prize was awarded to Lilly Hollingsworth (University of California, Riverside) for the poster entitled "Male Allen's Hummingbirds Hold Mating Territories with Abundant Food Sources."

Jessica Riojas (Iowa State University) received 2nd prize for "Mirror-Induced Behavior in Paper-Wasps: Is an Insect Capable of Self-Recognition?"

Third prize went to Aaron Rose (Texas A&M University) for the poster "Calcium hydroxide may promote hybridization in a freshwater fish".

Honorable mention was awarded to Annika Ruppert (University of Minnesota – Twin Cities) for the poster "A Behavioral Study of Brain Lateralization in Frogs: Does a Right Ear Advantage Bias Phonotaxis?", to Aaron Wikle (St. Ambrose University) for "A new vibrational sexual signal in a..."
field cricket”, and to David Wilkerson-Lindsey (University of Illinois) for “Effects of Parental Care on Offspring Behavior in Threespined Stickleback”.

Aaron Rose (Texas A&M University), and Award Chair, Matthew Wund.

ABS FILM FESTIVAL AWARDS

Now in its 36th year, the ABS film festival featured top films that were produced in the preceding five years that portray important concepts in animal behavior research and education. Categories included both amateur (non-commercial) and professional (commercial) films. This year the film committee (Barbara Clucas, Cassandra Nunez, John Swaddle, Chris Templeton, and Michael Noonan) received 44 film submissions that were ranked based on their accuracy, quality of narration, quality of videography, degree of anthropomorphism, and overall appeal. They narrowed the field down to one commercial film and one non-commercial film.

After careful deliberation, and input from all audience members the Film Committee was happy to announce that the ABS Jack Ward Film of the Year in the Non-Commercial category was “Now or Never” directed by Matt Senior. The ABS Film of the Year in the Commercial category was “Power of Play” directed by Erin Oakes.

2019 ABS CHILDREN'S BOOK AWARD

Stories and pictures illustrate science in an exciting way. This year the Animal Behavior Society recognized one winner and four finalists through our Outstanding Children's Book Award program. These books are targeted to children in grades 3-5 (ages 8-11). Inspire a future scientist by giving one of these as a gift or by encouraging your school or public library to acquire these titles.

The Animal Behavior Society will soon be soliciting books for next year’s award. Interested publishers should contact the committee chair Crista Coppola (E-mail: clcoppola@email.arizona.edu).

Outstanding Children's Book Award Winner

The winner of the 2019 Outstanding Children's Book Award is Maggie: Alaska’s Last Elephant by Jennifer Kears Curtis and Illustrated by Phyllis Saroff, Arbordale Publishing. Maggie is based on the story of Maggie, who was indeed the last elephant in the Alaska Zoo, and who was moved to the Performing Animal Welfare Society (PAWS) sanctuary in California. Elephants are social animals. Maggie and Annabelle used to live together at the Alaska Zoo. But after Annabelle died, Maggie was all alone. For years, zookeepers tried to keep her happy (and warm). But ultimately they sent Maggie to live at a sanctuary (PAWS). Now she is happy and at home with her new herd of other elephants. This is a heartwarming story of how zoos ensure the best for the animals in their care—even if the best is not at their zoo.

Outstanding Children's Book Award Finalists

A Frog’s life written by Irene Kelly and illustrated by Margherita Borin, Holiday House

The Hyena Scientist by Sy Montgomery and pictures by Nic Bishop, Houghton Mifflin in the Scientist in the Field series

The Seal Garden by Ian McAllister and Nicholas Read, Orca Books

The Secret Life of the Little Brown Bat by Lawrence Pringle and Illustrated by Kate Garchinsky, Penguin/Random House in the Secret Life series

CHARLES H. TURNER AWARDS

In 2002, the Animal Behavior Society created the Charles H. Turner Program for undergraduate participation at the
annual society meetings. Charles Turner was the first known African American researcher in animal behavior. He earned his PhD from the University of Chicago in 1907. Among other things, his research showed that insects can hear and exhibit trial-and-error learning. By naming the undergraduate program after him, the ABS Diversity Committee emphasizes its goal of increasing the diversity of its membership by encouraging researchers of all ages, levels and ethnic groups to participate in the annual meetings.

The ABS Diversity committee selected twelve Charles H. Turner Fellows to bring to the Chicago meeting this year, covering all expenses and providing a full program of events including a pre-meeting workshop and direct mentorship from junior and senior scientists. This year’s deserving Turner award winners were Alina Iwan (Elon University), Annias Muschett-Bonilla (Texas A&M University College), Catherine Wu (University of California Los Angeles), David Wilkerson-Lindsay (University of Illinois at Urbana-Champaign), Ellen Dyer (University of California Davis), Imani Smith (Mills College), Jenna Morales (Colorado State University Pueblo), Jessica Riojas (Iowa State University), Kerry Stith (Penn State Behrend), Quincy Milton III (Clark University), Tiffani Smith (Canisius College), and Valerie Brewer (New Mexico State University).

Special thanks goes to ABS Diversity Committee members Daniel R. Howard (DC Chairperson), and Carrie L. Hall for putting together a day-long pre-conference workshop for these students and mentoring them throughout the conference.

3 MINUTE THESIS COMPETITION

Pictured: Ashton Dickerson, Richa Singh

The Public Affairs Committee organized the third annual 3 MT competition at the meeting this year. The following description is taken from the creator's website: “Three Minute Thesis (3MT®) celebrates the exciting research conducted by PhD students around the world. Developed by The University of Queensland (UQ), the competition cultivates students’ academic, presentation, and research communication skills. Presenting in a 3MT competition increases their capacity to effectively explain their research in three minutes, in a language appropriate to a non-specialist audience. Competitors are allowed one PowerPoint slide, but no other resources or props”. We encourage all graduate students to consider participating in this event, particularly if they have fewer outreach opportunities at their home institution. Please email public.affairs@animalbehaviorsociety.org to register for next year.

This year’s first place winner was Georgia Longmoor (University of Edinburgh). Second place went to Ashton Dickerson (University of Melbourne), and third place went to Richa Singh (Indian institute of Science Education and Research Mohali). The judges also chose a runner-up: Katherine Compitus (New York University).
2019 Career & Fellows Awards

Distinguished Animal Behaviorist Award

The Distinguished Animal Behaviorist Award is the Animal Behavior Society's most prestigious award and recognizes an outstanding career in animal behavior. Kay Holekamp (Michigan State University) was granted the award in 2019.

Exemplar Award

The Exemplar Award recognizes a major long-term contribution in animal behavior. The 2019 Exemplar Award goes to Reuven Dukas (McMaster University).

Quest Award

The Quest Award recognizes an outstanding seminal contribution in animal behavior. Rex Crocroft (University of Missouri) is the recipient of the 2019 Quest Award.

Outstanding New Investigator Award

The Outstanding New Investigator Award recognizes an outstanding contribution in animal behavior by a new investigator, no more than 10 years past obtaining a Ph.D. The 2019 Outstanding New Investigator Award goes to Noa Pinter-Wollman (University of California Los Angeles).
Penny Bernstein Distinguished Teaching Award

The Penny Bernstein Distinguished Teaching Award recognizes a sustained record of excellent teaching of animal behavior in the classroom or informal education setting. The 2019 Bernstein Distinguished Teaching Award goes to Alicia Mathis (Missouri State University).

ANIMAL BEHAVIOR SOCIETY’S NEWEST FELLOWS

The Animal Behavior Society is pleased to announce the election of four new Fellows of the Society. The newly-elected ABS Fellows are:

Leticia Avilés
Zoology, University of British Columbia, Canada

Mark E. Hauber
Evolution, Ecology, and Behavior, University of Illinois Urbana-Champaign, USA

Diana K. Hews
Biology, Indiana State University, USA

Regina Helena Ferraz Macedo
Zoologia, Universidade de Brasilia, Brazil
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Article: It Is Time Scientists Learn How To Communicate!
Written by ABS Member, Natalia Albuquerque

My name is Natalia Albuquerque, I am a Brazilian scientist currently working as a post doc at the Institute of Psychology of the University of Sao Paulo (Brazil) studying animal behaviour and cognition. I have a BSc degree in Biological Sciences and a MSc and a DSc degree in experimental psychology/ethology. As a member of the Animal Behavior Society, I recently had the opportunity to apply for the grant to attend the 2019 American Institute of Biological Sciences’ Communications Boot Camp. This fund was dedicated to post docs and graduate students interested in developing skills for communicating the importance of funding agencies, initiatives and investments in research and education to those who make and execute the laws. In this area, the American Institute of Biological Sciences, based in Washington D.C. (United States), has been offering excellent training for many years now, becoming reference in scientific communication.

Science is one of the greatest and most important tools to make critical changes in the world. Science allows us to understand natural (as well as artificial) phenomena and to gain a deeper understanding of the role of each species that cohabit this planet. However, scientific speech seems to be often limited to the academic walls, failing to reach broader audiences. As scientists and citizens of the world, we must work towards disseminating our findings and the knowledge we are constantly generating in order to enable the development of appropriate and effective policies, conservation strategies, handling techniques and methodologies in all areas of STEM (Science, Technology, Engineering and Mathematics). Particularly, every human being interacts with animals - be it directly or indirectly - and it is crucial to understand who these other individuals are and how they see and interact with their surroundings. Just as importantly, we must share this understanding in such way that truly functional and positive relationships with non-human animals can exist and different public perceptions and attitudes towards animals can be facilitated.

Unfortunately, though, there is an enormous gap between science makers, lawmakers and the general public, especially when it comes to communicating ideas, plans and necessities. It is particularly difficult to create possibilities for constructive dialogues towards effective social, environmental and economic policies. This is a reality for most countries and in Brazil it is not different. In fact, we are going through very troubling times, with Brazilian researchers and academics getting thrown into the oblivion and the ruling figures of the country becoming more and more distant from Science. Only this year, Brazil has suffered with massive funding cuts (with national funding agencies verging on shutting down, high-rank Universities struggling to maintain their basic academic and research activities and young researchers losing their
The opportunity to attend this Communications Boot Camp appeared to be an exceptional chance to develop important skills and competencies for effectively communicating: (i) science to non-academics; (ii) science and research-related demands to politicians and (iii) the role of scientists in the success and progress of our society.

The Boot Camp was organised in several presentations, question and answer sections and exercises over two very intensive, dynamic and pleasant days. There were scientists from various parts of the United States, one from Canada who had lived in the US for many years and was back in her home country and myself. Interestingly, I was the first "international" person to take part in the Boot Camp. Even though the workshop was focused on the US political structure, the entire experience was extremely useful for me. And I believe it was also very important for the others to have a bit of perspective from other parts of the globe.

We learned about using social media, making elevator pitches about who we are, what we do and why it matters, communicating appropriately and effectively in many formats (e.g. podcasts, local news interviews, radio, television) and to prepare to and be efficient in interviews with congressmen and congresswomen, representatives, assistants, etc. We also had the chance to hear from and talk to scientists from great national agencies as well as important journalists. In addition, the opportunity to meet so many brilliant researchers and the experience to share ideas and political views with them was priceless.

Back in Brazil, I have started working to build an international network to strengthen the efforts against the current cuts. I also started sharing what I have learned and experienced with my colleagues and am planning ways to break through the walls of the university and take scientific knowledge to the public, to educate people of the importance of science and to communicate with Brazilian law and policy makers about what is necessary for our universities, students and researchers.

I would like to thank the American Institute of Biological Sciences, particularly Dr Robert Gropp and Dr Jyotsna Pandey for the excellent opportunity and the Animal Behavior Society for allowing me to take part in this great workshop. I will make sure to apply everything I gained in this training into making positive changes, especially in environment- and animal-related issues, such as deforestation, climate change, conservation, animal welfare, animal-human interactions, etc. As an ethologist, I believe I can contribute to policymaking. Now, with my new skills and competences, I hope to become an agent of significant transformation. For anyone, Brazilian or not, interested in communicating science related matters, please contact me: nsalbuquerque@gmail.com. Let's make a change!

If you are not a member of the Animal Behavior Society yet, I would highly recommend you become one. The Society is a great means of communication in the field of animal behavior and is always providing its members with fantastic opportunities.
Announcements

ABS SOCIAL MEDIA

We are increasing our efforts to be more active on Twitter (@AnimBehSociety) and other social media outlets. As a society, we need to do this not only to increase the exposure of the work of our society members (you!), but also to take an active role in informing the public, policy-makers, and others about the importance of animal behavior research and what we do as scientists. To that end, we do need your help!

- If you are active on Twitter, please mention @AnimBehSociety in tweets about your publications, outreach efforts, teaching, and other accomplishments. We will be happy to retweet them to increase the visibility of your work.
- If you are not active on Twitter, please send an email to socialmedia@animalbehaviorsociety.org to let us know of your recent publications/accomplishments - we will get the word out for you!

A few other notes related to our shared efforts:

- Please do not tweet, send us, or mention @AnimBehSociety in any material that contains personal, politically-charged, or other sensitive items or opinions. We hope to keep our society’s social media presence professional.
- When sending us information about publications/accomplishments please give us a brief (~150 character) description of the work. Make sure this is accessible - avoid jargon and other things that might prevent a broad audience from understanding. Along these lines, consider sending us pictures of your research (field, lab, etc. without materials that may hurt sensitivities) along with the aforementioned brief description. We want to share with the world the enthusiasm of doing animal behavior research!

Thank you in advance for your help in making our society better!

CALL FOR NOMINATIONS FOR 2020 CAREER AWARDS

The Animal Behavior Society has a series of Career Awards which include the following:

- **Distinguished Animal Behaviorist** - outstanding lifetime achievement in animal behavior
- **Exemplar Award** - major long-term contribution to animal behavior
- **Outstanding New Investigator** - outstanding contribution by a new investigator
- **Quest Award** - outstanding seminal contribution
- **Exceptional Service Award** - sustained service contributions to the Animal Behavior Society
- **Penny Bernstein Distinguished Teaching Award** - recognizes a sustained record of excellent teaching of animal behavior in the classroom or informal education setting

All members of the society are encouraged to submit nominations for the above awards. To aid the Selection Committee and to help codify the procedures involved, the following items must be submitted for a nomination:

- A letter of nomination indicating the award for which the nominee is being proposed which should provide details on the reasons the nominee should be considered for that award.
- A curriculum vitae of the nominee.
- Additional supporting letters from colleagues solicited by the nominator.

Materials for the Distinguished Animal Behaviorist, Exemplar, Outstanding New Investigator, Quest and Exceptional Service Award can be submitted using the online upload system here (http://www.animalbehaviorsociety.org/career-awards/).
* For the Penny Bernstein Distinguished Teaching Award, complete the nomination form found [here](http://www.animalbehaviorsociety.org/NEWSLETTERS/64-3/announcements.php), and submit it, along with a one-page letter providing evidence to support the nomination, and include names of at least two additional peer reviewers and two current or former students or program participants. *Names of Department chairs, directors, supervisors, or colleagues may be helpful if you are not at the same institution as the nominee.* Please note that self-nomination is permitted. The Education Committee will solicit supporting materials from the nominee and the peer and student reviewers suggested by the nominator, and will review all materials received to select the awardee. Nominating letters should be submitted to Darren Incorvaia (incorva1@msu.edu).

The deadline for all career awards nominations is **November 30, 2019**.

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**CALL FOR PROPOSALS: ABS OUTREACH GRANT**

The Education Committee of the Animal Behavior Society welcomes proposals for ABS Outreach Grants. Proposals are due **December 1, 2019**. ABS members may request up to $1000 to support their outreach efforts. Check out the ABS website to see previously funded projects like promoting animal behavior at science fairs, wildlife conservation through authentic science, inquiry after-school programs, and even making a comic book for conservation!

Application instructions at: [www.animalbehaviorsociety.org/web/education-outreachaward.php](http://www.animalbehaviorsociety.org/web/education-outreachaward.php)

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**JOIN AN ABS COMMITTEE!**

Would you like to volunteer for one of the Society’s active committees? The Animal Behavior Society has several committees that do very important work for the society. Committee members and chairs volunteer their time and have been appointed by the ABS executive committee. The following is a list of committees and chairs (2018-2019). This is an important and rewarding way to participate in the business of the Society, and we need your help! If you are interested in volunteering for a committee, contact the chair of the committee directly, the President of the society by email [president@animalbehaviorsociety.org](mailto:president@animalbehaviorsociety.org), or send an email to [info@animalbehaviorsociety.org](mailto:info@animalbehaviorsociety.org). All the committees are searching for new members, in particular the Film Committee.

**Animal Care Committee:** Alexander Ophir, Department of Psychology, Cornell University, Ithaca, New York, US. E-mail: [animalcare@animalbehaviorsociety.org](mailto:animalcare@animalbehaviorsociety.org)

**Conservation Committee:** Barbara A. Clucas, Department of Wildlife, Humboldt State University, Arcata, California, US. E-mail: [conservation@animalbehaviorsociety.org](mailto:conservation@animalbehaviorsociety.org)

**Nominations Committee:** Jeff Podos, Department of Biology, University of Massachusetts-Amherst, Amherst, Massachusetts, US. E-mail: [nominations@animalbehaviorsociety.org](mailto:nominations@animalbehaviorsociety.org)

**Education Committee:** Heather Zimbler-DeLorenzo, Division of Biology, Alfred University, Alfred, New York, US. E-mail: [education@animalbehaviorsociety.org](mailto:education@animalbehaviorsociety.org)

**Film Committee:** Barbara A. Clucas, Department of Wildlife, Humboldt State University, Arcata, California, US. E-mail: [film@animalbehaviorsociety.org](mailto:film@animalbehaviorsociety.org)

**Applied Animal Behavior Committee:** Robin L. Foster, Department of Psychology, University of Puget Sound, Tacoma, Washington, US. E-mail: [appliedanimalbehavior@animalbehaviorsociety.org](mailto:appliedanimalbehavior@animalbehaviorsociety.org)

**Public Affairs Committee:** Danielle J. Whittaker, Michigan State University, East Lansing, Michigan, US. E-mail: [publicaffairs@animalbehaviorsociety.org](mailto:publicaffairs@animalbehaviorsociety.org)

**Board of Professional Certification Subcommittee:** Sue Miller McDonnell, PhD, CAAB, University of Pennsylvania School of Veterinary Medicine Kennett Square, Pennsylvania US. E-mail: [caab@animalbehaviorsociety.org](mailto:caab@animalbehaviorsociety.org)

**Latin American Affairs Committee:** Lilian Tonelli Manica, Departamento de Zoologia, Universidade Federal do Paraná, Curitiba, Parana, Brazil. E-mail: [latinamericanaffairs@animalbehaviorsociety.org](mailto:latinamericanaffairs@animalbehaviorsociety.org)

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[animalbehaviorsociety.org](http://animalbehaviorsociety.org)
DONATING TO THE ANIMAL BEHAVIOR SOCIETY

ABS is now set up to accept tax-deductible donations of stocks and bonds. Please consider optimizing your tax obligations and helping support ABS. Our student research grants are our biggest line item, and with the demise of the DDIG program they are more valuable than ever! Support ABS:
http://www.animalbehaviorsociety.org/web/support.php

ABS Newsletter

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ABS 2019 Executive Committee and Business Meeting Minutes

ABS Executive Committee Meeting Minutes
Tuesday, July 23, 2019
University of Illinois at Chicago

Meeting Called to Order (John Swaddle)

Introduction and opening discussion. A major issue for the society moving forward will be our relationship with Elsevier. Many of our members—both in the US and abroad—are currently at institutions that do not have active subscriptions with Elsevier due to subscription conflicts. This is a major source of concern with the potential to affect the conducting of journal business: many of those members are decreasingly willing to volunteer labor for a journal they do not have access to and which is in direct conflict with their institutions. While there are potential options both with Elsevier and other publishers, our contract extends to 2021 so nothing can be done immediately. Moreover, any decisions regarding our relationship with Elsevier must be made in collaboration with ASAB. It is technically ASAB that owns the journal, despite our 50-50 profit sharing.

Beyond the current contract with Elsevier and the decisions that must be made prior to 2021, there was additional discussion about how the society will address the changing publication landscape. Both the current Elsevier boycotts and Plan S are signals of future shifts to broad moves to open access. This has the potential to force the society to rethink its overall funding approach and overall support activities since the bulk of our operational budget derives from profit sharing with Elsevier.

ABS and ASAB are currently attempting to communicate to develop a unified position and strategy with regard to Elsevier. The President of the society will be seeking input from society members during the 2019 meeting regarding what the society’s goals should be and how to balance fiduciary concerns and support activities of the society.

Discussion of Elsevier by the EC will be deferred for now, awaiting input from society members and further communication with ASAB.

The EC Meeting for the remainder of meeting will, first, incorporate reports from EC members and Committees. Second, the EC will form two discussion groups: one will discuss the continued development of the meeting’s code of conduct, policies for addressing allegations and findings of misconduct, and strategies to improve the society’s and meeting’s environment and to protect members. The second group will discuss social media strategies.

The president yielded the floor to the treasurer

President Elect: John Swaddle

- The President-Elect ran the Founders’ Poster Award Prize at the annual meeting. There were 29 students/postdocs who indicated at the time of registration that they wanted to enter the competition. Of these, 14 applicants submitted a PDF of their poster ahead of the annual meeting—as is required to remain in the competition. The judging committee was: John Swaddle (Chair), Liz Peterson, Molly Morris, Cassandra Nunez, Todd Freeberg, and Emma Grigg.
- The President-Elect continued with some strategic planning activities, which included administering a short survey to the membership and analyzing the results. The survey solicited feedback on the ABS Strategic Plan and asked for suggestions of specific priorities. We received over 100 responses from the membership and the vast majority of feedback aligned well with the current Strategic Plan. Specific initiatives generated from the survey will be discussed at the 2018 Executive Committee meeting. (The full report can be found at the end of these minutes).

Activities for next year:
- Continue with development and implementation of ABS Strategic Plan, following discussion of priorities with the EC
- Produce one-page sheet that describes the relevance of animal behavior to society at large. This is an initiative

2019-2020 ABS OFFICERS

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that was generated as part of the ABS Strategic Plan.

Past-President’s Report—Nomination Committee (Jeff Podos)

- This coming year several positions will need to be filled. This includes a Member-at-Large (MAL), a Program Officer (PO), and a Second President Elect. Nominations were solicited and considered.
- The nominees for MAL are: Liz Derryberry (U. Tennessee) & Nate Morehouse (U. Cincinnati)
- The nominees for PO are: Ximena Bernal (Purdue) & Sue Bertram (Carleton)
- The nominees for President are: Susan Alberts (Duke) & Mark Bee (U. Minnesota).
- The Past-President next raised concerns regarding the status of several career awards. While very impressive Distinguished Animal Behaviorist Award and Outstanding New Investigator Award nominees are frequently put forward, nominees for the Exemplar and Quest awards are frequently limited (but always exceptional). The status of these two awards as mid-career recognition is under-appreciated by the society. The Exemplar award should award high-level research while the Quest should recognize a seminal contribution. The Past-President suggested the wording for the awards be modified to emphasize the mid-career nature and stature of these awards. This task will be undertaken by the incoming Past-President.
- The Past-President also requested that the 10-year post PhD restriction for the Outstanding New Investigator Award be clarified in announcements and inquired whether accommodation should be made for individuals outside of this window for familial or other reasons. Resolution was not achieved, and the discussion was tabled for the time being.

President-Elect’s Report (Jennifer Fewell)

- In collaboration with the current President, the President-Elect initiated a discussion with the National Science Foundation regarding the decision to limit submissions based on PI, co-PI, and Senior Personnel status. The President-Elect and President chose not to sign on to a letter with presidents of other societies regarding the issue, opting instead for direct discussion. Submission limits were subsequently dropped by NSF, with the Behavioral Processes NSF panel nonetheless encouraging more direct communication from behavior researchers. Specifically, the NSF would like to encourage researchers to avail themselves of opportunities like the virtual office hours now being offered. Discussion with NSF also focused on increasing communication with constituent regarding novel and less well-known funding options. The President-Elect discussed general concerns regarding declining or flat funding levels for the NSF and the importance of publicizing the importance of behavioral research. Discussion ensued and the public policy-fellowship program co-sponsored by (AIBS) was brought up. The Society has supported this program in recent years but did not in 2018, and it would be valuable to revisit. Via discussion, the importance of an ad-hoc committee for policy was raised. The EC was in consensus that this should be formed with the mandate of drafting policy letters that will be put to Society vote and initiating publicizing of member activity that will garner public and legislator support and interest. The ad-hoc committee will be comprised of: Tamra Mendelson, Patty Brennan, Danielle Whittaker, Zuleyma Tang-Martinez, and John Swallow. The members of the ad-hoc committee will be responsible for building up the membership, potentially stipulating that students who receive AIBS-Policy fellowships serve on the committee.

- The President-Elect also discussed the "Weaving Future of Animal Behavior" workshops. The first was held this past Spring in May, with approximately 40 participants. A second workshop was scheduled to run at this year’s meeting, and a third is in planning stages for next year. The program was very well received as a way to build mentoring networks for early career researchers. Several ways by which ECRs could be supported were discussed stemming from the WFAB workshop. One well-received idea was organizing ECR focused symposia. Also, a concerted effort to invite earlier career individuals as plenary speakers should be made.

Treasurer’s report (Gil Rosenthal)

- The society continues to be in a financially secure position. Revenue for the 2018-2019 year is greater than expectations, due to greater revenue from profit sharing than expected. Current levels of profit-sharing revenue are expected to be roughly stable, except that instability arising from volatility in the pound. The timing of revenue payments has often been negatively affected by this volatility and this volatility is expected to worsen in the future. Besides the general activities of the society, this revenue typically also supports activities at the meeting.
- The 2019 meeting is currently running at an ~20k deficit; however, the actual deficit may be greater than expected due to registration income sharing with the International Ethological Congress (IEC). Working with the Program Officer, the Treasurer will consult existing Memorandums of Understanding with the IEC and other correspondence for further details regarding this arrangement.
- Discussion then ensued regarding the relationship with IEC. The current meeting has ~1000 attendees, compared to typical attendance of ~500. This high level is thought to be due to the location but also considerably affected by the collaboration with IEC. Discussion continued regarding whether the deficit incurred due to sharing registration fees with IEC was an appropriate choice for the society. Many argued that the increased attendance and therefore visibility was a substantial benefit to our members, others argued that the potential deficit was substantial and not necessarily offset by the increased exposure. There was the suggestion that the Program Officer should work in collaboration with the Historian to determine the general effects that collaborating with IEC has historically had on attendance.
Upon resuming reporting, the Treasurer discussed a recent substantial donation of stock to the Society. Specifically, a long-term member of the society donated stock currently valued at ~47k. Existing accounts were not set up to accept donations so a substantial amount of the Treasurer’s time this year went to facilitating this donation and all accounts can now take such donations. The donor would like to remain anonymous, but the Treasurer would like to encourage other members to consider such stock donations and that they are often beneficial from a tax perspective.

The Treasurer reported that the Society’s expected income, not counting the stock donation above, is ~430k (345k from profit sharing, 78k from membership, and 6k in cash donations. The society is carrying a cash surplus and has not taken out any investment income for the last 5 years.

The Treasurer then began discussion of Society investments. The Society’s investments (1.7 million current balance, mix of bonds and index fund stocks) have been consistently outperforming market benchmarks (e.g. the S&P 500). The yearly return has been 8.8% with a 10-year average of 9.7%. The Treasurer then initiated discussion of divesting Society investments from the standard mutual fund to funds with lower investment in fossil fuels. This is in response to member-initiated motions to divest the society from fossil fuel investments. The Treasurer reported that moving index stocks from the current Vanguard fund (1.247 million to Vanguard’s Social Index Fund would not negatively impair the Society’s finances and would, in fact yield a higher return (both 1-year and 10-year returns). The Treasurer moved to approve the divestment from fossil fuels and transfer to the Vanguard Social Index Fund. This was a table motion and thus no second was needed. The motion was unanimously approved.

Additional discussion ensued as to whether further careful investment to ensure that there are no Society investments that are indirectly in energy production or extraction. Some concern was raised that the profession of the EC was not direct managing of money. It was suggested that the role and composition of the Investment and Advancement Committee be considered. Those individuals particularly interested in further pursuing complete divestment should be encouraged to engage with this committee and perhaps to join the committee.

With discussion of income and investments complete, the Treasurer began reporting on the 2019-2020 budget and expenses. There were no major changes in the budget. The Latin Affairs, Education, and Diversity Committees requested modest budgetary increases. The Program Officers were also requesting a modest budget increase to facilitate travel to prospective meeting sites.

A major budgetary expense for discussion is the status of the Editorial Office and Managing Editor (ME). Relationships with Indiana University (IU) have deteriorated. IU had previously supplied a grant to partially offset the ME’s salary and had provided an office to facilitate the ME’s duties. IU has now terminated this grant, requested rent/lease for the use of an editorial office, and requested indirect cost offsets for the ME in the amount of 25%. These changes were considered unreasonable and the ME has now relocated to a home office. Indirect costs were renegotiated to 2.65% (+39% fringe benefit rate). This change and IU policy forced the ME to take a 15% salary reduction. Given the vital role of the ME and their intense dedication to the success of the journal, this salary reduction was considered very unfortunate and inappropriate to have asked of the ME. The ME would prefer to maintain the IU relationship rather than becoming an independent contractor due to health and retirement benefits. The ME requested a 10% salary increase, partiallyremedying the salary reduction.

Discussion ensued as to whether options the Society has to remedy this situation. There is currently some ambiguity of IU institutional restriction as to what magnitude of a raise is possible. There was unanimous support for the 10% increase, but it was deemed inadequate. The possibility of a full (15%) restoration was raised and the Treasurer deemed this financially sustainable. Future 3% cost of living increases each year were also suggested, this also was deemed sustainable. The salary increases for the current year (15%) was added to the budget for later vote. 3% increases will be automatically added to the agenda for future years.

Member-at-Large Report (MaLs; Melissa Hughes)

The Society distributed 109k in various awards with some supplementation in Student Research Grants (SRGs) from relevant donor sources (e.g. supplementation of SRGs from Latin America are supplemented with donations to the Latin America fund). 82k in SRGs were awarded. One concern with the awarding of grant funds involved the Tuber award. The goal of this award is described as “to promote excellence in research into Applied Animal Behavior”, while noting that the award honors David S. Tuber, a leader in “clinical animal behavior” who applied “the principles of animal behavior to the behavioral problems of companion animals”. The current MaLs have been preferentially awarding these grants to those working with companion animals, even though this isn’t specifically stated in the award description. The MaLs requested feedback regarding this choice and whether members of the Applied Animal committee could perform additional reviews of relevant grants. During discussion there was consensus that the choice by the MaLs was appropriate and that during the next grant review period that the MaLs should consult with the AABC regarding pertinent grants.

The MaL also discussed disbursed care-giver grants. The 2018 meeting was the first year when all proposals could not be fully funded. The MaL prioritized grants that were complete and then grants for which how funds were going to be spent were most clearly laid out. The MaL also prioritized grants from earlier career individuals. Specifically, students were prioritized, followed by post-doc researchers, and then faculty. This prioritization was adopted due to assumed financial hardship, an assumption acknowledged as imperfect. Discussion proceeded but preferable alternatives could not be determined.

The MaL report concluded with a discussion of survey results regarding the caregiver grants. The response was...
The impact factor of the journal is slightly decreased but the journal remains comparable to Behavioral Ecology and higher than Behavioral Ecology and Sociobiology. Elsevier has expressed some concern over the issue but neither the Editor nor the rest of the EC was particularly concerned given that impact factors, besides general issues with their utility, are declining across biological journals due to journal proliferation. In regard to number of submissions and other editorial metrics (e.g. time to first decision, time to online publication, etc.) the journal is maintaining levels from previous years. Editor turnover is consistent but some more taxonomic foci are of concern (e.g. large mammals), as is broader representation on the committee. Discussion ensued and the topic of The Journal of Mammalogy’s “Buddy System” to assist those for whom English is not their primary language. This may improve success of papers during the review process. The mechanics of that program should perhaps be reviewed and considered for possible implementation. The EiC requests that the EC provide additional nominations to balance the editorial board and otherwise assist with building up its composition.

Latin-Affairs Committee (LAC) Report (Lilian Manica)

The LAC requested that greater visibility of LAC activities be provided at the meeting. Relevant meeting times and details were relayed to the Program Officer who will present them during morning announcements. Last year the LAC requested that greater visibility of LAC activities be provided at the meeting. Relevant meeting times and details were relayed to the Program Officer who will present them during morning announcements. Last year the
LAC brought in a distinguished animal behaviorist from Latin America. This visit provided important networking opportunities for students and faculty and would not have been possible without financial support. Given this success, the LAC is requesting a continuing increase of 2k to their budget to facilitate these invitations. The EC was in consensus supporting this. During discussion it was suggested that the LAC also be tasked with inviting one plenary speaker each year. The LAC Representative yielded the floor.

Additional Committee Reports

Because of scheduling conflicts with workshops relevant committees were not available to report. The only committees requesting budget increases besides the LAC were the conservation committee and the education committee. The conservation committee was requesting for support to fund open access author processing charges for a possible publication stemming from the current workshop. The education committee was requesting a budget increase, but the details were not clear and further clarification will be requested. Discussion of Committee Reports adjourned.

Breakout Topic Discussion

The EC split into two groups, one to discuss social media strategies and the other to discuss the Code of Conduct and issues regarding impropriety by society members.

Social Media Strategy

Over the last year there has been a massive expansion of the Society’s social media presence. This has been the product of intense work on the part of the Second President-Elect and the Graduate Student Representative with almost exclusive focus on Twitter due to its broad use amongst academics. The social media strategy for the next year targets continued aggressive expansion. Specific activities include tweeting out links to forthcoming papers from the journal every day of the work week. This is currently being done via the dedicated efforts of several Society members (primarily graduate students and post-docs). “Payment” of these volunteers was requested in the form of waiving their meeting registration fees. The EC unanimously agreed on this recommendation. The Second President-Elect and Graduate Representative will work with the Editor-in-Chief to add the option for brief, tweetable, summaries to be included during final submission of files upon paper acceptance. Following the piloting of this program and its reception by authors, the option of audio and graphical summaries in tweetable form will be explored. The EiC will work with Elsevier as they will have to modify options on the website. Twitter will also be explored as an option for addressing questions for the EC, this will be conducted in collaboration with the President. The social media strategy group also discussed the need for decisions by the EC to be tweeted out to the society and a need to clarify publicizing activities between their group and SPLTrack. The group also discussed decisions to largely shutter the Society’s Facebook account, namely the account gets relatively little traffic and Twitter has been more successful in garnering reader participation. Another possibility is to link the Facebook and Twitter accounts so that the Twitter account generates all of the content for the Facebook account. Expanded actions for the next year include exploring joint Twitter conferences with ASAB and livestreaming concurrent sessions at the annual meeting. This year’s Allee talks will be livestreamed and, based on viewership, the option of either posting all talks to YouTube or livestreaming and posting all talks (with presenter opt-in). Expanding livestreaming capabilities will require the purchase of video streaming equipment. For exploratory purposes the EC suggested the purchase of one streaming package.

Code of Conduct

Extensive discussion of conduct issues was had. The general sentiment is that the Society does not currently have a proactive framework with how to deal with misconduct. Many members of the EC felt that they do not currently have sufficient training regarding how best to respond to allegations but that the safety of our members must be the overarching goal. The immediate actions of the Society will be to more broadly publicize the Code of Conduct via Twitter and announcements each morning. EC members volunteered to receive any notifications during the meeting. Moving forward, and to be proactive, the Society will seek to contract an outside, third-party firm, regarding organizing Ally training for Society members, following a successful model used by SSE. These Allies will be point persons with whom concerns, and allegations can be shared, ensuring subsequent investigation and proper handling of concerns. A seven-thousand-dollar expenditure was proposed to be added to the budget to allow for contracting the third-party firm for training and for retainer time. This third-party firm will also act as a screening entity which can properly communicate concerns to relevant parties in the society (paid via retainer fee). The anticipated model is that reports will be relayed from Allies and the third-party firm to an Ombudsperson (a new position to be created) and then to the EC. This framework was agreed to as it allows the preservation of anonymity for complainants while ensuring investigation of members, including the potential for investigating EC members. Moving forward, models like “SafeEvolution” will be implemented at annual meetings. A seven-thousand-dollar expenditure was proposed to be added to the budget to allow for the contracting of the third-party firm for training and retainer time. Discussion of break-out topics concluded.
Treasurer Motion:
The Treasurer moved to approve a budget of $418,509 for 2019-2020. This budget includes all new items described in the minutes, with the exception of the Education Committee’s request, from whom further clarification will be sought. The President seconded the motion and the motion was passed unanimously.

The President-elect motioned to adjourn the meeting. The motion was seconded by the Secretary and passed unanimously.

ABS Business Meeting Minutes
Monday, July 26
University of Illinois at Chicago

- The meeting was called to order by the President.
- The President summarized the relationship with Elsevier. The Society is very concerned regarding the relationship between Elsevier and many of our member’s universities.
- The President clarified that the journal is co-owned with ASAB and thus no decision can be made without them, nor can major changes with Elsevier until the expiration of the current publishing contract (2021). Whatever we do, the Society will have to be proactive as larger changes to publishing models are on the horizon, notably the effects of Plan S in Europe.
- The President emphasized the importance of the Code of Conduct and that the Executive Committee will be rolling out policies of addressing misconduct concerns, this will involve working with a third-party contractor, a new position of Ombudsperson, and other steps including much of what has been implemented in the “SafeEvolution” model.
- The President summarized recent efforts to increase the Society’s profile using social media. This has resulted in a substantial increase in Twitter presence (roughly four times the number of followers as last year at this time), every Animal Behaviour paper being tweeted out to followers, etc. New initiatives include the live-streaming of talks, Twitter-takeovers, and a Twitter conference.
- The President discussed recent discussions with the National Science Foundation (NSF) and the importance of talking with NSF program officers regarding the diversity of funding opportunities, many of which members may not be aware. The importance of the Society and Society members to directly lobby on behalf of NSF funding generally and specifically for behavior was also emphasized. To this end, an ad hoc committee for policy is being constructed and will be chaired by the Public Affairs officer.
- The President announced nominees for future positions:
  - President: Susan Alberts (Duke) & Mark Bee (U. Minn)
  - Program Officer: Ximena Bernal (Purdue) & Sue Bertram (Carleton)
  - Member-at-Large: Liz Derryberry (U. Tenn.) & Nate Morehouse (U. Cincinnati)

- The Member-at-Large reported, in particular, on the disbursement of Student Research Grants and the Care Giver award. Over $72k Student Research Grants were awarded, based on the work of 98 volunteer reviewers, with 51 of 157 applicants funded. With other awards, the MALs awarded a total of $109,264 in grants.
- The Care Giver awards were, for the first time, applied to by many individuals. All complete grants were funded (some grants lacked important information) and priority of funds went to early career researchers.
- The Editor-in-Chief reported on the Journal’s status. Number of submissions, acceptance rates, and timelines remain similar to last year but down from the year before that. The current Impact Factor is 2.675, comparable to Behavioral Ecology. This is somewhat down from last year, but all journals show similar declines.
- This year saw a transition to a new submission management system and the EiC emphasized the importance of paying attention to ethical notes.
- The Treasurer discussed the current year’s income and expenses relative to approved budgets. The Society had exceeded higher than expected income (profit-sharing and increased membership) and lower than expected expenses. Consequently, carryover funds from the previous year were not used. With the high costs of the Chicago meeting and a payment to the International Ethological Congress, the Society effectively broke even this year.
- The Society is carrying an accumulated surplus and has not taken distributions from investments since 2014.
- This year a large anonymous donation of stocks was made which were transferred to the Society’s overall portfolio. The portfolio overall is doing very well and outperforming market indices. The Treasurer stated that the EC had voted, unanimously, to transfer investments to Social Index Funds, divesting from fossil fuel extraction and energy production. These funds are outperforming current accounts, making the ethical choice the more profitable one as well.
- Next year’s budget proposes a budget anticipated to deplete carry-over funds but is conservative vis-à-vis income. New budget items include Open Access Author Processing Charges for an anticipated paper from the Conservation Behavior Committee regarding the impacts of solar power on wildlife. Also included was a video streaming system, funds for the SafeBehavior initiative, and for the Program Officers to travel to future meeting sites.
- The Treasurer reported on efforts by the EC to restore salary reductions for the Managing Editor—the only full-time employee of the Society—and negotiations with IU regarding this employee’s status.
- The Treasurer concluded with the statement that the current economic picture is positive but major changes on
The Parliametarian reported on conducted votes and introduced two motions for voting. The first was to allow unopposed elections for the Secretary, Treasurer, and Parliamentarian. The rationale was to address the difficulty with getting sufficient nominees. The motion was put to a vote. There were two nays and one abstention. The vast majority were in favor. The motion passed. The second issue put to vote was the language for the Buchholz award to clarify the aim. The motion was put to a vote and passed unanimously.

The Program Officer reported on the attendance and the success of the Mentor-Mentee program and the inclusion of gender pronouns on nametags. The UTK venue for 2020 was introduced.

The Business Meeting was closed.