

# INTERNATIONAL GLACIOLOGICAL SOCIETY

## ANNUAL GENERAL MEETING 2023

### MINUTES OF THE ANNUAL GENERAL MEETING OF THE INTERNATIONAL GLACIOLOGICAL SOCIETY

Thursday 15 June 2023 at 14:00 GMT  
Online via zoom

The President, Gwenn Flowers, was in the Chair.

30 persons from 18 countries, attended of which 30 were members.

The President started by informing the attendees the AGM would be recorded, purely to help the Secretary General in writing the minutes of the AGM.

She also asked all attending to write their name, country and whether they are an IGS member. This is needed to verify the AGM is quorate and hence legal.

1. The Minutes of the last Annual General Meeting, published in the 2nd/3rd issue of ICE, 2021, No. 186/187 page 4 and on the IGS website ([https://www.igsoc.org/wp-content/uploads/2022/08/ice\\_186\\_187\\_2021.pdf](https://www.igsoc.org/wp-content/uploads/2022/08/ice_186_187_2021.pdf)) were approved on a motion by Francisco Navarro seconded by Douglas R MacAyeal and signed by the President.

2. The President gave the following report for 2021–2023:

Dear colleagues, members of the IGS

As this is the first AGM since 5 November 2021 and also the first online AGM IGS has ever held. For this to be possible we had to amend the IGS Constitution, a long and drawn-out process. The current version was approved by the IGS membership at its Annual General Meeting in November 2021 and following a notification sent out to the IGS membership which unanimously approved it, it was sent to the Charity Commission which communicated its approval in July 2022 and thus the amended Constitution was finally approved and confirmed by all relevant parties. We could not schedule an online AGM until we had reached that stage and also there were things that had to be dealt with by Council prior to the next AGM.

June 2023 marks the first on-line IGS Annual General Meeting (AGM), and the first AGM since November 2021 when the role of President was passed from Paco Navarro to me (Gwenn Flowers). This report covers the time period from November 2021 to June 2023 and is organized thematically.

#### **Highlights**

1. First on-line Council Meetings
2. Action items from Diversity and Inclusion (ADI) Report passed by Council
3. Establishment of Membership Committee
4. Revised Awards procedures including canvassing and rubric development
5. Creation of new Mid-Career Award
6. New website structure and design (<https://www.igsoc.org/>), including archival of ICE and obituaries
7. Continuation of IGS Global Seminar Series:  
<https://www.youtube.com/c/InternationalGlaciologicalSociety/videos> and regular incorporation of sea-ice seminars

## **Council and committees**

1. Renewal of Nominations Committee:  
<https://www.igsoc.org/about/organisation/nominations-committee> .  
Membership renewed, committee chaired by Past President Paco Navarro.
2. Renewal of Council Membership:  
<https://www.igsoc.org/about/organisation/council> . Nominations Committee proposed slate of three candidates to fill vacancies and maintain multi-faceted diversity (e.g., gender, geographical, expertise). VP Christina Hulbe's term ended and she was not replaced, as the number of VPs is being reduced from 3 to 1.
3. Establishment and population of Membership Committee:  
<https://www.igsoc.org/about/organisation> and  
<https://www.igsoc.org/about/organisation/membership-committee> , chaired by Alan Rempel. Originally envisioned by the Immediate Past President (Francisco Navarro), this committee's portfolio includes implementation of the Action Items passed by council from the Ad-Hoc Committee on Diversity and Inclusion report: <https://www.igsoc.org/about/organisation/agendas-and-reports/other-reports>.
4. Renewal of Awards Committee  
(<https://www.igsoc.org/about/organisation/awards-committee>) including Chair Jeremy Bassis.
5. New Chair of Publications Committee  
(<https://www.igsoc.org/about/organisation/publications-committee> ) Bryn Hubbard. Renewal/extension of committee membership forthcoming.

## **Actions on Diversity and Inclusion**

The Ad-Hoc Committee on Diversity and Inclusion (ADI, Chaired first by Nanna Karlsson, then Alan Rempel) completed its work and submitted its final report to Council (<https://www.igsoc.org/wp-content/uploads/2023/01/ADIReportwithCoverLetter.pdf>), including a special response on the topic of Honours. The report was discussed by Council at an on-line meeting, with input from representatives of the ADI. Action Items were distilled from the report and later voted on electronically by Council. Eleven motions passed related to:

- Inclusive and respectful communication
- Representation on IGS committees
- Frequency of and eligibility for awards
- Introduction of a new mid-career award

Three motions did not pass related to:

- Allowing self-nomination for awards
- Introduction of a new group/team award

Council also declined further revision, at this time, of the Seligman criteria (<https://www.igsoc.org/about/awards/seligman-crystal>) to include service as currently embraced by the Richardson Medal. It further declined the repurposing of the Richardson Medal (<https://www.igsoc.org/about/awards/richardson-medal>) to recognize only non-academic nominees.

## Awards

In 2022, the Awards Committee established a proactive procedure for soliciting nominations to ensure a healthy pool which involved canvassing the community, and in some cases, encouraging nominations based on the canvassing results (e.g., where strong candidates were identified by community members who could not themselves lead a nomination). This approach worked particularly well for the Early Career Scientist Award. A separate canvassing committee will be formed in the future. The Awards Committee also established evaluation rubrics, structured the evaluation discussion and implemented voting in such a way as to minimize bias. Some best practices and areas for improvement have now been identified, and will inform the 2023 awards cycle.

The renewal of the Awards Committee and adoption of new procedures delayed the 2022-2023 awards cycle, but the following have now been announced:

1. Seligman Crystal: Dorthe Dahl-Jensen  
(<https://www.igsoc.org/about/awards/seligman-crystal/dorthe-dahl-jensen-2022> )
2. Richardson Medal: ISMIP6 (the first large team award by the IGS)  
(<https://www.igsoc.org/about/awards/richardson-medal/the-ismip6-team-2022> )
3. Early-Career Scientist: Fanny Brun  
(<https://www.igsoc.org/about/awards/early-career-scientist-award/fanny-brun-2022> ) and Samantha Buzzard  
(<https://www.igsoc.org/about/awards/early-career-scientist-award/samantha-buzzard-2022> ) in a mathematical tie in ranked ballot voting

Previous winners who received their awards since November 2021 include:

1. Richard Hindmarsh (Seligman - virtual presentation)
2. Doug MacAyeal (Seligman - virtual presentation)
3. Catherine Ritz (Seligman - IGS Bilbao symposium)
4. Andrew Fowler (Seligman - IGS Limerick symposium, forthcoming)
5. Adrian Jenkins (Seligman - FRISP meeting, U.K.)
6. Hans Oerlemans (Richardson- Alpine Glaciologists Meeting)
7. Christina Hulbe & Eric Wolff (Richardson - not awarded yet)
8. Regine Hock (Richardson - Nordic Branch Meeting)
9. Lizz Ultee (ECS - IGS Iceland symposium)
10. Honorary Memberships - none.

The IGS Editorial Board is currently in the process of selecting the 2022 Graham Cogley Award winners.

## Membership Committee

In its mandate to implement Action Items from the ADI report, the Membership Committee articulated the description of the new Firn Award for mid-career scientists that was passed by Council (<https://www.igsoc.org/about/awards/mid-career-scientist-award> and [https://www.igsoc.org/wp-content/uploads/2023/04/Firn\\_Award\\_nomination\\_guidelines\\_final.pdf](https://www.igsoc.org/wp-content/uploads/2023/04/Firn_Award_nomination_guidelines_final.pdf)). The first call for nominations will be in 2023. There is a list of other actions for the Membership Committee to implement, but it is currently focusing on:

1. Identifying and organizing appropriate EDI training for IGS staff and volunteers

2. Developing procedures to deal with member complaints, including accusations against other IGS members. Part of this involves developing a standard code of conduct for IGS symposia.

Once these immediate priorities are addressed, the committee should expand its work to include the ongoing issues of IGS member recruitment and retention. An increase in committee capacity may be required to do this.

### **Symposia and sponsorships**

There has been some catching up to do since the meeting cancellations associated with the pandemic. Since November 2021, IGS has:

1. Held five regular symposia (<https://www.igsoc.org/events/past-igs-symposia-meetings-and-workshops> and <https://www.igsoc.org/events/igs-symposia-meetings-and-workshops>):
  - a. 'Ice in a Sustainable Society', Spain, 2022
  - b. 'Maritime Glaciers', USA, 2022
  - c. 'Ice, Snow and Water in a Warming World', Iceland, 2022
  - d. 'Snow', Switzerland, 2022
  - e. 'Sea Ice', Germany, 2023

with one more forthcoming this year:

- f. 'Edges of Glaciology', Ireland, July 2023
2. Co-sponsored numerous other events: <https://www.igsoc.org/events/past-events>
  3. Supported regional branch meetings (Nordic, British, New Zealand, Northwest Glaciologists, Northeast (U.S.) Glaciology)
  4. Financially supported or committed to supporting the following ECR courses/schools:
    - a. Karthaus Summer School 2022, 2023
    - b. International Summer School in Glaciology, Alaska 2022
    - c. Glaciology of the Southern Andes 2023 (forthcoming)
    - d. Patagonian Icefield Education and Research Program 2023 (forthcoming)

### **Early-career/EGG activities**

The IGS President has met sporadically with the EGG (Chaired by Adrien Wehrlé) since November 2021. EGG activities include:

- Organizing ECR events such as the first IGS Hackathon in 2023
- Commenting on IGS proposals (e.g., mid-career award)
- Maintaining the ECR list of reviewers
- Development and submission of ECR Conference Fund proposal

### **IGS Membership**

- 595 in 2022 (cf. 625 in 2021)
- Reduced membership fees based on country of work and World Bank country classifications by income level which classifies countries into four groups according to the Gross Net Income (GNI) per capita as follows: high, upper middle, lower middle, low income: <https://www.igsoc.org/membership>

## **Publishing**

Over the past 18 months, the IGS has continued to serve the community through the publication of the *Journal of Glaciology* (<https://www.cambridge.org/core/journals/journal-of-glaciology>) and the *Annals of Glaciology* (<https://www.cambridge.org/core/journals/annals-of-glaciology>), under the adept, proactive and dedicated leadership of IGS Chief Editor Hester Jiskoot along with four Associated-Chief Editors and 30 Scientific Editors: <https://www.igsoc.org/publications/journal-of-glaciology/editorial-board>. The IGS continues to publish the newsletter ICE, a complete archive of which is now easily accessible: <https://www.igsoc.org/publications/ice>. Publishing accomplishments include:

- JoG papers published: 99 (2021), 96 (2022)
- JoG Impact Factor: 4.278 (2021), will be released in June (2023)
- AoG papers published: 42 (2021), 29 accepted thus far (2022)
- AoG Impact Factor: 2.863 (2021), will be released in June (2023)
- 6 issues of AoG open now for 2023-2024
- 4 CEs renewed, numerous SEs renewed, 2 SEs retired/2 SEs added in 2022-2023
- 2024 transition to “continuous publication”:
  - Papers will no longer be grouped in 'issues'.
  - Accepted papers (preprint prior to typesetting) will be available within days.
  - Final papers (approved eproofs) will be immediately available on-line rather than delayed by waiting for a full issue to be populated.
  - No more AoG 'issues', now 'online collections'.

On the immediate horizon is finalization of the CUP contract for the next 5 years, including an agreement on APCs and any associated exit clauses. Council has agreed to a substantial increase in APCs, which remain well below other CUP journals, and below or comparable to 'sister' journals except The Cryosphere.

## **Acknowledgements**

All of the above is only possible with the dedicated service of IGS staff and many members of the glaciological community who contribute their time, energy and ideas to the IGS. Thank you! Special mention for the accomplishments in this report is owed to:

- Secretary General Magnús Már Magnússon
- Membership and Accounts Manager Louise Buckingham
- Copy editor Sukie Hunter
- Chief Editor Hester Jiskoot
- Awards Committee Chair Jeremy Bassis
- Former Awards Committee Chair Ian Allison
- Membership Committee Chair Alan Rempel
- Membership Committee contributor Anna Crawford
- Former ADI Committee Chair Nanna Karlsson
- Publications Committee Chair Bryn Hubbard
- Nominations Committee Chair and Immediate Past President Paco Navarro
- Former Nominations Committee Chair and Past President Doug MacAyeal
- Treasurer Amber Leeson
- EGG Chair Adrien Wehrlé
- Outgoing VP Christina Hulbe
- Global Seminar Series coordinators Tavi Murray, Rebecca Schlegel, David Babb

- Former Chair of Ad-Hoc Governance Committee Regine Hock
- Ad-Hoc Website Committee

Gwenn Flowers, IGS President

15 June 2023

The Secretary General invited attendees to ask questions or to comment on the Presidents report.

**DISCUSSION:**

Immediate Past President, Francisco Navarro pointed out the original remit for the Membership Committee was twofold.

First to encourage and promote membership.

Second, to enforce the compliance/observance of the IGS core values (and not just those referred to DEI; i.e. our core values go far beyond the DEI aspects - though encompassing them).

His perception is that the activities of the new committee have focused on (and almost limited to) DEI aspects. Even though he understand this (as the committee is brand new and time is limited, and the responsibility for the implementation of some related actions was transferred from the former ADI ad-hoc committee to the new committee), he wants to stress that the membership Committee should not 'forget' its other important duties.

The President expressed her agreement with the above and said that is what she was referring to when she said that we need to expand the scope of the Membership Committee. Membership is extremely important, the IGS only exists because of its members so retaining our members and recruiting new members is of the highest importance and is one of the main mandates of the Membership Committee.

Charles Fierz addressed the issue of the 'Code of Conduct'. He pointed out it was very important the various glaciological/cryospheric organisations co-ordinate their 'Code of Conduct'. At least proclaim which organisation is responsible for each event. He also commented on the fact that all these peer organisations each have their own 'Early Career Scientist (ECS)' section. He expressed his concern it could be counterproductive to have so many ECS sections. The 'Association of Early Career Scientist, APECS' was an attempt at setting up an umbrella organisation for ECSs but obviously it does not cover everything.

The IGS President clarified that what Charles Fierz was referring to was that the International Association of Cryospheric Sciences, IACS, has just developed and posted a 'Code of Conduct' for meetings. She agrees the IGS should take note of what IACS has done when we develop our own 'Code of Conduct' for meetings to ensure these documents agree with each other and indeed also with similar documents from our other peer organisations. We must also ensure that when we hold joint meetings that it is clear whose 'Code of Conduct' apply to each meeting and who is responsible for any actions.

In regard to the multitude of ECSs organisation it can cause fragmentations Rebecca Schlegel (former President of EGG) commented it is correct there are a lot of ECSs' groups but there is a lot of collaboration between them and the diversity is helpful in many ways. It opens up the possibility of applying for funding from various organisations and different groups organising different events that are open to all ACSs.

Former IGS President, Liz Morris made the comment on an aspect that would make it easier for a person like her to work within the Society. She was particularly thinking about reviewing papers submitted to the Society's journals, something which she actively does. She was concerned about the concept there is something inherently different in a woman's mind, in other words there is something like a female gender. She, and many others, considered that the minds of women in general, are no different to those of men in general. Throughout her long career she had been treated as an equal by her colleagues in IGS and feels that this equality is something the IGS has nurtured for a long time.

When signing up to do a review, she would like to be able to say what her sex is and not what her gender is. She does realise there are people that do not feel as she does on this issue and prefer to be referred to by gender; that is their prerogative. However, she would like to be able to say she is of the female sex and not have to fill in something she does not believe in. She does have the option to say she is not willing to respond to the gender question but the form does not allow her to state she is of the female sex.

The IGS Chief Editor, Hester Jiskoot, responded this was not something the IGS set up but something that stems from Cambridge University Press (CUP). They refer to this as a 'demographic' survey. This was done without consulting with the IGS and she has already queried the CUP on this. It is not clear what will be done with this information. It appears as if this data is collected so the CUP can 'prove' they have diversity within the organisation. Also, it was not clear if it was possible to 'opt out' of this survey up front. To her it appeared as if you had to go into the survey before you could say 'I do not want to comment'. Hester has proposed the 'I do not want to comment' right at the beginning. Hester thanked Liz Morris for bringing this up and we will take this up with CUP again.

Francisco Navarro made further comments in what Charles Fierz had said earlier. He does not feel it is a worry to have diverse groups of ECSs as long as there is good collaboration between them and it is clear what rules apply in the various instances.

There were no further questions.

Charles Fierz proposed and Rebecca Schlegel seconded, that the President's report be accepted. This was carried unanimously.

3. The Secretary General explained that although the Financial Statements for the year ended 31 December 2022 are in principle ready, there are some final edits needing to be done and following that, the IGS Treasurer, Amber Leeson, will have to review them and prepare the IGS Treasurer's report.

#### 4. Election of auditors for 2023 accounts.

The Secretary General proposed the IGS remain with our current auditors, Messrs Peters Elworthy and Moore, as they had been doing our accounts for several decades, they knew the innards of the IGS very well.

On a motion from the Secretary General, Andrey Glazovsky proposed and Jack Kohler seconded, that Messrs Peters Elworthy and Moore of Cambridge be elected 'Independent Inspectors or Auditors', whichever is appropriate for the 2023 accounts. This was carried unanimously.

## 5. Elections to Council.

According to the amended constitution the composition of the Council is as follows: a President, a Vice-President, and a Treasurer, the Immediate Past President and ten Elective Members. I.e. the size of the Council was reduced by two Vice Presidents and two Elective members, four people in total. That explains we only have to appoint three elective members.

After circulation to members of the Society the Council's suggested list of nominees for 2022–2025, no further nominations were received, and the following members were therefore elected unanimously.

The following nominations were suggested to the Council by the Nominating Committee for service for the terms indicated:

Elective Members:

Sérgio Faria	(Spain/Brazil)	(2022–2025)
Rachel Carr	(UK)	(2022–2025)
Dustin Schroeder	(USA)	(2022–2025)

These appointments were unanimously approved by the AGM on a motion from Jack Kohler and seconded by Rebecca Schlegel.

## 7. Other business:

The President asked what priorities we should have and what would the AGM like the Officers and the elective members of the Council to focus their attention on in the upcoming year.

The SG asked people, should they have any ideas/suggestions, to contact the Officers and Council members in order to bring those ideas forward.

The President asked for a motion to adjourn the AGM.

The AGM was adjourned on a motion from Francisco Navarro and seconded by Andrey Glazovsky at 15:55 GMT, 15 June 2023.