

Minutes of the Second 2015 Council Meeting

Mineralogical Society of America

Saturday, 2 May 2015

Holiday Inn Select Montréal Centre-Ville / Downtown Convention Center
99, avenue Viger ouest, Montréal, QC, H2Z 1E9 Canada

Attending:

Steve Shirey, President
Howard Day, Treasurer
Rebecca Lange, Vice-President
Andrea Koziol, Secretary
Edward Grew, Councilor
Wendy Panero, Councilor
Isabelle Daniel, Councilor
Matthew J. Kohn, Councilor

Not present:

Abby Kavner, Councilor
Kirsten Nicolaysen, Councilor
David Vaughan, Past-President

Visitors:

J. Alex Speer, MSA Executive Director

Note: Motions and Council action items are presented in *italics*; SoC = sense of Council

ITEMS

[1] Call to order and Roll Call

The meeting was called to order by Steve Shirey at 8:01 AM. All present introduced themselves.

[2] Additions to and deletions from the Agenda, approval of the Agenda.

There were no additions or deletions.

M. Kohn moved that the agenda be accepted as printed in the meeting materials. H. Day seconded. Motion passed unanimously.

[3] Approve the minutes of the Third 2014 Council Meeting, and the First 2015 Council Meeting.

I. Daniel moved to accept the Secretary's minutes with no corrections, M. Kohn seconded. Motion passed unanimously.

[4] Accept Reports to Council containing no questions or action items as a group. Reports will be acknowledged by Secretary.

Nominating Committee for Officers, Membership Committee, Series Editor of the Reviews in Mineralogy and Geochemistry & Monographs Series, MSA Society News Editor for Elements, Editor Handbook of Mineralogy, MSA Representative to the GeoScienceWorld Board of Directors, MSA Representative to the GeoScienceWorld Advisory Council, Meetings & Workshop Coordinator, MSA Webmaster, Lecture Program Committee, Roebling Medal Committee, MSA Award Committee, Distinguished Public Service Award Committee, Kraus Crystallography Grant Committee, Mineralogy/Petrology Grant Committee, Representatives to AGI, CMS, FM, GIA, GSA, GSA-MGPV, Special Interest Group on Pegmatites

Not heard from: Publications Director, Bloss Crystallographic Fund Committee, Dana Medal Committee, *ad hoc* Committee on Earth Materials Data, Representatives to ACA, GS, ICDD, and SMMP.

M. Kohn moved to accept all reports as submitted, I. Daniel seconded. Motion passed unanimously.

[5] Review of Executive Committee actions (Section 1) (*it is necessary that these be briefly communicated at Council and recorded in the minutes*):

a) The MSA Executive Committee approved MSA being a signatory to the “*Statement of Commitment from Earth and Space Science Publishers and Data Facilities: A Coalition for the Publication of Data in the Earth and Space Sciences*” (Section 1, Appendix A). There was discussion via e-mail about the nature of such data and who determines the formats. A stumbling block to the discussion of this idea is not being able to see the format of the data or to understand the form such data publications would take. But without being a player in the discussion MSA would lose important influence in data publication matters.

b) The American Geological Institute (AGI) asked MSA to accept their “Guidelines for Ethical and Professional Conduct” (Section 1, Appendix B). Instead, the MSA Executive Committee approved the following statement about the Guidelines and sent it to AGI: “...we commend the work of the AGI Ethics Committee on its 'Guidelines for Ethical Professional Conduct' and will agree to communicate them as guidelines for the purpose of assisting our members in making ethically correct decisions about their professional behavior. We will also publicize these guidelines on our website and with our membership. We can not agree to adopt these guidelines as a code of conduct because adopting a code of conduct has specific contractual implications that would bind MSA with undue legal responsibilities and liabilities.”

c) The MSA Executive Committee approved the roster of MSA Distinguished Lecturers for 2015-2016 (Sections 21(a) and 21(b)):

Richard Carlson (Dept. Terrestrial Magnetism, Carnegie Institution, Washington, DC)

- A History of Earth Formation.

- Cenozoic magmatism in the Cordilleran: Driving geologic activity far removed from a plate boundary.

Rebecca Flowers (Dept. Geological Sciences, University of Colorado, Boulder, CO)

- Just how stable are you? Relationships between cratonic surface histories, kimberlites, and mantle dynamics.

- Dating an iconic landscape: How old is the Grand Canyon?

Olivier Bachmann (Institute of Geochemistry and Petrology, ETH Zürich, Switzerland)

- Supervolcanoes and their deposits: insights into the dynamics of large magma reservoirs.

- Flow or blow: will eruptive styles ever be predictable?

d) The MSA Executive Committee approved the partnership of MSA as an Associated Society with Geological Society of London (GSL) without formal adoption of GSL’s Code of Conduct. We suggested that our concurrence and support of AGI’s Guidelines for Ethical Professional Conduct would serve as sufficient support of a code of conduct consistent with that of the GSL for us to have a long and happy relationship as an Associated Society. This realizes the goal of David Vaughan’s original MOU between GSL and MSA.

Section 5a was discussed first. A. Speer explained that the idea is to provide authors with instructions on data publishing that would be standardized among geoscience publications. This would actually save MSA (specifically the Editorial Office) time, both in developing instructions and standards, and in continued instruction of authors. There followed a short discussion on data formats and MSA's role at the table. A. Speer will attend future Earth Cube meetings, and R. Russell or A. Speer will attend or follow online Coalition meetings. MSA should have a role in the discussions. There are no plans for MSA becoming a data repository – we do not have the resources.

Section 5b was discussed next. The MSA Executive Committee statement is an endorsement of a concept. We will communicate the AGI guidelines to MSA members, but not require adherence. There are legal ramifications and liabilities in enforcement of any policies. A. Speer gave a quick example, that of ethical collection of rock or mineral samples. A. Speer will write to the MSA lawyer about wording of presenting of the guidelines to authors and members. In response to a question, A. Speer responded that this would be a legal statement, and proper phrasing is important.

S. Shirey introduced section 5c, and made people aware of the MSA Distinguished lecturers for this year and their talk titles. He pointed out that R. Carlson's selection as a lecturer was completely independently made by the committee (they work at the same institution).

Section 5d was discussed next. S. Shirey explained more about our partnership with the Geological Society of London (GSL), and background leading up to the Executive Committee's decision. We are now an associated society of the GSL.

[6] Determine the member and institutional *American Mineralogist* subscription rates as well as member dues for 2016. From the Treasurer (Section 4):

A) for *American Mineralogist* subscription rates:

a. Due to continuing increase in costs, I propose that MSA increase U.S. member subscription price (paper and electronic) to \$115 (currently \$110) and similarly increase the non-U.S. member subscription rate to \$125 (currently \$120). These changes represent a 4-5% increase.

b. I recommend that MSA increase the U.S. Institutional (paper + electronic) subscription rate to \$1050 (currently \$1025) and the non-U.S. Institutional rate (paper + electronic) to \$1075 (currently \$1050).

c. I recommend that MSA increase the U.S. Institutional (electronic) subscription rate to \$975 (currently \$950)

d. I recommend that MSA increase the GSW Institutional rate to \$180 (currently \$170) for Am. Min and to \$135 (currently \$125) for RiMG.

B) for MSA 2016 dues:

a. I recommend that 2016 dues for regular and student members be maintained at current levels, \$80 and \$20 respectively.

A motion to accept the suggested rates for American Mineralogist was made by M. Kohn, seconded by E. Grew.

Discussion then followed on 6a. H. Day explained the policy of incremental changes so that members pay for the cost of content creation. A. Speer added that adding electronic access to all members as part of their dues changed some of the income numbers. A. Speer foresees paper issues of the journal continuously decreasing over time and electronic only access increasing. (Eventually paper copies may be printed via Print on Demand services.) MSA subsidized the journal over the years as there was always hesitation in raising prices. MSA has a chance for a fresh start by pricing appropriately the more recently introduced electronic-only access option at the outset.

E. Grew queried when MSA might reach print on demand status. A. Speer replied he did not know when that would be. He thought we would be there by now, but we still print 1000 copies of each issue, which requires us to go to a press.

A. Speer directed Council to the member dues worksheet in section 4, Appendix B, to clarify how dues are set. Now is a difficult time to predict subscription rates, as people and institutions switch from paper to electronic access to journals. There are a number of unknowns, and it will be a few years until things settle down.

H. Day continued the discussion. Members are now paying about 15% of costs of content creation. Council should keep their eyes on this, and make incremental changes.

E. Grew asked about the contract with DeGruyter, and why that option might appeal to libraries. A. Speer replied that we will not know the results until year's end, but that DeGruyter is purchasing 50 copies of each issue. For libraries that already have subscription contracts with DeGruyter, it may be cost-effective to be able to just add the American Mineralogist as part of their package of other journals. DeGruyter also has a more sophisticated website for those who may want to have usage statistics.

The motion to accept the suggested rates for American Mineralogist was called. It passed unanimously.

Discussion then continued on 6b, dues for members. Section 4 Appendix C has details. H. Day recommends no increase in member dues at this time. The treasurer projects a small deficit.

M. Kohn moved to accept the treasurer's recommendation for member dues of \$80, and \$20 for students. The motion was seconded by E. Grew. Motion passed unanimously.

[7] The Treasurer and MSA Executive Director will provide brief updates on MSA membership numbers, subscriptions, and MSA finances.

A. Speer with H. Day led this discussion. Our endowment is in good shape, and the FAAC was praised for its work. A. Speer reported the endowment was valued at \$3.1

million as of last week. There were financial statements for councilors to peruse during break.

Recent membership numbers were 2295 members as of today, with will be added as the year progresses. We have 1476 followers on the MSA Facebook page.

A. Speer also updated us on the retirement and health plans for MSA employees. MSA has 2 retirement plans (one mandatory to which MSA contributes and matches and one voluntary for additional contributions by payroll deduction). Both are managed by TIAA-CREF. Government rules for non-profits have been changing over time with the aim of making employers more pro-active in educating employees. TIAA-CREF sends a report to the MSA office on the participants in the plans and the performance of the funds, which are now \$1.1 million in size. There are no problems at this time except for an increase in complexity in the paperwork for this program. There have been changes in the operation of health care coverage for employees. Most MSA employees have Kaiser Permanente, but coverage will be through Kaiser's agent rather than the Centre for Non-profit Advancement. Costs are about the same as previous health insurance providers.

A. Speer also had examples of the 50 and 25 year membership pins with their mailing cards to show Council.

[8] The Financial Advisory and Audit Committee (FAAC) has several action items (Section 6):

a) Council approval of an update MSA's Asset Allocation to reflect how asset classes have been re-defined since the allocation was first approved by Council in 2002 (Section 6, Appendix E).

b) Since the last FAAC report for the Fall 2014 Council meeting, Treasurer Howard Day has raised the possibility that in the future MSA may need to draw more dollars out of the endowment for recurring operating expenses. Several factors are driving this, discussed in the body of this report under Coming Attractions. However, drawing more dollars out of endowment today means fewer dollars available in the future, unless the size of the endowment increases. Therefore, FAAC recommends further discussion of our previous proposal to set a goal of increasing the endowment to the \$5 million level, to be reached by a combination of investment performance and fundraising (see next item.) The \$5 million goal has been adopted on an informal basis by our investment advisor Jeff LeClair, Executive Director Alex Speer, and FAAC chair Mark Van Baalen; FAAC recommends that Council endorse this goal.

c) The most realistic way to raise significant amounts of endowment money is through bequests and testamentary gifts. FAAC recommends that Council discuss and perhaps adopt appropriate strategies to advertise and enhance this form of giving.

d) FAAC also recommends that we develop plans to improve the documentation of our business processes, a finding by our auditors several times in recent years.

Discussion followed of 8a, Council approval of an update MSA's Asset Allocation. A. Speer pointed out that Mutual Fund investments focus on certain classes of assets. The problem is that a fund's investments can include other sorts of investments for various reasons. Wells Fargo (our investment advisor) will analyze mutual funds and what they really are investing in. This is important because MSA may not be invested in what it thinks it is which would affect endowment growth if non-performing funds were

included. The changes proposed by Wells Fargo are not major shifts in investments, but a modernization of what we say we want to invest in. H. Day added some more explanation.

M. Kohn moved to approve the FAAC's suggested update of MSA's asset allocation. R. Lange seconded. Motion passed unanimously.

Discussion of parts b, c, and d were deferred until the afternoon.

[9] The Benefactors Committee - Corporate Giving & Capital Campaign (Section 9(a)) asks Council members to relay any prospective donor corporations and contacts to John M. Hughes, Chair of the committee.

Related discussion was deferred until this afternoon.

[10] From the Committee on Committees (Section 7), discuss and confirm the proposed list of committee members and chairs. Authorize the MSA Secretary to contact individuals in the order(s) listed (except when restricted by guidelines for the position).

R. Lange explained how the names of candidates were obtained from her committee members. A short discussion followed. It appeared that some IMA (International Mineralogical Association) representatives may not be needed anymore. The Secretary was directed to contact George Harlow, MSA's liaison with IMA, to confirm this.

A motion to accept the list of nominated committee members and chairs as printed was made by M. Kohn. E. Grew seconded. The motion passed unanimously.

[11] Personal items from other reports:

a) Tim Grover, Lecture Program Coordinator, plans to step down after the Fall of 2016 (Section 21(b)). A successor MSA Distinguished Lecturer Program Coordinator should be in place by that time.

b) There is no report from the Bloss Crystallography Fund Committee, but the committee is working on finding a replacement for Thomas Armbruster who has left the society. The committee is one of those populated by self-selected individuals until it is well-established.

Discussion of 11a was first; firstly of what the coordinator does. There is a handbook to help with this. It was suggested that the secretary call Tim Grover, current Lecturer Coordinator, for suggestions for the next coordinator.

Councilors wondered if the Lecturers could promote, or at least mention MSA. M. Kohn explained the role of the MSA lecturer, at least how it was for him. Perhaps it might be time to update the Handbook, especially if Tim Grover has something to add.

Discussion of 11b followed. It was thought best to let the Bloss Committee handle additional committee memberships.

[12] The Executive Director has two operational items (Section 3, page 22):

a) Council needs to confirm that the Third 2015 and First 2016 MSA Council Meetings will be held in Baltimore, Maryland, USA on Saturday 31 October 2015. The MSA Management Committee meeting will be held Friday afternoon or evening of 30 October 2015.

b) Council needs to give an indication about the Spring 2016 Council meeting so arrangements can be started. The 2016 Goldschmidt Conference will be in Yokohama, Japan 26 June - 1 July and it is unlikely that many MSA officers and councilors will be there. The fallback location is in the MSA Offices in Chantilly, VA.

After a short discussion it was confirmed that Council will meet in Baltimore, and in Spring 2016 at the MSA offices in Chantilly VA. The only contingency may be to schedule the meeting after NSF review panels meet.

SofC: We confirm that the Third 2015 and First 2016 MSA Council Meetings will be held in Baltimore, Maryland, USA on Saturday 31 October 2015. Council asks A. Speer to plan an ideal time for the MSA office in Chantilly to host the second 2016 MSA Council meeting, Spring 2016.

[13] The Short Course Committee (Section 19) has three items:

a) asks Council to review two RiMG/short course proposals in progress:

a. Nontraditional stable isotopes – Fang-Zhen Teng, James Watkins, Nicolas Dauphas

b. Petrochronology – Matthew Kohn, Martin Engi

The committee recommends that both proposals be accepted and the committee will ask the short course conveners to develop budgets to support their respective short courses.

b) Should there be two short courses run simultaneously before AGU 2016 if there is only a small amount of audience overlap between them? The significant issue is whether the RiMG volume editor (Ian Swainson) can accommodate such a large number of manuscripts during summer/fall 2016 and the timing of MS submission. His comments to the committee were “With respect to the two proposed RiMG volumes for 2016, I would ask that all articles be ready a minimum of 6 months prior to your expected short course date...If we end up targeting AGU as the venue for both short courses, we will need more than 6 months head start for two volumes in parallel. Personally, I would like to finish one before starting another.” If completely finished (reviewed and revised) MS’s were required by, say, April 2016 (i.e. 8 months before AGU, but less than a year from now), this could put a rather severe burden on the authors and short course conveners.

c) We should develop a list of potential short course/RiMG topics and possible conveners. Our proposal submissions are weak and will continue to decline otherwise.

A motion was made by H. Day to accept the RiMG/short course proposals. W. Panero seconded. The motion carried, with M. Kohn abstaining.

Discussion then started on item 13b. M. Kohn updated council as to the timing of submission of the two proposals, and how the timing had changed. Now both are suggested to be run before the 2016 Fall AGU meeting. S. Shirey suggested running Kohn’s course, Petrochronology, before the EGU (European Geological Union) meeting in the Spring of 2017, and then perhaps before the AGU meeting in 2017. Other

alternatives and implications were discussed. M. Kohn will talk to his co-convenor about S. Shirey's suggestion.

SoC: Council recommends that the two suggested Short Courses not be run simultaneously. M. Kohn will update I. Swainson as needed.

M. Kohn, as chair of the Short Course Committee, led discussion on section 13c. Because of the length of time to organize and set up a short course, it's good to have potential short courses lined up well beforehand. Personal contact works best, to suggest and motivate members to propose a short course. M. Kohn may need to speak to the next chair of the committee about this. S. Shirey asked if another member from the Geochemical Society should be added to the membership? M. Kohn replied that wasn't necessary.

SoC: Council recommends that M. Kohn talk to the next chair of the Short Course committee and report back to Council.

[14] The *American Mineralogist* Editorial Office & Editors ask if MSA should establish a "withdrawal fee" just in case authors start pulling accepted papers late in the process, particularly upon determining they require Open Access but do not have funds for the Author Page Fees (APF), so they withdraw their paper? (Section 12, page 2, "Unexpected Discoveries"). The per paper cost of AllenTrack is \$25, of JPS (Journal Production System) is \$25, of RapidEdit – if the paper isn't pulled in time – is \$2 a page. A kill fee of \$50 is minimum; perhaps \$200 is an average direct cost withdraw fee. Perhaps the withdraw fee should also consider staff time?

A. Speer explained the background to this item. Open Access manuscripts follow a different work flow than regular manuscripts. Switching work paths after the start entails both direct and indirect costs for MSA. The *American Mineralogist* Editorial Office has not had this situation arise, but wishes to be prepared just in case. The difficulty may arise when an author chooses Open Access and then discovers that authors must pay for such access. M. Kohn suggested calling such a fee a change fee, as the airlines do, and councilors seemed agreeable to this.

SoC: Council approves moving forward with the establishment of such a fee, and suggests calling it a "change fee". Council suggests setting the fee at about \$200 or \$250 or the actual direct cost.

[15] The MSA Liaison to the American Geophysical Union (AGU) Fall Meeting Committee has two action items (Section 29(c1)):

- a) Either MSA-AGU meetings liaison (Abby Kavner) or MSA president (Steve Shirey) will contact the chair of the AGU Meetings committee to prod them about making sure that the MSA co-sponsored sessions are highlighted in the electronic program, the paper program, and the daily newspapers.
- b) Any needed changes to the draft summary of the mission, responsibilities, and timeline of the MSA Liaison to the American Geophysical Union (AGU) Fall Meeting (Section 29(c1), Appendix A)?

A short discussion of item 15a ensued. A. Speer added some background information. It is not clear that AGU cross lists or will cross list sessions co-sponsored by MSA. S. Shirey volunteered to contact Abby Kavner, our AGU liaison, and pursue this matter. In addition, council did not see any changes need to be made in the draft summary of the mission, responsibilities, and timeline of the MSA Liaison to the American Geophysical Union (AGU) Fall Meeting.

SoC: S. Shirey will follow up with A. Kavner on this item.

[16] Planetary Materials MSA Special Interest Group is considering a New Views of the Moon II publication (Section 30(b)) as an update to the “view” presented in RiMG 60 in light of findings by the spate of recent lunar missions (Japan’s Kaguya mission; India’s Chandrayaan-1, including the US Moon Mineralogy Mapper hyperspectral imager; NASA’s GRAIL gravity orbiter; the Lunar Reconnaissance Orbiter (still operating); and the Chinese Chang’e-3 lander). Their experience with RiMG was extraordinarily positive and the accessibility of the book – printed or electronically – leads them to seriously consider proposing an NVM-II volume. They want to know if MSA Council would encourage us to continue this planning process (this request is not intended to be a formal proposal, and we understand that a formal proposal would have to be made to Council at a later date). Because we have been through the process once already, we thought we should solicit preliminary thoughts from Council on this concept. The concept would include a proposal to NASA for funding for workshops, similar to what was done for the initial New Views of the Moon.

A. Speer led a short discussion of this item.

SoC: Council encourages the Planetary Materials MSA Special Interest Group to pursue such a proposal. A. Speer will contact Brad Joliff.

[17] The chair of the Outreach Committee (K-12) (Mineralogy 4 Kids) (Section 20(b)) will be studying the analytics of the new site to see how it is being used and do some research on how to make it even more useful to educators. She wishes to develop activities to add to the Resources page.

W. Panero has used this webpage, and suggested adding lesson plans for teachers aligned to the current Next Generation standards. This probably would be much appreciated.

SofC: We affirm the Chair of the Outreach Committee moving forward on this project.

[18] The MSA Representative to *Elements* sends one reminder and one heads-up (Section 16):
a) send news items to Jodi Rosso for People in the News.
b) Start thinking now - the next Principal Editor will be in Mineralogy – MSA needs to nominate a new editor to replace Gordon Brown.

A. Speer noted that the participating societies make recommendations to the *Elements* Board, but the board makes the final decision. After some discussion of candidates a list, in alphabetical order, was prepared.

SoC: Our alphabetical list of candidates for Mineralogy Principal Editor is: Ross Angel, Jill Banfield, Frank Hawthorne, John Hughes, Jennifer Jackson, Abby Kavner, and Kim Tait. The Secretary will provide this list to A. Speer, who will forward it to the MSA representative to Elements.

[19] The MSA President will briefly review the concept of the new Minerals Matter Geoscience Sheets (MMGS) that will appear in the *American Mineralogist* (Section 1, Page 3) and will ask for additional suggestions for topics and potential authors (Section 1, Appendix E).

S. Shirey introduced discussion of this topic. The general format of these sheets is a length of 2 pages, front and back of a single sheet of paper (if paper is desired). Authors would start with discussion of a mineral and expand from the mineral to implications on a broad scale. The audience would be high school students, congresspersons, and college students, among others. They will appear in *American Mineralogist* and be citable. S. Shirey volunteered to be *de facto* editor for this series.

E. Grew pointed out that *Elements* does have a “Mineral Matters” section in their issues, with occasional contributions (E. Grew’s contribution will appear shortly). Is this title too close to what has been proposed? This led to some discussion, and other titles such as “Minerals that Matter”, “What Minerals Reveal”, “Mineral Revelations”, and “The Mineral Channel” were suggested.

Other suggestions: asking Keith Putirka to suggest an *American Mineralogist* paper that could be revised to make such a sheet. I. Daniel suggested that a template be prepared for the ease of reading by students (and ease of writing by authors). S. Shirey asked for other suggestions to be sent to him.

[20] Both the President (Section 1) and the Executive Director (Section 3, page 23) address the need to split out the accounting responsibilities from the MSA Executive Director position. The accounting responsibilities of the position would make it impossible to find easily a willing successor if the Council wishes an individual from with a background in MSA’s scientific disciplines. It is thought that the accounting workload does not warrant a full time position. Council needs to consider the options for such a separation: outsource the work to a firm or hire an MSA employee at either the CFO/Director of Finance or the Accounting Manager level.

- Outsourcing may not be cost-effective once the significant MSA staff time to gather and copy the information and help in trouble shooting is added to the monthly and other fees.
- A CFO/Director of Finance is simply too costly for MSA (\$96,000 to \$134,000 per year, includes benefits). Additionally, because many decisions are rooted in finances, I would expect a certain, ongoing tension between two, nearly co-equal MSA staff decision makers: CEO vs. CFO.
- An Accounting Manager appears to be the most attractive and least costly option (\$61,000 to \$73,200 per year, includes benefits). It would be a part time position, perhaps 30 hours a week. Because we would not want the transactional and financial records of the society to be taken off site, much of the work would need to be done in the office. We

do have one remaining free office, we would need to move the archival records and purchase an additional desk/chair and computer.

A job description based on that portion of the current Executive Director description is in Section 3 - Appendix J. It has been suggested that the hiring be outsourced.

Specific questions:

-- Should the next MSA Executive Director have a science or administrative/accounting background?

-- If the accounting is to be separated from the Executive Director position, which option makes the most sense?

-- How will the additional expense be covered?

-- What would be the start date of the new arrangement?

S. Shirey introduced this item. He felt we need to get someone on board soon, so this decision should be made at this Council meeting. A. Speer reminded Council of the four questions asked above. He outlined the advantages of the next Executive Director being a science person: they would be able to work with science based councilors, and can supply opinions on MSA activities. On the other hand, like AGU, we could get someone outside the field to manage and run operations, and have officers take care of the science part. A science person may not know how to run a small business. The problem with an administrator/accountant would be lack of awareness or corporate memory on the science side of things. Officers at MSA serve for at most 3 years, not the 6 or more years of other societies.

Both H. Day and R. Lange opined that a science person in the Executive Director's person would be desirable, even priceless. I. Daniel said we may be a small business but we are also a scientific society. A. Koziol said we need someone to stay. She wondered about the longevity of a business person in this position – would they leave as a matter of course to further their career? A. Speer replied that the Executive Director's position could be a career-maker, for a person with a science background.

SofC: The next MSA Executive Director should have a science background.

A. Speer continued the discussion presenting the three options for hiring someone for the accounting work, which must be done to make the Executive Director position appealing to applicants with a science background. An accounts manager, part time, 30 hours per week, seems desirable. M. Kohn queried if an accounts manager would report to the Executive Director. A. Speer, replied, yes, all staffing issues are the purview of the Executive Director, except for the Managing Editor of *American Mineralogist*, who reports to the editors on editorial matters. A potential job description is in section 3 Appendix J. Also, A. Speer suggested that when this person is hired, the writing a formal description of business operations and accounting procedures would be done as the FAAC has requested.

Discussion ensued. H. Day asked if the work really was 30 hours a week. A. Speer replied yes, though we can add "other duties as assigned" to the job description. A. Speer

continued that to combat fraud, certain duties must be split up between personnel, and certain procedures must be followed, so there is an element of duplication.

SoC: MSA should pursue searching for and hiring an Accounts Manager, as described.

Discussion continued on how MSA will pay for an additional position. A. Speer noted that we can use an allotment from *Elements*. This might be \$12K to \$15K. The Clay Mineral Society may be interested in using this person's time and paying for it. This might entail 20 – 25% of the Accounts Manager's time. S. Shirey said we still need \$45 K to cover the position. H. Day stated that the income of most of our funds is already specified, and a deficit is projected.

How to raise the money? A. Speer stated that subscription rates could be raised, prices on older RiMG volumes could be raised, and budgets of short courses could be modified to have them make some extra money. However this would raise perhaps less than \$30 K not the amount required. A. Speer noted that having the MSA Distinguished Lectureship Program supported from the Outreach fund, not the operating budget, might raise the additional funds needed. It could be a "naming opportunity." Someone suggested that on the dues renewal form, an option be added, "use my donation where most needed" (similar to many college fundraising campaigns). H. Day suggested raising dues slowly. R. Lange suggested reducing the MSA lecturers to two persons from three. A. Speer noted that might reduce expenses slightly, but Europeans wish to hear an American MSA Lecturer, and the Americans want to hear a European lecturer. Travel expenses, either within the USA or going overseas, is about the same.

A. Speer then reported on the news of the Hudson Institute of Mineralogy merging with Mindat.org. It shows that for fund raising we have stiff competition with other groups in the mineral collecting world. Mineralogical Record is also active in this area. There was mention of approaching GIA (Gemological Institute of America) or other large companies, but A. Speer responded that he didn't want to rely on continual fund-raising to support operations.

When would be the start date for an Accounts Manager? A. Speer said he would want the person in place a year from now, in April or May 2016. As for finding this person, we could outsource or use the current accounting firm that does our audit to "advertise" and vet the candidates.

H. Day asked how soon could A. Speer develop a financial plan for the next council meeting. A. Speer replied he could put it together, but there would be a lot of unknowns. Discussion followed on funding this position, and possibly asking the Geochemical Society to support the Lecture Series. This idea was discarded however, in favor of keeping a signature outreach event associated with the MSA "brand". A. Speer noted that it would be OK to delay the start of the Accounts Manager position to Summer or Fall 2016 but no later than that. Discussion continued on the MSA Distinguished Lectureship program. R. Lange wondered if we could, for a large donor, call it the "X" lectureship. But what if it becomes the "Exxon" or the "Mining Geologist" lectureship?

W. Panero wondered if a donor might want to set the scope of the lecturer's topic. This was considered unacceptable. Discussion had to wrap up at this point.

SofC: We wish to pursue an Accounts Manager as described (see provided job description). Funding for this position is suggested to be a multi-pronged approach: possibly from the Clay Minerals Society (~\$15K), Elements money (~\$15K), raising prices of RiMG volumes, raising price of library subscriptions (~\$15K), possibly slight increase in dues, benefactors, and fundraising for the MSA Distinguished Lectureship Program (~\$15-20K).

One other note: It was suggested that the webmaster add a button to the Mineralogy 4 Kids website saying "Donate now", largely because of the enormous number of hits that M4K has. However A. Speer noted if MSA were to do so it would need to register as a charity and file reports in the 30 some states that require it. It is likely that the costs could well exceed any donations.

[21] Both the Benefactors Committee (Section 9) and the Centennial Celebration Committee (Section 10(c)) weigh in on the 2019 MSA Centennial, and request Council comments or decisions:

a) Suggestions from the Centennial Celebration Committee:

- a. The Centennial Celebration should not be restricted to a single event.
- b. In light of the 50th anniversary's focus on the history of MSA (producing an excellent retrospective in volume 54 of the *American Mineralogist*), the 100th anniversary should be more forward looking.
- c. The editors of *American Mineralogist* are already engaged in the celebration through invited papers by past presidents of MSA. We will communicate with the editors of *Elements* to determine whether they would be open to devoting a theme issue that recognizes MSA's centennial (e.g. "Mineralogy: The Next 100 Years").
- d. Our committee should help stimulate special sessions at appropriate conferences, particularly Goldschmidt and the annual GSA meeting.
- e. The committee will discuss the pros and cons of an anniversary meeting based in Washington, DC that is modeled after Michael Carpenter's Frontiers of Mineralogy meeting at Cambridge. Even if a full-blown meeting seems logistically impracticable, we still can pursue, for example, a short course (associated with the Carnegie Institution?) with a reception at the Smithsonian.

b) Benefactors Committee notes that at the Fall, 2014 Council Meeting the theme of the Second Century Campaign (Support of Mineralogical Research and Education) was advanced but not discussed extensively or approved. It is imperative that we have a consistent and cogent theme for fundraising, and that this theme accurately reflects the current MSA activities and provides a wide umbrella to cover future MSA activities. Council is asked to approve this theme or erect another one. The rationale for that theme as well as an implementation plan are discussed in Section 9, Appendix B.

S. Shirey started the discussion of this item.

SofC: The council agrees with points a. through d. under section a) above: not a single event; more forward-looking; yes communicate with Elements via a proposal, and yes, special sessions should be held at appropriate meetings.

Discussion continued on the idea of an anniversary meeting. It could be held at the Carnegie Institution. There is a 500 seat auditorium and an area for a reception. S. Shirey

will check on availability. Other venues in the Washington DC area are possible too; it would be the decision of the Centennial Committee. A. Speer pointed out that an issue of *Elements* could have the most publicity. R. Lange wondered about mineralogy 10 years ago and today. She liked a “Frontiers of Mineralogy” theme; it is very difficult to imagine what mineralogy research will be like 100 years from now. What about reviewing changes in our lifetime, and thinking about 10 years ahead? M. Kohn added that the events/themes should be more forward-looking, but perhaps could be presented in context of what has been done up to today. Techniques have changed, machines/analytical equipment have changed, and ways of collaboration have changed. A. Koziol added that the scientific questions have changed too – the questions asked are important, not just measuring data points. Her example was the change in thinking in metamorphic petrology, with the advent of ultra-high pressure metamorphism.

Questions were asked about what was done 50 years ago. A. Speer replied that there was a banquet and awards were given out. A history of the first 4 years of the *American Mineralogist* was written, and appeared in volume 54 of the same. A short discussion followed of what was done at the Frontiers of Mineralogy meeting in 2007.

Discussion continued on how to pay for such a meeting, and details of running such a meeting. Controlling costs by having a meeting at a college campus (University of Maryland?) is an option, as is using the Carnegie, though only plenary sessions could be held there. Awarding the top three MSA awards (Roebbling, Dana, MSA Award) would bring people in. Having a reception at the Smithsonian would be interesting and fun. H. Day pointed out that there would be tension between the format of the meeting and the venue for the meeting and careful planning would be essential. A. Speer added that planning and executing a plenary session would be easier. Discussion on this topic had to end at this point.

SoC: Council asks the Centennial committee to report again at the Third 2015 Council Meeting.

Council proceeded to section 21b.

A motion to accept the theme of the Second Century Campaign (Support of Mineralogical Research and Education) was made by M. Kohn, with H. Day seconding.

Discussion followed. M. Kohn queried, what is included under the umbrella of this theme? Mineralogy 4 Kids of course, but what else? The Lectureship program should be included also. The discussion changed direction, to alternatives to the suggested theme: “Mineralogy for Research and Education”? “Education and Research in Mineralogy”? Council couldn’t decide. H. Day pointed out that both the MSA Lecturer program and Mineralogy 4 Kids were underfunded. All of the Outreach Fund monies were being used to support these programs and it still wasn’t enough. And to cut to the chase, does Council agree with the theme as a concept, while being open to the actual title? This was agreeable to all council members.

SoC: Council accepts the Support of Mineralogical Research and Education theme.

Council continued discussion, visualizing a Capital Campaign website or letter. Perhaps the committee could specify areas where members could direct their donations, such as the Lectureship Program (with statistics on students reached), the Mineralogy 4 Kids website, the Endowment Program, or area of greatest need.

Discussion moved to item 8 of the agenda, parts b, c, and d. These items from The Financial Advisory and Audit Committee (FAAC) are repeated below.

b) Since the last FAAC report for the Fall 2014 Council meeting, Treasurer Howard Day has raised the possibility that in the future MSA may need to draw more dollars out of the endowment for recurring operating expenses. Several factors are driving this, discussed in the body of this report under Coming Attractions. However, drawing more dollars out of endowment today means fewer dollars available in the future, unless the size of the endowment increases. Therefore, FAAC recommends further discussion of our previous proposal to set a goal of increasing the endowment to the \$5 million level, to be reached by a combination of investment performance and fundraising (see next item.) The \$5 million goal has been adopted on an informal basis by our investment advisor Jeff LeClair, Executive Director Alex Speer, and FAAC chair Mark Van Baalen; FAAC recommends that Council endorse this goal.

c) The most realistic way to raise significant amounts of endowment money is through bequests and testamentary gifts. FAAC recommends that Council discuss and perhaps adopt appropriate strategies to advertise and enhance this form of giving.

d) FAAC also recommends that we develop plans to improve the documentation of our business processes, a finding by our auditors several times in recent years.

A. Speer said that the stated goal was informal, and should not be publicized.

SoC: Council agrees with the goals of the FAAC, and is encouraged by the growth of the endowment to current levels. It hopes that it will continue in the same fashion. But the tone of the discussion with council was that the stated goal seemed arbitrary at this point, with no particular justification.

Discussion continued on part c, bequests and testamentary gifts. It is a delicate matter to bring up to members. However A. Speer has been gathering appropriate materials. We could remind members to consider the needs of MSA, and to consider their legacy. The example of the J.B. Thompson gift to GSA (Geological Society of America) was touched upon. A. Speer outlined the history of this gift (he is secretary-treasurer of the MGVP Division of GSA). He emphasized that MSA must be generic about its fundraising by bequests and testamentary gifts and not mention the Thompson gift specifically.

[22] The MSA President recommends seeking a Memorandum of Understanding (MOU) with European Association of Geochemistry (EAG) regarding European or EAG-organized Goldschmidt Conferences giving MSA associated society status and thus reduced MSA member registration fees for Goldschmidt and other privileges similar to what is extended to GS members (Section 1). The 2009 MOU with Geochemical Society (GS) regarding North American of GS-organized Goldschmidt Conferences (Section 1, Appendix F) has some inadequate aspects to it.

In seeking the MOU with EAG, we will rewrite a new MOU with GS that will fix these inadequacies and retain the associated society privileges.

S. Shirey introduced this item. A. Speer explained the MOU and the clause about payments.

A motion was made to seek a MOU with the EAG, and rewrite the MOU with the Geochemical Society by M. Kohn. The motion was seconded by I. Daniel.

Discussion followed, and then the motion was put to a vote.

Motion passed unanimously.

Other Business

M. Kohn noted the lapsed member list provided by the Executive Director, and noted some of the surprising names there, including some Fellows. A. Speer outlined how the office reminds members that they are lapsed (several e-mail notices, a print renewal notice, and the following year a “won’t you come back” letter from the MSA President). A short discussion followed, and Council was reminded of the work of the Membership Committee being undertaken at this time.

Matt Kohn made a motion to adjourn. I. Daniel seconded. Motion passed unanimously.

Respectfully submitted,

Andrea Koziol, MSA Secretary