



AAAP Board of Directors Meeting

Minutes

February 11, 2019

1:45 pm to 5:45 pm

Georgia World Congress Center

Atlanta Georgia

Vision Statement

AAAP will be the premier organization that advances science-based knowledge, expertise, and education on poultry health, welfare, and food safety to provide member value and stakeholder trust.

Mission Statement

AAAP facilitates member collaboration to advance science-based knowledge, expertise, and education on poultry health, welfare, and food safety.

AAAP Goals

Recruit and retain members

Expand scientific information base

Improve member experience

Foster relationships with external organizations and groups that influence issues important to AAAP members

Support AAAP management team

Strengthen AAAP's financial stability

Meeting called to order by: President Nathaniel Tablante

Note Taker: Janece Bevans-Kerr

Attendees: Nathaniel Tablante, John Smith (called in), Eric Jensen, Suzanne Dougherty, Sam Christenberry, Bernie Beckman, Rocio Crespo, Jarra Jagne (called in), Maritza Tamayo, Bob Bevans-Kerr and Janece Bevans-Kerr

Absent: Ton Schat, Valerie Marcano

President welcome and minutes of the previous meeting

Dr. Tablante called the meeting to order. He felt the strategy session pushed the AAAP's overall objectives/goals forward.

Action Item:

Motion to accept the minutes of the previous meeting—Suzanne Dougherty

Second Rocio Crespo

Motion passed

Membership Renewal Update

Bob Bevans-Kerr reported.

In 2017 AAAP had 780 paid members. In 2018 it was 832. Currently in 2019 637 members have paid. Many more people have paid on time this year due to much more aggressive reminders to pay that go out automatically to the unpaid membership. Members will get notices for the next 6 months. Bob provided a list for the region directors of members in their region who have not paid and asked the directors to contact them. AAAP is in good shape with member numbers to submit to the AVMA. Bob reminded the board that the list sent to the AVMA is of AAAP full members only.

Nat Tablante reported that during the January 2019 meeting of the AVMA House of Delegates, the HOD voted to change the requirements for allied groups to have representation in the AVMA House of Delegates. These changes should not affect AAAP but will have an affect on some smaller allied groups. The following are the new requirements for AVMA

allied organizations:

(The allied Organization's) U.S.-resident voting membership must include at least three hundred (300) voting members of the Association and, in each calendar year, the percentage of its U.S.-resident voting members who are also voting members of the Association must exceed the percentage of U.S.-resident veterinarians who are voting members of the Association at the end of the calendar year two years previous, as determined by the Association, with the provision that this percentage will not exceed 85%; or at least three hundred and fifty (350) of its U.S.-resident voting members must be voting members of the Association.

AAAP Bylaws Change Proposal

John Smith reported.

John Smith, Nathaniel Tablante, Suzanne Dougherty, Sam Christenberry, Eric Jensen and Janece Bevans-Kerr have worked on revising the AAAP Bylaws. The revision is extensive. The revision includes a name change for AAAP and John Smith suggested that the name change be presented separately and the rest of the revisions as a package. The revision group recommends the revision proposal be posted on the website for a comment period, and a listening session at a meeting such as the WPDC if possible. Per the existing bylaws, a discussion of the proposed changes will take place at the next AAAP Business meeting.

Three issues were addressed before the Board voted on the proposal.

1. Change "poultry diseases" to "poultry health" throughout bylaws.
2. The Charter Member category will be included in the bylaws with a reference to the AAAP's history book list of charter members.
3. Elimination of districts to determine directors.

The proposed bylaws have two suggestions for determining the Directors for the Board of Directors. One has 4 Directors representing districts as it is in the current bylaws, and the other suggestion is to have all six directors on the board selected as Directors-at-Large with 4-year terms. Eric Jensen made proposal to have all Directors be at large. What is the purpose of regional districts? Originally, the thought may have been to make sure issues that are regional are discussed and represented. There are other segments of the organization (commodity groups for example) where representation is important—maybe even more so than a region. A solution may be to have a larger nominations group to ensure the various groups are represented on the Board as are necessary for the time.

Action Item: Motion to approve the Jensen proposal for no district directors –Eric Jensen

Second Rocio Crespo

Motion passed

Action Item: Motion to approve the amended bylaws revision proposal—Eric Jensen

Second: Sam Christenberry

Motion passed.

Action Item: Send bylaws for legal review.

The process going forward will include:

- Comment period.
- Forum (if possible)
- Discussion at business meeting
- Mail Vote of the membership

May Committee Review Meetings

Janece Bevans-Kerr explained the committee review meeting process. The meetings will be scheduled for May and at minimum will include the committee chair, the board liaison to the committee and a Committee Review Committee member. A list showing the committees each board member is assigned to as a liaison was included in the meeting materials. The CRC is the group who determines the top performing committee each year using a score sheet. The Board members were encouraged to share the score sheet with the committee chair.

Budget for Fiscal Year 2019-2020

Bob Bevans-Kerr led the discussion.

The proposed budget is organized per lines of business for AAAP. The five lines of business are membership, journal, bookstore, annual meeting and investments. The budget projects \$153,000 for member dues which is a slight increase because we are projecting a modest growth in membership. The allocations for management expense were adjusted

throughout the lines of business. Projecting a profit for membership of \$3,387. The 2019 Annual Meeting will be at the Washington D.C. Downtown Renaissance hotel. The food costs will be high. The AVMA is going to try to negotiate better pricing for food. Projecting a loss of \$12,000 for the annual meeting. AAAP has eliminated journal page charges to authors who are members of AAAP. Page charges are reduced to \$50 per page for non-AAAP members. Budgeted \$5,000 for page charge income for 2019. Royalties are budgeted at \$85,000. Income from advertising is increased to \$30,000. This has tax consequences for AAAP. We are moving to a digital press for printing the journal which costs less. Press costs are also down because the number of pages printed is down. Projecting the journal will bring in profit of \$38,000. Projecting a loss for educational materials of \$14,061. Overall, the proposed budget for AAAP projects a \$15,000 profit. Discussion: In 2017 AAAP had a \$300,000 profit. Why are we projecting \$15,000 for 2019? The 2017 results include income from the 2nd International Conference on Necrotic Enteritis (before most expenses) and \$150,000 that was invested in 2018.

Action Item: Motion to approve the budget—Bernie Beckman
Second: Eric Jensen
Motion passed.

Alternative Sources of Income

Bob Bevans-Kerr led the discussion.

AAAP gets 33% revenue comes from the journal 44% membership dues, 24% sponsorships, 14% from bookstore. AAAP is too dependent on revenue from sponsors. Need to explore new sources of revenue. Sponsors should be 20%. Suggest increasing revenue source from bookstore, books, CE accreditation products. The goal should be to generate \$130,000 per year. Ask the education committee to find potential ways. AAAP may also need to recoup some potential lost income from the journal.

Discussion:

Could develop a budget that does not plan for so much in sponsorships.

The 2021 meeting could make some money for the organization.

Look into multi-media in slide study sets.

Report on investment of \$150K

Bob Bevans-Kerr reported.

Invested \$150,000 in the 50/50 account in December 2018. Value of that account today is 342,249 increase \$42,248. 2.76% increase.

Avian Diseases Update on page charges, contracts, manuscript submission, platform changes, advertising

Bob Bevans-Kerr reported.

AAAP has eliminated page charges for authors who are AAAP members and color print charges to all authors. An announcement went out to the membership in January. We are planning to sign a contract to stay with Allen Press to print the journal and host the journal online. Allen Press is moving their online platform to Silver Spoon. They asked AAAP to consider keeping the same rates and will lock in the rates for 7 years. Bob recommends locking in for at least 3 years. We have had problems with production. The last two issues have been very late. There has been a lot of turn over with personnel who work with the journal. We are speaking with the Allen Press management to make improvements to rectify the situation. Allen Press's relationship with BioOne and JSTOR make it unattractive to leave Allen Press.

Avian Diseases Succession Planning

Bob Bevans-Kerr reported.

Bob had a conversation with Dr. Saif about getting someone to act as an associate editor to try to get more submissions to the journal. Dr. Saif thinks it should have an impact but believes that a part of the problem is that the number of researchers around the world has declined. Dr. Saif is open to looking for an associate editor and will generate some ideas and a job description.

Avian Disease Manual Update

Suzanne Dougherty reported.

The next edition is not completed. Martine Boulianne is editor. She was the editor of the last edition as well. She has been off on personal leave and is just getting back. She still wants to do it and is still waiting on one chapter. Everything

else is done. Best case is it may be ready for print in the fall.

Avian Diseases Special Issue on 2nd Necrotic Enteritis Conference Update

Janece Bevans-Kerr reported.

Martine Boulianne is the editor. Initially we were targeting June 2019, but now expect it to be December 2019. Diseases of Poultry is delayed as well. Expectations are now for early next year. Wiley says it's because they didn't get copyright permissions back in time. David Swayne, Nat Tablante, Suzanne Dougherty and Bob Bevans-Kerr had a meeting with Wiley management. Wiley removed the 13th edition from sale in advance of the sale of the 14th edition, but now have put it back for sale. David Swayne is going to talk to the BOD about alternative ideas for future books at the Annual Meeting

Animal Welfare Committee

Bernie Beckman led the discussion.

The AWC committee would like more direction from the Board of Directors regarding a directive given to them last year, when the BOD asked that they get involved with the behavior aspect of poultry in animal welfare. Clarification: Reach out to the behaviorists and start a line of communication. Get a base line and then go from there. Come to an understanding to see how we can communicate better. Perhaps consider a symposium.

2019 Program Schedule Update

Bob Bevans-Kerr reported.

A draft of the schedule went out to the membership in January. Meeting is going to be at the Washington D.C. Downtown Renaissance Hotel. Presentations will be given in the Renaissance Ballroom. Posters will be in the Congressional Ballroom. Registration will be in the hotel, but downstairs. We don't know about the speaker ready room. It's supposed to be in the hotel but may be in the convention center. Michael Wilson is still trying to work with the hotel to see if we can get some of the Grand South ballrooms. He is trying to negotiate food prices—20% lower like AVMA gets. Registration is opening on February 25th.

2021 Meeting Dates and Location Report

John Smith led the discussion.

The committee to determine a AAAP independent meeting site met on 1/17/19. John Smith, Nat Tablante, Suzanne Dougherty, Danny Magee, Ivan Alvarado, Sara Steinlage, Bob Bevans-Kerr, Janece Bevans-Kerr and Nathan Bevans-Kerr participated in the conference call. The group recommended looking into 3 cities—Jacksonville, FL; Athens, GA; and Raleigh, NC. A fourth city, Fort Worth, TX, was also discussed. Two timeframes were determined; the end of May and the end of July.

Action Items:

Present a proposal to the AAAP membership for an independent AAAP meeting in 2021 with a specific place and date. Information to the membership should include as much information as possible about costs and logistics.

Task timeline:

1. RFPs completed by April 15.
2. Committee needs to work out what to say to the members.
3. First week of May have a proposal ready for comment by membership.

Outreach Committee (Previously Public Trust Task Force): New Charge, list of Allied Organizations/AAAP Liaisons to work with

Suzanne Dougherty led the discussion.

The BOD approved the charge for the new Outreach Committee.

Action item: Add International Poultry Welfare Alliance (IPWA) to charge.

Action Item: Send the charge to Charlie Broussard and dissolve the task force. Start a new committee with a new chairman.

SOP and Application for Allied Group Representative

Suzanne Dougherty led the discussion.

The BOD approved the new SOP and application to select AAAP liaisons to Allied Organizations.

New AAAP Representatives to AVMA and Allied Group Organizations

1. Jose Linares will be the AVMA LAC Alternate and the AAC representative.
2. Danielle Botting will be the AAAP LAC Vice Chair
3. Don Ritter will be the AAA rep.

AVMA Fly-In/USDA, FSIS, USAHA visit

Suzanne Dougherty reported.

The 2019 AVMA Fly-In is scheduled for April 8-9. Topics to be discussed are New Castle Disease education and need for more funding. Another topic is antibiotics. Suzanne has solicited other groups for more topics. FSIS cannot meet at that time, so will have to schedule another time. Danielle Bottling, Jose Linares, Kate Hayes, Randy Singer, Don Ritter, Nat Tablante, and maybe Nancy Reimers will go. There are one or two slots if anyone from the BOD wants to go. Suzanne asked the BOD for suggestions for someone with New Castle experience. Gabrielle Senties-Cue, Rodrigo Gallardo and Maurice Pitevsky were mentioned.

WVPA Committees of Interest to AAAP

Suzanne was tasked with finding WVPA committees that AAAP members might be interested in joining in an effort to foster relationships with international organizations. Suzanne could not find committees listed for the WVPA and it appears that the WVPA is not structured that way. The conclusion was to encourage AAAP members to attend the WVPA meetings.

Adjournment

Motion to adjourn the meeting. –Bernie Beckman

Second: Eric Jensen

Motion passed.