**COUNCIL MEETING**

**AEROSPACE MEDICAL ASSOCIATION**

**NOVEMBER 17, 2010**

**HOLIDAY INN EISENHOWER**

**ALEXANDRIA, VA**

1. **Call to order** **(SIDES)**
   1. Dr. Sides welcomed everyone to Alexandria, VA and called the meeting to order at 9:00 AM.
      1. Introduced Dr. Bob Orford, understudy Parliamentarian to Dr. Royce Moser. Dr. Moser will retire as the AsMA Parliamentarian following the May 2011 Council meetings. **(INFO)**
2. **Approval of Council meeting minutes of May 9, 2010 and Joint Council meeting minutes of May 12, 2010 (SIDES)**
   1. The Council meeting minutes of May 9, 2010 were unanimously approved as read (no abstentions). **(CLOSED)**
   2. The Joint Council meeting minutes of May 12, 2010 were unanimously approved as read (no abstentions). **(CLOSED)**
3. **Report of the Executive Committee** **(SIDES)**
   1. Dr. Sides provided some introductory remarks about her initial six months as President. She discussed her strategic initiatives and emphasized the need for continued AsMA leadership focus on these initiatives:
      1. Strengthen financial base – stabilize and improve Home Office and Association financial posture,
      2. AsMA Policies & Procedures Manual initiative – Dr. Lischak spearheading this effort,
      3. AsMA Standing Committee Action Plans – AsMA Strategic Plan developed years ago by various past presidents. The goals have never been connected to committee activities. Developed template last May and sent to each committee to use. Each committee needs to show alignment to association goals and objectives. All committees to use this format – will see this format during this meeting. Marian now will work with constituent organizations to bring them into this structure and initiative by end of this year. Expect all committees and constituent organizations to use this tool for May 2011 meeting and forward,
      4. Membership – Has been declining so Membership Survey completed to evaluate the perceived value, and
      5. Ad hoc Long Range Planning Committee activities – committee has been formed. **(INFO)**
4. **GOVERNANCE – (ANZALONE)**
   1. AIM Meetings Report of Anchorage Meeting – Galanty
      1. See attached slides
      2. Preparations well under way for the May 8-12, 2011 AsMA meeting in Anchorage, AK
      3. Science program will occur at the Dena’ina Civic & Convention Center
      4. Four hotels within walking distance (2-5 blocks) will be used to house attendees
         1. Anchorage Hilton Hotel and Captain Cook Hotel will serve as co-headquarters hotels for the meeting. Both will offer rooms at $165/night, below the government per diem rate of $181/night.
         2. Anchorage Marriott Hotel will offer rooms at $155/night
         3. Landmark Hotel will offer rooms at $119/night
      5. Links to the hotels should be on the AsMA website by end of December 2010
      6. Welcome Reception will be held Sunday evening in the Exhibit Hall and provide exhibitors a few hours of extra exposure **(INFO)**
   2. **GOV201008-1 On-Line Advance Registration Webpage (Sventek)**
      1. ED demonstrated the on-line registration system.
      2. Registration and CME/MOC activities have been separated from the special events to make it easier for those whose registration and CME/MOC is paid for by their organization.
      3. Will go live just after 1 Jan 2011, and will remain up until one week before the meeting.
      4. Home office will still print out name badges and tickets and bring to Anchorage.
      5. Will open up on-site Registration at 9 AM on Sunday rather than 1 PM on Sunday as has been the practice.
      6. Will have self-help kiosks set up at Registration so folks can register on-line on-site. **(CLOSED)**
   3. **GOV201008-2 Opt Out of Paper Journal (Sventek)**
      1. Presented proposal to allow folks to opt out of the paper journal (will not affect dues).
      2. Will save the organization money in production and mailing
      3. Motion to allow the home office to implement the opt out function; seconded
         1. Some discussion about: how to implement journal availability to those who opt out, need to eventually figure out where the break-even point is for when the ad revenue declines, comments that can do on-line ads to generate revenue
      4. Passed unanimously w/o abstentions. **(CLOSED)**
   4. Finance **(Merchant - Report on file)**
      1. Finance Report – on file
         1. $341,568 loss in 2009
         2. Net loss for 2010 is $90,226
            1. Operating expenses decreased from 708,828 to 574,470 but income dropped 356,556 to 203,722 from 2009 to 2010 YTD.
            2. Continuing factors: deferred revenues, accounting adjustments.
            3. AsMA has a negative balance on paper but is not actually losing money
            4. 2010 annual meeting was best ever net profit: $392,823
            5. Last meeting in Anchorage netted only $217,000
            6. Very important to encourage folks to attend Anchorage – we already have more exhibitors scheduled
         3. ED and ExComm have worked extensively on controlling expenses and options to increase revenue.
         4. Some actions taken: changed insurance company, changed financial management firm, changed accountant firm, refurbished and rented the ground floor of Home Office, developed opt out of paper journal option, changing internet and phone provider, etc – projected reduction in operating costs from 2008 baseline is approximately $80,000
      2. Proposed 2011 AsMA Budget. Report on file. Motion to approve the budget as presented; seconded; no further discussion; passed unanimously w/o abstentions **(CLOSED)**
      3. **GOV201003-4 Apply for 501(c)(3) IRS Status (Sventek)**
         1. May Business Meeting approved the revised Articles of Incorporation to reincorporate as 501(c)(3).
         2. Final application paperwork and payment submitted to DC in June 2010
         3. Informed by DC they would not accept reincorporation for nonprofit
         4. Legal counsel recommended AsMA incorporate in Virginia
         5. Revised Articles of Incorporation for Virginia were approved by ExComm and sent to Council members in advance of November Council meeting
         6. ED recommends Council approve the revised articles of incorporation; if approved will be published in Feb 2011 journal and voted on in annual Business Meeting in May 2011
         7. ED explained there are financial advantages to incorporating in VA.
         8. Motion made to approve the revised articles of incorporation; seconded; no further discussion; passed unanimously w/o abstentions (**OPEN)**
      4. **GOV201003-5 Arrange Audit (Merchant)** 
         1. Arrangements for audit being worked
         2. Audit will occur in early 2011 **(OPEN)**
      5. **GOV201003-6 Prepare Ethics Statement (Sventek)**
         1. Proposed Ethics Statement sent to Council in advance.
         2. Motion made to approve the Ethics Statement; seconded; discussion:
            1. Question regards where this statement will reside and process for updating (likely go into the P&P Manual, not in by-laws),
            2. Question about whether we should put it to membership for vote, Dr. Moser stated this type of statement is completely within the authority of Council to approve,
            3. Comment that the Statement should be a living document and updated as needed;
            4. Recommendation for addition of a committee to adjudicate conflicts of interest;
            5. Recommendation to require members to agree to the ethical behavior statement upon membership renewal;
            6. Passed unanimously w/o abstentions. **(CLOSED)**
   5. Committees
      1. Bylaws **(Lischak)**
         1. **GOV201003-7 Update Policy and Procedures Manual (Lischak/Laub)**
            1. Dr. Lischak thanked all who participated in this effort.
            2. Process should be completed by May 2011 meeting.
            3. Although it is living document and will be amended/updated as needed, future revisions should not have to be as extensive as the current effort.
            4. Recommended P&P Manual review become a standard agenda item for future Council meetings.
            5. Encouraged any who have not completed their sections please expedite and send to him with cc to ED. **(CLOSED)**
         2. **GOV201003-8 Bylaws Changes (Lischak)**
            1. Proposed revisions sent to Council in advance.
            2. Several recommended changes to the AsMA Bylaws approved by Council – see draft Bylaws document
            3. Approved Bylaws changes will be published in March journal as required by current Bylaws **(CLOSED)**
         3. **GOV201008-1 Alternate Resolutions Approval Process (DeJohn)**
            1. See attached slides
            2. Current Resolutions approval process requires vote at annual business meeting. This limits our ability to develop, present and vote on Resolutions in a timely manner. Dr. DeJohn presented current status
            3. The Resolutions Committee does not have specific recommendation/solution for Council at this time but have explored several options.
            4. Presented the options they’ve investigated to date, with pros and cons for each. Options considered include:

electronic meeting and vote;

replace the requirement for membership vote with ExComm or Council vote in urgent situations;

allow the President to act on Resolutions between Council/Business meetings if felt the issue required urgent action;

Resolutions Committee tasked with reviewing Position Papers and Letters.

* + - * 1. Of these 4 options, only electronic forum received support of the Resolutions Committee.
        2. President thanked Dr. DeJohn for their efforts. We need to decide way-forward. Opened the floor for discussion.

Comments: e-forum has potential to increase membership engagement;

E-format has advantages but you also lose something that you would have in real time, face-to-face; agreement there are trade‑offs;

To be timely and relevant we need to be able to do this electronically; Resolutions Committee should be able to forward the resolution to appropriate subject matter experts for the research and writing then take that document and put it into proper format…the Committee shouldn’t be writing and rewriting;

Council should be able to approve Resolutions; the membership debate and comments should happen before the vote and the vote should be by elected representatives [AMA example];

Whatever is done will eventually require a Bylaws change;

Why not do Resolutions like the NPRM process – monthly email newsletter notifies members that we have a Resolution open for comment on web site [wiki-board or some other e-forum]

* + - * 1. Motion made to task Resolutions Committee to develop implementation plan, with emphasis on use of electronic media to expedite Resolutions process;
        2. Another motion made; cannot have 2 motions on the floor;
        3. First Motion clarified; Motion made to accept use of electronic format as a tool to expedite our Resolutions process; second; call for the question; seconded; call passed unanimously w/o abstentions; motion voted on and passed unanimously w/o abstentions.
        4. Motion made to allow Resolutions be approved by vote of Council instead of by general membership; seconded; discussion:

Big change from current but when use electronic media you have an opportunity to get increased input from membership so would not have to limit the vote to Council,

Council has members representing the Constituent organizations therefore members would be represented,

Suggestion to require 2/3 majority of Council and if cannot achieve that majority in Council then must be referred to general membership; Motion to require a 2/3 majority of Council to approve a Resolution, those receiving a simple majority must be referred to general membership; no second and Motion died.

* + - * 1. Motion to allow Resolutions be approved by vote of Council instead of by general membership passed unanimously w/o abstention
        2. Bylaws Committee to work the draft Bylaws change to authorize the use of electronic media for publishing resolutions, offering comments to resolutions and voting on resolutions. Draft Bylaws also to include language placing vote and final decision for resolutions with the AsMA Council **(OPEN – GOV201011-1 Bylaws Change for Resolutions Process – DeJohn/Lischak)**
      1. **GOV201008-3 Draft New Article VIII for AsMA Bylaws (Webb/Sventek)**
         1. Approved as part of the Bylaws review/approval process **(CLOSED)**
    1. Finance **(Merchant)**
       1. Finance Committee met prior to Council meeting and reviewed draft Investment Policy statement and draft Investment Proposal from UBS
       2. Questions from Finance Committee require answers from UBS investment manager
       3. Conference call with UBS and Finance Committee will occur before the end of 2010 **(OPEN)**
    2. Nominating **(Bellenkes)**
       1. See attached report
    3. Ad hoc Long Range Planning Committee **(Sides)**
       1. Committee will vet issues referred to it that have long-range planning implications.
       2. Added Dr Hans Pongratz to enhance International representation.
       3. Goal is to eventually make this a standing committee **(INFO)**.

1. **EDUCATION AND RESEARCH (WEBB)**
   1. Editor’s Report **(Bonato)**
      1. See attached
      2. Thanked home office for their support.
   2. Managing Editor’s Report **(Day)**
      1. See attached
      2. Demonstrate electronic “Page Turning” technology
      3. One Supplement in the works
      4. Majority of the May 2010 Scientific Program meetings presentations are on the web.
   3. Annual Meeting **(Sventek)**
      1. See attached
      2. Leaving student, resident and FAA Seminar fees same as for 2010.
         1. Explained the proposed registration fee schedule for 2011 including the option to “join now” to get lower registration fee
         2. On-site registration
            1. Nonmember $695
            2. Member $495
         3. Advance registration
            1. Nonmember $595
            2. Member $395.
         4. Motion made to amend the registration fee schedule to decrease the student registration fee to $100 and the resident registration fee to $200 for 2011; seconded;
            1. Discussion – based on historic numbers this would result in a net loss of just under $12,000; decreased fees might pull in more attendees; we have salaried residents and unsalaried residents and we should discriminate between the two – the salaried ones should pay usual rate; problem is how to police that; most residents do have an income and we’ve already given them a big break on membership dues; comment agreeing with immediate previous comment; while we have to look at our finances even more important is looking at our membership – it is declining and we need to be aggressive with recruiting new members and students and residents are important to that
            2. Motion to decrease student fees to $100 for 2011; seconded; no further discussion; passed unanimously without abstention.
            3. Motion made to accept the amended registration fee schedule for 2011; seconded; no further discussion; passed unanimously w/o abstentions **(CLOSED)**
      3. **ER201008-1 Combined AsMA/ESAM Meeting in Europe (Sventek)**
         1. President approved formation of working group to carefully explore the opportunity for a joint AsMA/ESAM meeting in the out years [beyond 2015 at earliest].
         2. Will present to ExComm in March 2011 **(INFO)**
   4. Scientific Program **(Mapes)**
      1. Outstanding response to this year’s call for abstracts.
      2. Could actually run out of rooms.
      3. Publicly thanked the Home Office staff and volunteers who stepped into committee positions’ unexpected openings **(INFO)**
   5. General
      1. Accreditation Council for Continuing Medical Education (ACCME) Reaccreditation **(Boudreau)** 
         1. Progress filed with ACCME on time
         2. ACCME requested addendum to further explain some processes – submitted on time
         3. Awaiting ACCME decision on Progress Report **(INFO)**
      2. Committees
         1. Aerospace Human Factors **(White)**
            1. See attached Action Plan
         2. Aviation Safety **(Cimrmancic)**
            1. See attached Action Plan
         3. Education & Training **(Boudreau)**
            1. See attached Action Plan
            2. **ER201003-4 Slideshows (Boudreau)** Expect to resolve two copyright questions today; once done will post on our website
         4. History & Archives **(Mohler)**
            1. See attached Action Plan
         5. Science & Technology **(Shender)**
            1. See attached Action Plan
            2. **ER201008-2 Explore Feasibility of Using Camtasia to Record Presentations during Annual Scientific Meetings (Shender)** ED spoke to this. Group decided Camtasia not worth pursuing. **(CLOSED)** Discussed a company, Intelliquest Media, they’ve explored that provides a variation of the old meeting tapes we used to sell. Produce digital CDs of the presentation slides with audio. Exploring further and will present at later date **(OPEN)**
2. **MEMBER SERVICES (NORTHRUP)**
   1. **MS201003-3 Analyze Membership Database (Sventek/Carter)**
      1. See attached slides **(INFO)**
   2. **Proposed 2011 Dues Rates:**
      1. One year no change at $255
      2. Three-year increase to $720 from $675
      3. Student reduce to $50 from $125 and allow only e-journal access
      4. Residents increase to $150 from $125 and allow continued paper journal
      5. Member/Spouse increase to $450 from $310
      6. Life increase to $4700 from $3825
      7. Emeritus increase to $50 from $0, and: allow e-journal access for free, continue to pay for paper journal if want it, restore voting privileges and ability to hold office. Would not grandfather current Emeritus members – would give them six months to elect in if so choose [if not pay then would move in the database to the inactive rolls] – requires changes to Bylaws and approval during May 2011 Business Meeting
      8. Corporate and Sustaining increase to $500 from $400. Discussion that some C&S members have raised concerns that raising their dues. C&S Committee polled the C&S members – unanimously, all were not in favor of increase in their dues. We need to capitalize on what those members consider the value added of AsMA membership. Motion to refer the C&S dues issue, both increase fees and tiered fees, to C&S Committee to examine and develop further (thus fee would stay same at $400); seconded; passed unanimously w/o abstention. **(OPEN – MS201011-1 Review Current C&S Dues Structure – DeBois)**
      9. Motion to accept the amended 2011 dues structure; seconded; discussion [to implement the remainder of the emeritus issue will need bylaws change]; passed unanimously w/o abstention **(CLOSED)**
   3. General
      1. Committees
         1. Awards **(Holland)**
            1. Action Plan still pending
            2. This is Dr. Holland’s last year as Awards Committee Chair. For next year the co-chairs are Drs. Hans Pongratz and Chris Belland.
      2. Membership **(Ortega)**
         1. See attachedAction Plan
         2. Results and report of membership survey on file
         3. **MS201003-2 Survey Members on ACLS at Annual Meetings (Sventek)**
            1. Only 25% of members who responded to the survey were interested in this. However, it may still be a viable option so will continue to explore and report back at future date. **OPEN)**
      3. Corporate & Sustaining **(DeBois)**
         1. See attachedAction Plan
         2. Introduced new president of the C&S Affiliate, Dr. Banta. There is a need to address the finances of C&S Affiliate. Requested Council consider a small portion of the C&S members’ dues to be set aside to help fund the C&S Affiliate activities. So moved; seconded; motion withdrawn because all that needs be done is C&S Committee submit budget request for this to Finance Committee and they will handle it. **(CLOSED)**
3. **REPRESENTATION AND ADVOCACY (SCARPA)**
   1. Outreach **(Sventek)**
      1. Continues to reach out to Environmental Medicine and Environment/Climate groups. They have submitted 2 panels for SPC considerations.
      2. Continues to get inquiries from public regards whether they can fly with certain conditions – thanks to those members who have assisted ED in answering. **(INFO)**
   2. AMA Activities **(Merchant)**
      1. See attached file
   3. General
      1. Approve “Suborbital Commercial Space Flight Crewmember Medical Issues” Position Paper **(Campbell)**
      2. Motion to approve the position paper so it may be published; seconded; passed unanimously with 5 abstentions **(CLOSED)**
   4. Committees
      1. ATM **(Hudson)**
         1. See attached Action Plan
         2. Have submitted Panel for SPC consideration
      2. Communications **(Dervay)**
         1. See attached Action Plan
         2. Demonstrated Space Medicine Rounds Archive website.
         3. Mentioned idea under development for a “Dr. Aero” web page [envision a moderated Q&A board].
         4. Demonstrated Intelliquest Media web site. **(INFO)**
      3. Resolutions **(DeJohn)**
         1. **RA-1 Resolutions on Aircrew Fatigue (DeJohn/Caldwell)**
            1. Resolution 2009-01-Rev 4 (in-flight napping).

This Resolution did not pass in May 2010 Business Meeting.

Sent back to the Committee for re-wording.

Reworded Resolution presented for Council approval (Resolution 2009-01-Rev 6).

Motion made to approve Resolution 2009-01-Rev 6 and send to membership for vote during annual business meeting in May 2011; seconded; no further discussion; passed unanimously with 5 abstentions **(CLOSED)**

* + - * 1. Resolution 2009-02-Rev 4 (sleep-enhancing agent use off duty and layovers) **(Approved May 2010 – delay in publishing)**

1. **INTERNATIONAL SERVICES (SINGH)**
   1. General
      1. **IS201003-1 Theme-Based International Reception (Singh)** Unable to attend this meeting but sent word is still working on a theme-based international reception **(OPEN)**
   2. Committees
      1. International Activities **(Hardicsay)**
         1. See attached Action Plan
2. **CONSTITUENT REPORTS**
   1. Aerospace Human Factors (King) – see attached file
   2. Aerospace Nursing Society (Jarrett) – see attached file
   3. Aerospace Physiology Society (Musashe) – see attached file
   4. Airline Medical Directors Association (Landsman) – No report filed
   5. American Society of Aerospace Medicine Specialists (Ortega) – see attached file
   6. Life Sciences and Biomedical Engineering Branch (Tripp) – see attached file
   7. International Association of Military Flight Surgeons Pilots (Scott) – No report filed
   8. Society of U.S. Air Force Flight Surgeons (Jex) – no changes since annual report May 2010
   9. Society of U.S. Naval Flight Surgeons (Ciccone) – see attached file
   10. Space Medicine Association (Stepanek) - Report on file
   11. U.S. Army Aviation Medicine Association (Woodson) ) – no changes since annual report May 2010
3. **OTHER REPORTS**
   1. Aerospace Medicine Regent Report (Armstrong)
      1. See attached report
   2. Associate Fellows Group (Bopp).
      1. Submitted 92 new candidates for associate fellow status.
      2. Making some P&P changes.
      3. Have revitalized Ellingson Award.
      4. Submitting some associates for Fellow status.
   3. Fellows Group (Anderson/Mapes).
   4. Aerospace Medical Association Foundation (Jennings) – see attached report
   5. Affiliates
      1. Aerospace Medical Association of Korea
      2. Aerospace Medical Association of Taiwan
      3. Aerospace Medical Association of the Philippines
      4. [Aerospace Medical Student & Resident Organization](http://www.asma.org/redirect.php?url=http://amsro.org/) – Had great networking dinner session in Phoenix and plan to repeat that in Alaska. Asked for help recruiting more mentors.
      5. [Alliance of Air National Guard Flight Surgeons](http://www.asma.org/redirect.php?url=http://www.aangfs.com/)
      6. [Association of Aviation Medical Examiners, United Kingdom](http://www.asma.org/redirect.php?url=http://www.aame.co.uk/)
      7. Association of Aviation, Space, Naval, Extreme & Environmental Medicine of Russia
      8. Association of USAF Reserve Flight Surgeons
      9. [Australasian Society of Aerospace Medicine](http://www.asma.org/redirect.php?url=http://www.asam.org.au/)
      10. [Aviation Medical Society - New Zealand](http://www.asma.org/redirect.php?url=http://www.amsanz.org.nz/)
      11. [Brazilian Aerospace Medical Society](http://www.asma.org/redirect.php?url=http://www.sbma.org.br/)
      12. [Canadian Aerospace Medicine & Aeromedical Transport Association](http://www.asma.org/redirect.php?url=http://www.camata.ca/)
      13. [Civil Aviation Medical Association](http://www.asma.org/redirect.php?url=http://www.civilavmed.com/) – mentioned recent meeting and looking forward to next
      14. Commission Internationale Medico-Physiologique – see attached file
      15. [Corporate & Sustaining Member](http://www.asma.org/redirect.php?url=http://www.asma.org/membership/corp_members.php)s – Report on file [hard copy]
      16. Danish Aviation and Naval Medical Association
      17. [European Society of Aerospace Medicine](http://www.asma.org/redirect.php?url=http://www.esam.aero)
      18. [French Aerospace Medical Association](http://www.asma.org/redirect.php?url=http://www.soframas.asso.fr)
      19. [German Society of Aviation & Space Medicine](http://www.asma.org/redirect.php?url=http://www.dglrm.de/)
      20. Greek Aerospace Medical Association
      21. Hellenic Aerospace Medical Society
      22. Hungarian Association of Aeromedical Examiners
      23. [Ibero-American Society of Aerospace Medicine](http://www.asma.org/redirect.php?url=http://www.aibama.org) – plan to hold panel in Spanish next year
      24. International Association of Aerospace Dentistry
      25. Israeli Society of Aerospace Medicine
      26. Italian Aviation & Space Medicine Association
      27. [Japan Society of Aerospace & Environmental Medicine](http://www.asma.org/redirect.php?url=http://wwwsoc.nii.ac.jp/jsasem)
      28. Middle Eastern Society of aerospace Medicine
      29. Norwegian Association of Aviation Medicine
      30. Romanian Society of Aerospace Medicine
      31. Royal Netherlands Association for Aviation Medicine
      32. SAFE Association
      33. Slovenian Aerospace Medical Association
      34. Society of NASA Flight Surgeons
      35. South African Aerospace Medical Society
      36. Space Dermatology Foundation
      37. Spanish Society of Aviation & Space Medicine
      38. Swedish Aviation & Naval Medicine Association
      39. Undersea and Hyperbaric Medicine Society
4. **NEW BUSINESS**
   1. Dynamic Journal Demo **(Sventek)**
   2. Continue one year complimentary membership for recruiting three new members **(Sventek)**
      1. Difficult tracking this process
      2. Motion made to cease this program; seconded; no further discussion; passed unanimously without abstentions
   3. Airline Medical Professionals Workgroup
      1. See attached report.
      2. Yvette DeBois presented summary.
      3. Send out electronically to Council for study and comment.
      4. Comments due in Jan.
      5. Present to ExComm in March for further action. **(OPEN – RA201011-1 Report of Airline Medical Professionals Workgroup – DeBois)**

**12. DATE OF NEXT MEETING: May 8, 2011 at 0800**

**13. ADJOURNED at 6:10 PM**

**AIM MEETINGS ANCHORAGE PRESENTATION**

**(Double click on icon to open)**

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**ASMA FINANCIAL REPORT**

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**ARTICLES OF INCORPORATION FOR VIRGINIA**

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**DRAFT ETHICAL BEHAVIOR STATEMENT FOR ASMA**

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**ALTERNATE RESOLUTIONS PROCESS**

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**NOMINATING COMMITTEE REPORT**

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**EDUCATION AND RESEARCH REPORTS & COMMITTEE ACTION PLANS**

**(Double click on the file to open)**

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**MEMBER SERVICES REPORTS & COMMITTEE ACTION PLANS**

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**REPRESENTATION & ADVOCACY REPORTS & COMMITTEE ACTION PLANS**

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**INTERNATIONAL SERVICES COMMITTEE ACTION PLAN**

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**CONSTITUENT ORGANIZATIONS REPORTS**

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**AFFILIATE ORGANIZATIONS REPORTS**

**EDUCATION AND RESEARCH COMMITTEE ACTION PLANS**