SSSA Board of Directors Meeting  
May 23-24, 2012  
Madison, WI

The meeting was called to order by SSSA President Gary Pierzynski. Board members present:
- Gary M. Pierzynski, SSSA President
- David L. Lindbo, SSSA President-Elect
- Charles W. Rice, SSSA Past President
- Cristine Morgan, S-1 Chair-Elect, substitute for David E. Radcliffe, S-1 Board Rep.
- Donald L. Suarez, S-2 Board Rep
- Ronald F. Turco, S-3 Board Rep
- Daniel W. Sweeney, S-4 Board Rep
- Carolyn G. Olson, S-5 Board Rep.
- Harold M. van Es, S-6 Board Rep.
- Mary Beth Adams, S-7 Board Rep.
- Thomas A. Doerge, S-8 Board Rep.
- Randy J. Southard, S-9 Board Rep.
- Martin C. Rabenhorst, S-10 Board Rep.
- Mark S. McClain, S-12 Board Rep.
- Lawrence F. Baldwin, CPSS Rep.
- Robert C. Michitsch, Early Career Members Rep., ex officio
- Andrew N. Sharpley, SSSA Editor-in-Chief, ex officio
- Ellen Bergfeld, Chief Executive Officer, ex-officio

Board members unable to attend:
- David E. Radcliffe, S-1 Board Rep.
- James G. Coors, ASF Rep., ex-officio

Also attending:
- Jan W. Hopmans, Incoming SSSA President-Elect
- Thomas R. Fox, SSSA Reorganization Task Force Chair
- Buck Rhyme, RR Consulting Group, Facilitator
- Wes Meixelsperger, Chief Financial Officer
- Susan Chapman, Director of Member Services
- Karl Glasener, Director of Science Policy
- Mark Mandelbaum, Director of Publications
- Ian Popkewitz, Director of IT and Operations
- Keith Schlesinger, Director of Meetings and Conventions
- Luther Smith, Director of Certification and Licensing Programs
- Cathy Goudreau, Recorder

SSSA Reorganization Task Force Report

The SSSA Reorganization Task Force Report was the major agenda item for the Board meeting. Buck Rhyme, RR Consulting Group, facilitated the discussions. Tom Fox presented an overview of the report, highlighting the following:
- Task Force members and charge
- Task Force Principles and Guidelines
- Reorganization web page available to all members
- Membership input
- Member Survey results
- Reorganization options
- Example of revised Division structure
- Society Governance recommendations
- Annual Meeting recommendations
The Board met in small groups to discuss the 4 reorganization options evaluated by the Task Force:

- Option 1 – No changes to Division structure
- Option 2 – Revise existing Division structure – merge some Divisions/create new Divisions
- Option 3 – Create broad groups and realign Divisions under the broad groups
- Option 4 – Adopt new ASA Section and Community structure

Group 1: Tom D. reported
Accept Task Force recommendation of Option 2
Allow current Divisions to change their names and/or update their current description
Annual meeting structure could benefit from Option 3

Group 2: Luther reported
Best potential is Option 4
Board representation is tied to Divisions – can’t be separated
Undercurrent of ag vs. non-ag

Group 3: Randy reported
Wanted a clear definition of the problem we’re trying to solve; can deal with Meetings without addressing Board structure
Option 2 is a reasonable approach – suggest new Division on Soil Education and Outreach
Option 3 for Meetings, but not for Board structure

Group 4: Jan reported
Option 3 to look at whole Society – journal, meetings, organizational structure, etc.

Group 5: Harold reported
Difficult task – liked pieces of Option 2 and 3
Value to Divisions, but not inviting to outsiders
Conflicting objectives – Division structure and governance do not need to overlap with how meetings are organized
Encourage Division leaders to review their names/descriptions – market themselves outside Society

The Board met in small groups to discuss the Broad Groups and realignment of Divisions outlined in the Task Force Report, Option 3:

a. Fundamental Soil Properties and Processes Group
   i. Soil Physics Division
   ii. Soil Chemistry Division
   iii. Soil Mineralogy Division
   iv. Soil Biology and Biochemistry Division
   v. Pedology Division

b. Soils and Production Agriculture Group
   vi. Soil Fertility and Plant Nutrition Division
   vii. Soil and Water Management and Conservation Division
   viii. Nutrient Management & Soil and Plant Analysis
c. Environmental and Ecosystem Soils Group  
   ix. Environmental Soil Science Division  
   x. Wetland Soils  
   xi. Urban and Anthropogenic Soils  
   xii. Forest, Range and Wildland Soils  

d. Soil Education, Outreach and Practicing Professional Group  
   xiii. Consulting Soil Scientist Division  
   xiv. Soils and Environmental Outreach Division  
   xv. Soil Science Education and Teaching Division  

Group 1: Luther reported  
No Division consolidation until governance is discussed – consolidation equals loss of  
representation  

Group 2: Dave reported  
Broad Groups are fine  
Realignment of Divisions is fine, but combine the two new proposed divisions in group ‘d’ –  
Soils and Environmental Outreach, and Soil Science Education and Teaching  
Allow current Divisions to consider consolidation - don’t force it  

Group 3: Carolyn reported  
Remove “Fundamental” from group ‘a’ name  
Combine Soil Chemistry and Soil Mineralogy Divisions in group ‘a’  
Remove “Production” from group ‘b’ name  
Combine Soil Fertility and Plant Nutrition Division, and Nutrient Management & Soil and Plant  
Analysis Division in group ‘b’  
Group ‘c’ is okay  
Group ‘d’ is okay, but question proposed Soils and Environmental Outreach Division (Tom Fox  
clarified it was to encompass outreach for all aspects of soil science)  

Group 4: Cristine reported  
Remove “Fundamental” from group ‘a’ name  
Combine Soil Chemistry and Soil Mineralogy Divisions in group ‘a’  
Remove “Production” from group ‘b’ name  
Combine Soil Fertility and Plant Nutrition Division, and Nutrient Management & Soil and Plant  
Analysis Division in group ‘b’  
Combine Wetland Soils Division and Forest, Range and Wildland Soils Division in group ‘c’  
Combine two new proposed divisions on Soils and Environmental Outreach, and Soil Science  
Education and Teaching in group ‘d’  

Group 5: Sally reported  
Agree with Broad Groups and realignment of Divisions  

Group 6: Tom D. reported  
Remove the word “Group” from each of the Broad Group names  
Remove “Production” from group ‘b’ name  
Agnostic on merging S-2 and S-9  
Okay with S-4 and S-8 merger with new name “Soil Plant Nutrient Interactions”  
Combine two new proposed divisions on Soils and Environmental Outreach, and Soil Science  
Education and Teaching in group ‘d’
Consensus of two above exercises:

- Hybrid of Options 2 and 3
- Substantial agreement on the Broad Groups
- Alignment of Divisions under Broad Groups are fine, but combine Soil Education and Soil Outreach (xiv and xv)
- Merger of existing Divisions needs further study, including data
- Gary to appoint a Work Group to develop criteria on which to base Division mergers. Work Group will report back to the Board in a timely manner ~60 days.

Note: Following further review it was agreed to combine the Division Consolidation Work Group and the Governance Work Group into a single Structure Work Group.

The Board met in small groups to discuss Board structure – tweak status quo, new model based on representation from Broad Groups and at-large members, or hybrid. Bud suggested a Board of 15-18 members.

Group 1: Don reported
3 at-large voting members: B&F Chair, Early Career Rep., Editor-in-Chief
Consolidate the 11-14 Divisions down to 10
3 Executive Committee members
Maximum of 2 terms

Group 2: Andrew reported
3 Executive Committee members
12 Division Reps. or 3 Reps. from each of the 4 Broad Groups
Early career Rep.
2 At-large Reps.

Group 3: Rob reported
3 Executive Committee members
4 Reps. from Broad Group a
3 Reps. from Broad Group b
3 Reps. from Broad Group c
1 Rep. from Broad Group d
1 Consultant Rep.
1 Early Career Rep.
1 Certification Rep.

Group 4: Mark McClain reported
3 Executive Committee members
1 Early Career Rep.
1 CPSS Rep.
1 Consulting Soil Scientist Rep.
2 each from Broad Groups a, b, and c (d already represented)

Group 5: Mary Beth reported
Leave structure as is until better understanding of number of members in current Divisions. Risk of alienation of loyal members outweighs the benefit of change. Electing via Divisions allows more knowledge of who you are electing.
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Group 6: Ellen reported
3 Executive Committee members
2 Reps. from each of the 4 Broad Groups
4 At-large Reps. - career stage, expertise, etc.
B&F Chair
Program Planning Officer

Consensus of above exercise:
Gary to appoint a Governance Work Group to evaluate options – status quo tweaked a bit, new model based on representation from Broad Groups and at-large members, or hybrid – taking into consideration the benefits and risks of moving away from current Board structure. Where does SSSA want to be in the future – a specialty interest in soil science or look at the complete profession? Work Group to report back to the Board in a timely manner ~ 60 days.

Note: Following further review it was agreed to combine the Governance Work Group and the Division Consolidation Work Group into a single Structure Work Group.

The Board met in small groups to discuss Task Force Recommendations 1, 2, and 5 on Society Governance:

1) All members should be required to select one or more divisions.
2) Only members of a division should be allowed to vote for a division Board Representatives and division officers.
3) Each division will continue to elect a Board Representative who serves a three-year term. The Board Representative will plan and conduct the division business meeting. (off the table for now, per above discussions on Board structure)
4) Each division will continue to elect division officers (Chair-Elect, Chair and Past Chair) who will conduct program planning for the annual meeting. (off the table for now, pending decision on annual meeting organization)
5) Each division should form an executive committee, comprised of the Board Representative, Chair-Elect, Chair, Past Chair, and an early career member, to make division level decisions and communicate with the members.

Group 1: Randy reported
Division selection – No as two potential models are being considered
Division voting – No, depending on structure
Division Executive Committee – Yes

Group 2: Keith reported
Division selection – Yes, with opt-out
Division voting – Yes, if can select all Divisions
Division Executive Committee – Not necessary as adds another layer of governance

Group 3: Ron reported
Division selection – Yes, with opt-out
Division voting – Yes
Division Executive Committee – Yes

Group 4: Gary reported
Division selection – Yes, with opt-out
Division voting – Yes, but no limit on number of Divisions
Division Executive Committee – Encourage but not prescriptive
Group 5: Wes reported  
Division selection – Yes, with opt-out  
Division voting – Yes  
Division Executive Committee – Yes  

Group 6: Mark Mandelbaum reported  
Division selection – No  
Division voting – Yes  
Division Executive Committee – Yes to concept, No to overbearing structure  

Consensus of above exercise:  
The Structure Work Group will take into consideration:  
▪ All members should be required to select one or more Divisions with opt out option  
▪ Only members of a Division should be allowed to vote for a Division Board Rep. and Division officers. Everyone can vote for SSSA officers and at-large members.  
▪ All Divisions should have an executive committee – composition to be determined by individual Divisions. After further discussion, it was thought this may need more direction/guidance.  
▪ Although recommendation #3 pertaining to the Division Board Rep. planning/conducting the Division business meeting, was not discussed at this time, it did come up later in the meeting. There was no consensus to change this responsibility from the Division Chair to the Bd. Rep. – some Board members thought it was okay; others did not.  

The Board met in small groups to discuss Task Force Recommendations 1, 2, and 3 for changes to the Annual Meeting:  
1. The SSSA annual meeting should be structured to have its own independent identity.  
2. The SSSA annual meeting should remain a broad based meeting so that it is of interest to all members.  
3. Joint meetings with ASA and CSSA should continue. Periodic meetings with other societies should occur more frequently to foster broader collaborations.  
4. SSSA should develop a clear process whereby members can propose more narrowly focused thematic meetings outside the annual meeting that are supported by SSSA. Gary reported that an SSSA Conference Committee has been appointed to address this recommendation. The committee has solicited topic ideas from the membership and is in the process of narrowing them down, with the goal of a stand-alone mini conference in 2013.  

Group 1: Jan reported  
Independent identity – yes, put traction on this  
Annual Meeting should remain broad based – yes  
Continue joint meetings with ASA and CSSA; periodic meeting with other societies – yes  

Group 2: Harold reported  
Independent identity – yes, cosmetic changes (all SSSA papers in one area, banners, etc.)  
Annual Meeting should remain broad based – yes, put energy and dollars here rather than pulling out of joint ASA-CSSA-SSSA meetings  
Continue joint meetings with ASA and CSSA; periodic meeting with other societies – yes
Group 3: Sally reported
Independent identity – yes
Annual Meeting should remain broad based – yes, change meeting organization process to facilitate this, using the 4 Broad Groups
Continue joint meetings with ASA and CSSA; periodic meeting with other societies – yes, let mini meetings develop over time

Group 4: Marty reported
Independent identity – yes
Annual Meeting should remain broad based – yes
Continue joint meetings with ASA and CSSA; periodic meeting with other societies – comfortable meeting with ASA and CSSA but occasionally meet independently. 2018 is first opportunity; would show responsiveness to some members’ concerns; don’t just focus on AGU and ESA.

Group 5: Keith reported
Independent identity – yes
Annual Meeting should remain broad based – yes
Continue joint meetings with ASA and CSSA; periodic meeting with other societies – significant savings when SSSA, ASA and CSSA meet together

Group 6: Randy reported
Independent identity – yes, rooms for SSSA paper presentations should be close together
Annual Meeting should remain broad based – yes
Continue joint meetings with ASA and CSSA; periodic meeting with other societies – propose SSSA hold an independent annual meeting in 2018 and meet with North American Soil Science Society. Meet independently every 5 years – 2018, 2023, etc.

The Board discussed Task Force Recommendations 5-10 for changes to the Annual Meeting:

5. A professional development program focused on the needs of practicing soil scientists should be included at the annual meeting.

6. The SSSA should reserve a limited number of sessions at the annual meeting for “hot topics” so that it can responds quickly to specific issues. All members should have the opportunity to submit proposals for these “hot topic” sessions.

7. The Society should increase the number of broad, multidisciplinary sessions at the annual meeting. These multidisciplinary sessions should be established around several broad themes that include:
   i. Environmental Soil Science.
   ii. Fundamental Soil Properties and Processes.
   iii. Soil Science Education and Applications.
   iv. Soils and Production Agriculture.
   v. Soil Ecosystems and Ecosystem Processes.

8. There should be clear and open process for member to submit ideas for the multidisciplinary sessions that fit within one of the broad themes.

9. The Program Planning Committee should operate openly with the active participation of all division officers throughout planning process.

10. The program planning window for the annual meeting should be expanded so that there is adequate time solicit input and develop the program for each division and the multidisciplinary sessions that address the broad themes.
The Board supports the recommendations but there are structural issues that need to be addressed. In addition, there is not a clear understanding of the relationship between the S711 Program Planning Committee and the ACS732 Annual Meetings Planning Committee. Dave recommends the Past President serve as Society Program Chair, and the Past Chair of each Division as Program Chair for their Division. Currently the SSSA President-Elect and Division Chairs serve on the S711 committee.

**Consensus of above:**
Gary to appoint a Work Group to review/revise program planning for the annual meeting. Work Group will:
- Focus on quality improvement of the meeting, as well as structure
- Develop clear procedures and schedule, based on the Task Force recommendations/timeline
- Put some things in place for 2012 Annual Meeting, but ultimate function is more long-term

**The Board met in small groups the second day to review previous day’s decisions:**

**Group 1:** Harold reported
Okay with decisions

**Group 2:** Ian reported
Division Executive Committee – should be highly suggested and included in the Division Handbook

**Group 3:** Randy reported
Governance Work Group – what does ‘tweak’ status quo mean?
Not clear on process for merging Divisions

**Group 4:** Sally reported
How do Work Group recommendations become reality?
Work Group to review/revise annual meeting program planning – most important, least discussed. Fair amount of consensus on broad-based themes and additional communication between Division Chairs – develop a template on how to turn this into action.

**Group 5:** Gary reported
All potential Board structure options outlined yesterday should be considered by the Governance Work Group

**Group 6:** Marty reported
Division Executive Committee recommendation – needs more direction/guidance
SSSA Annual Meetings Planning Committee should be appointed, separate from ACS732

**Consensus of Reorganization Task Force Report discussions:**
- Gary to appoint the Work Groups outlined above (several Board members volunteered to serve)
- Establish timeline for Work Groups to report back to the Board with specific recommendations for action
- Establish communication plan to members
**Strategic Planning**
The Board met in small groups to identify two potential strategic priorities.

**Group 1:** Mark McClain reported  
▪ Develop effective regional meetings at targeted groups  
▪ Increase education programs for revenue – ethics seminar, webinars, business seminars

**Group 2:** Chuck reported  
▪ Refine and approve new SSSA structure, including Bylaws revision, in 2013 with implementation by 2014  
▪ Re-evaluate and modify SSSA business model with specific focus on publications and annual meeting

**Group 3:** Ron reported  
▪ Integrate an understanding of importance of soil science to urban stakeholders – managers, residents, planners. Integrate = collaborative

**Group 4:** Don reported  
▪ Continue momentum with encouragement/involvement of early career members in SSSA  
▪ Increase visibility of soil science in national science policy issues and increase funding for soil science

**Group 5:** Jan reported  
▪ Engage larger community, beyond SSSA members, with soils and SSSA - webpage for general public; affiliate membership with reduced fee

**Group 6:** Harold reported  
▪ Expand soil knowledge to general population  
▪ Expand soil knowledge and its application to professional communities  
▪ Enhance use of soil science standards of practice – too many differences across state/countries  
▪ Expand portfolio of SSSA publications – books, YouTube, videos

**Consensus of above exercise:**
The Board ranked the following as the top three priorities:  
▪ Engage larger community with soils and SSSA  
▪ Integrate an understanding of soil science to urban stakeholders  
▪ Refine, approve and implement new structure

Buck will work with Ellen to develop SMART (Specific, Measurable, Attainable, Results-based, Time-bound) goals for the three priorities for review on the June 21 Board conference call.

**Business portion of the meeting follows:**

**S003 Board of Directors**
1. ACTION: Moved by Dave Lindbo to approve the March 15, 2012 Board conference call minutes. Seconded by Mary Beth Adams. Carried unanimously.

2. The next conference call will be held June 21 at 1:30 PM CDT.
Wes reported a slight deficit compared to last year for the three months ending March 31, 2012. Investment income was strong for the first quarter.

2011 actuals were reported for the following cost centers – publications, meetings/conventions, member services, certification, support services, governance, gain on sale of former headquarters building.

A statement of revenues and expenses for *SSSA Journal* for the 12 months ending December 31, 2011 was presented as background for the upcoming discussion on reducing/eliminating page charges.

Marty reported that the SSSA Membership and Society Identity Committee is focusing their attention on six specific areas - SSSA website redesign; communications to SSSA members, particularly emails; SSSA and ASA-CSSA-SSSA committee structure; collaboration with other societies; SSSA brand promotion; and interface with SSSA Conference Committee. Specific recommendations will be presented to the Board in due course.

Wes and Ellen presented a proposal to expand/remodel the Headquarters building at a cost of $285,000. SSSA, ASA and CSSA are co-owners of the building, thus SSSA’s share would be $95,000.

ACTION: Moved by Dan Sweeney to approve expenditure of $95,000 to expand the Headquarters building. Seconded by Mary Beth Adams. Carried unanimously.

Former graduate students who studied under Professors Robert A. Olson of the University of Nebraska, and/or John Pesek of Iowa State University, are interested in naming and endowing the training room at the Headquarters building. They will endeavor to raise $25,000 to equip the room with state-of-the-art equipment and other amenities. The ACSESS Committee on Naming Facilities recommends approval of the proposal to name the Headquarters training room the “Olson-Pesek Training Room” for a 10-year timeframe. Details of the proposal will be included in a formal agreement to be developed, following the ACSESS naming policy guidelines.

ACTION: Moved by Randy Southard to approve the Olson-Pesek Training Room proposal. Seconded by Sally Brown. Carried unanimously.

Mark Mandelbaum gave an in-depth demo of the Digital Library which is about 75 percent complete – contains approximately 65,000 articles; 50 percent of books have been digitized down to chapter. Following a question/answer session on the demo, Mark presented the Digital Library Business Plan highlighting the following:

- Components of the Digital Library
  - Existing Journals and their archives
  - New Journal content
  - Magazines
  - Books
  - Meeting abstracts
  - Certification content
▪ Value of each of the Components - $19,780 total
▪ DL List Price - $12,000
▪ Consortia Discounts for institutions
▪ Rationale for Books Frontlist and Backlist
▪ Book Purchase Options for Libraries and Individuals
▪ Sources of DL Revenue
▪ Attendance at 2012 and 2013 conferences to promote DL
▪ DL Revenue and Expense for 2012, 2013, 2014

Financial details of the impact on the Societies will be presented to the respective Budget and Finance Committees and will then be discussed with each Society Board of Directors.

2. The Editor-in-Chief and SSSA Journal Editor, along with staff, have been addressing concerns over declining impact factor and high page charges. Mark Mandelbaum presented an analysis showing the financial impact on publishing page charges of stopping print, to support the following recommendation: that SSSA Journal cease print publication with December 2012 being the last print issue and become an on-line only journal beginning in January 2013; and to use the savings realized to support a reduction in the publishing page charges of approximately 45% across the board. Board members engaged in a lengthy discussion of the pros and cons associated with the recommendation. It was clarified that a cost recovery print option (print-on-demand) will be available for those members wanting a print journal.

ACTION: Moved by Marty Rabenhorst to discontinue print of SSSA Journal and eliminate page charges for the first 8 pages as of January 1, 2013. Seconded by Dave Lindbo. Carried unanimously.

ACS732 Annual Meetings Planning Committee
The Annual Meetings Planning Committee recommends Baltimore host the ASA-CSSA-SSSA Annual Meetings in November 2018 and November 2022, and Salt Lake City host the ASA-CSSA-SSSA Annual Meetings in November 2021 and November 2025. Board members engaged in a lengthy discussion of the pros and cons associated with the recommendation as well as the desire of some SSSA members to hold an annual meeting independent of ASA and CSSA. 2018 is the first available year for a potential independent meeting.

ACTION: Moved by Dave Lindbo to approve the Salt Lake City bid for 2021 and 2025. Seconded by Chuck Rice. Carried.

ACTION: Moved by Sally Brown to approve the Baltimore bid for 2018 and 2022. Seconded by Dave Lindbo.

ACTION: Marty Rabenhorst moved a substitute motion that SSSA meet independently from ASA and CSSA in 2018. Seconded by Harold van Es. Carried.

It was clarified that the 2018 SSSA annual meeting will be held at a separate time and separate location from the ASA and CSSA 2018 annual meeting – no co-location.

Gary will charge the appropriate committee to look at dates and venues for the 2018 SSSA annual meeting.

Meeting adjourned.