

**American Society for Microbiology
and American Academy of Microbiology
Mediation Session II held on July 19, 2018
Summary of Mediation Outcomes**

Approved 8-15-18

The following individuals participated in the mediation session on July 19:
ASM – Peggy Cotter, Michele Swanson, Vic DiRita, Marylynn Yates, Robin Patel
AAM – Arturo Casadevall, Graham Walker, Rita Colwell, Alison O'Brien
Staff – Stefano Bertuzzi, Kim Shankle, Christopher DeCesaris
Mediator – David Kushner

The daylong mediation session began with an overview of what had taken place between the April and July sessions. During that time, a series of email and telephone conversations took place between Peggy and Arturo as the leaders of the two groups and those conversations were viewed as productive. The session then focused on more challenging items that remained unresolved including: financial issues and related budget development, AAM strategic planning as a prelude to budget preparations for the ASM 2019 fiscal year, membership requirements for the Academy, including whether to charge dues to Fellows or not, and staffing support for ongoing AAM activities.

The list of areas of agreement includes:

1. The AAM recognizes it is a component group within the overall structure of the ASM;
2. The AAM accepts that the ASM has fiduciary responsibility for all financial matters, including for its component groups;
3. The BoD recognizes that the AAM functions by a set of protocols and procedures and respects them with the understanding that these will be updated and revised when appropriate;
4. The ASM BoD representatives stated that the Board does not expect to be involved in decisions regarding topics to be considered for colloquia programs under the assumption that colloquia topics will be scientifically focused. There is a BoD expectation that colloquia topics selected by the AAM will support the mission of the ASM considering interest from government agencies, think tanks or other stakeholders;
5. The ASM and the AAM agreed that the Academy will be funded for the balance of the 2018 fiscal year according to its existing budget. It was also agreed that for 2019, the Academy budget could be moderately increased to fund activities, however, this would be based on specific documentation that outlines proposed new or expanded activities. This additional funding request will require approval by the ASM finance committee and BoD.

For fiscal year 2020, the Academy must align its planning and budgeting processes with those of the ASM. The BoD will hold its 2020 planning deliberations in February of 2019. Staff will need to inform and assist Academy leadership with both planning and budget development in order to meet the specific dates that are set for both processes.

6. The parties agreed that a senior level staff person would be assigned by the CEO to lead and execute various Academy activities, with the expectation that additional support staff would be provided on an as needed basis. Training for the senior staff person would be provided by the individual currently assisting the AAM leadership in an effort to reduce the need for

volunteers to invest time educating staff on Academy functions and history. The hiring process for a senior staff person should begin as soon as practical, with the understanding that Kim Shankle, Peggy McNult and Arturo should discuss the projected staffing needs of the Academy for the future;

7. The issue of determining a specific number of colloquia each year was discussed in some depth. It was ultimately agreed that the AAM annual plan and budget should delineate proposed colloquia with supporting documentation of how colloquia topics will coordinate with ASM priorities, such as those of the PSAC, or other relevant departments;
8. The AAM would continue to be responsible for the selection process for prizes awarded annually and for the election of its leaders for the next cycle of offices;
9. The AAM will continue to be responsible for the election of Fellows and be responsible for any related actions regarding Fellows;
10. The parties agreed that the AAM will appoint a working group from its BoG to consider a set of recommendations regarding membership issues, including whether to maintain or cease charging separate dues for Fellows. The working group's recommendations would be shared with the BOD as part of a consultative process, to secure their assessment of the proposal. Once the document is found acceptable to the parties, the BoG would present it to the membership of the Academy for their consideration and action;

As part of the discussion about membership, it was agreed that the ASM staff will promptly investigate existing communication delivery systems for contacting Fellows to determine "open rates" for emails and to ensure Fellows are able to receive information via electronic or regular mail based on their preferred choice, and that will be in compliance with legal requirements;

11. The parties also agreed to appoint a joint working group that will review the existing sets of bylaws to agree on specific language that would be incorporated in the ASM bylaws, including converting Academy bylaws into a set of policies and/ or procedures, given the understanding that component groups of the Society do not require separate bylaws. Bylaws modifications will require approval according to existing requirements for doing so. Additionally, it was agreed at the April session that the term Board of Governors should be modified to Governors of the Academy;
12. There was agreement that a process for ensuring that ongoing leadership consultation takes place between the parties should be developed, formalized and implemented.

Prepared by David Kushner
Mediator

Reviewed and approved by representatives of ASM and AAM.