

Closed Bureau Meeting (BM10-C, third session)
Saturday 12 July 2014, Oku-Yugawara, Hakone region, Japan
Agenda

- 1. Welcome and opening remarks** (Charles)
- 2. Agenda additions/modifications** (Charles, Andrew)
- 3. Co-heading of divisions**
- 4. Communication within the Bureau and involvement of Bureau Members**
- 5. How can IACS better communicate and engage with partners and collaborators?**
 - 5.1. International Arctic Science Committee (IASC)
 - 5.2. Scientific Committee for Antarctic Research (SCAR)
 - 5.3. Association of Polar Early Career Scientists (APECS)
 - 5.4. CryoOrganizations
 - 5.4.1. International Permafrost Association (IPA)
 - 5.4.2. World Climate Research Program (WCRP) / Climate of the Cryosphere (CliC)
 - 5.5. World Meteorological Organization (WMO)
- 6. Outreach**
- 7. IUGG Visioning and Strategy, including General Assembly**
- 8. IUGG Organization**
- 9. IUGG Membership**
- 10. Status of planned joint IACS-IGS symposium in Wellington, New Zealand** (Andrew Mackintosh)
Transferred from BM10-6.
- 11. Close**



Dear IUGG Executive Committee Member,

At the recent Bureau Meeting in Baku, the Bureau agreed to establish an IUGG Outreach Committee to organize and to manage IUGG's communication, promotion, public information, and general outreach activities. Also the Bureau agreed with the draft Terms of Reference (ToR) of the Committee (attached) prepared by the ad-hoc group established by the Bureau in September 2013 to deal with this issue: Michael Siredis (Chair), Isabelle Ansoerge, Ray Cas, and Uri Shamir.

You are now asked to comment the draft ToR on scientific issues related the future Outreach Committee. Please send your comments by 20 July 2014. Also the Bureau accepts nominations for the membership of the Committee. Please nominate a candidate, who could serve the committee helping to fulfill its role and responsibilities and contribute to its future activities. Especially the Bureau searches for early career scientists, female scientists, and those experts with established links to industry. The candidates will be considered and selected by the Bureau, and the President of IUGG will invite the selected candidates to join the committee. The deadline for the nomination is 20 July as well.

Thank you for your cooperation.

Best wishes,

Alik Ismail-Zadeh
IUGG SG

IUGG Outreach Committee

Terms of Reference

Purpose:

The function of the Outreach Committee (hereinafter “Committee”) is to organize and manage IUGG’s communication, promotion, public information and general outreach activities.

Membership:

The Committee membership is formed by the IUGG Bureau in consultation with the IUGG Executive Committee. The composition of the Committee is as follows:

- IUGG Vice-President, Chair
- Up to five other members, appointed by the Bureau
- IUGG Executive Secretary / Assistant Secretary General, ex-officio

The term of office of the appointed Committee members shall be 4 years, and may be extended for no more than another 4-year period.

Meeting Frequency:

The Committee will meet once a year, in person or via teleconference, and provide a written report at the annual meeting of the IUGG Bureau.

Role and Responsibilities:

- To promote the recognition and demonstrate the utility of Earth and space sciences in general, and IUGG in particular, to other organizations, industry, governments and the public at large, with special attention to the younger generations.
- To explore opportunities for the establishment of liaisons with relevant national and international unions and associations, professional societies, and other international and intergovernmental bodies.
- To help develop lasting relations with industry and national and regional geo/space agencies by promoting joint R&D and other programs and projects.
- To provide advice to the Union on options and actions by which IUGG could become more attractive to, and increase the participation of, young scientists.

Program of Activities:

Appropriate strategies will be developed for targeting students, early career scientists, scientists in developing countries, government agencies, private companies, decision makers, and international organizations. This can be achieved through:

- Promoting collaborations with industry partners, as well as their participation in IUGG activities.
- Promoting and supporting the activities of the IUGG early career scientists network.

- Soliciting support from potential sponsors (private industry, system manufacturers, government agencies, foundations, etc.) for promotional projects and activities.
- Providing advice on the development of the Union's newsletter, web site, stands, banners, brochures, leaflets, videos and other promotional materials for exhibitions, conferences and for wider distribution.
- Identifying, collecting, evaluating and disseminating information on available Internet resources useful for promotion of, and education in, geodesy and geophysics.
- Identifying opportunities for developing and participating in joint outreach activities with sister societies and international scientific and professional organizations.

Review and Termination

- The Committee shall be reviewed by the IUGG Bureau every 4 years.
- The IUGG Bureau may decide to terminate the Committee when its activities will be deemed no longer necessary.

“Visioning and Strategy for IUGG”

A number of distinct, though interconnected issues have been raised by members of the sub-committee under the broad banner of “visioning and strategy”. No doubt there are many more that have not been identified. One in particular – the visibility of IUGG (activities, conferences, services) vis-à-vis the higher profile AGU and EGU events – seems to encapsulate several broader matters that need further analysis.

This short document highlights the issues that have been raised, with some comment, and in some cases some recommendations for action.

The sub-committee recommends that the EC, or some sub-group appointed by it, prioritises the actions/recommendations and progresses the more important.

C. Rizos, F. Kuglitsch, M. Manda, A. Mackintosh, D. Giardini

COMMENTS BY THE INTERNATIONAL ASSOCIATION OF CRYOSPHERIC SCIENCES (IACS), 2014-07-12

Official name of the International Union of Geodesy and Geophysics (IUGG). The IUGG is composed of eight associations covering a broad range of geophysical disciplines. Especially for the younger generation, which is not familiar with the history of IUGG, it might be confusing that “Geodesy” is part of the Union name. As it now stands, the name suggests that the Union has a greater focus on Geodesy than other disciplines (i.e., both “Geodesy” and the other “Geophysics” are given equal weighting). A possible solution would be to simplify the Union name to “International Union of Geophysics.”¹

Comment: *IACS supports a change of name to 'International Union of Geophysics' but without changing the acronym that should remain IUGG. By the way this also works in French: Union Internationale de Géophysique (UGGI).*

Corporate Identity. IUGG-related bodies (including associations and commissions) are often much better known by their community than IUGG itself. In order to increase the visibility of IUGG, a comprehensive IUGG branding should be applied to all related bodies and their products. For instance, IUGG should be mentioned in all meetings, advertisements, websites, and associated social media. This can be done by integrating the IUGG logo and maybe the Union name OR (maybe better) by developing an “IUGG Standard Template” to be used (for instance) in all meetings, advertisements, websites, and business cards to create and enforce a visual identity.²

Comment: *We agree to a certain level of corporate design. IACS already includes IUGG on its letterhead and will seek to have the IUGG logo included on its website and where relevant. However, templates imposed by IUGG would not be acceptable.*

¹ Several members of the sub-committee have indicated that this issue is *not* one that should take a high priority, as any change in the name of the Union could have the opposite effect, i.e. lead to a *lessening* of its visibility. There are more urgent recommended Actions.

² Action 1: a WG be established to look at the wider issue of “corporate identity”, including how to communicate the *different* roles of the IUGG vis-à-vis AGU/EGU

National AND Individual IUGG Memberships. In order to become more independent of (volatile) National Membership Fees and to earn more money for new projects (i.e., for modernizing IUGG), it might be worth introducing Individual Membership Fees. It should be clarified by how much the registration fees of IUGG General Assemblies needs to be increased, OR how much an Individual Membership Fee (per year) must be, that IUGG becomes independent of National Membership Fees. IUGG should aim to get both, Membership Fees from Nations and Individuals.

Both National and Individual Members should receive certain benefits for being a member of IUGG. An Individual Membership should be mandatory for (i) joining IUGG General Assemblies and Association Assemblies and for (ii) publishing in IUGG Journals. Journals (such as those created by, e.g., IAG or IAHS) or other publication series should be introduced by all Associations and possibly published together with a professional publisher. IUGG-related organizations could provide discounts on their products for IUGG members.³⁴

Comment: IACS is opposed to a IUGG individual membership. However, individual membership at the Association level is perfectly conceivable, as it would keep individual membership to the respective fields of expertise. In future Associations will increasingly contribute to the visibility of IUGG, also through individual membership, which allows for better identification of scientists both at the Association and the Union level.

Furthermore, membership asks for benefits and IUGG has no meaningful 'goodies' to offer. The ones enumerated in the document are trivial and partly unrealistic. Indeed, IUGG should better uncouple its products and services, that is, its uniqueness, from benefits to individuals.

IUGG Products and Services for Members. IUGG should offer one (or even more) special product which is not offered by AGU, EGU, or other professional organizations. This could be the development of a strong network of academic researchers and members of the private and public sector achieved, for instance, through recruiting events (including companies, research institutes, and government agencies), exhibitions where scientists and students can present their applications (including software and programs) in geophysics, or panel discussions with decision makers during assemblies. Decision makers should get the possibility to demonstrate their needs in a way that IUGG can try to find ways to encourage research in that direction and in return receive funds from e.g. companies or institutions. It could be valuable, having decision makers as guests e.g. in Union Symposia or other events giving the participants some advice about what the actual needs of the industry are and what research activities should focus on. The (i) establishment of a mentor program where senior scientists are paired with younger scientists in a similar field in order to help the younger scientists to get some advice, (ii) the opening of an online IUGG career center with job and cv postings, (iii) publishing profiles of young scientists in the IUGG e-journal or on the IUGG Facebook page, (iv) providing a professional service for English editing, and (v) offering a platform for publishing data and program codes and could be important services especially for young scientists and scientists coming from Non-English speaking countries to get connected. Together with National Members and related organizations, IUGG could try to initiate an "Assessment Report," similar to what IPCC is doing for climate change, for topics (to be defined) where most of the Associations can

³ To be clarified by the IUGG Treasurer.

⁴ Action 2: The IUGG to investigate the matter of "membership" with a view to expanding opportunities for individuals or corporations to become members of the IUGG.

contribute (e.g. Hazards from Volcanoes).⁵

Comment: *The needs of the industry and private companies should be addressed with care as this could considerably limit the flexibility of the Union and its Associations.*

Note that providing some of the proposed services would imply a major increase in resources and are already vastly offered by other organizations and platforms. Let's concentrate on actual strengths and let's advertise them more prominently.

Less bureaucracy. In order to make the transition of IUGG as smooth as possible and to accelerate the decision-making process, bureaucracy in IUGG (2019+) should be minimized. For making decision using an Online-Voting System, the IUGG Statutes and Bylaws need to be adapted.⁶

Comment: *IACS entirely agrees that there is an absolute need for speeding up administrative issues and decision-making. The "4-year cycle" (ore even 8-year?!) is an out-dated system that should be replaced by more efficient tools.*

How do we respond to statements such as AGU/EGU have larger conferences than IUGG? Or that they are better known than IUGG? AGU/EGU are membership organisations, based in the US and Europe respectively. Their members are served primarily by conferences, and in the case of AGU a series of geoscience journals. They are very successful in this regard, with many geoscientists believing that these conferences (and journals) satisfy all their scientific and career development needs. They do not have a mission to serve geoscience in the broadest sense⁷. Drawing attention to the “popularity” of AGU and EGU events vis-à-vis an international organisation such as IUGG reflects a fundamental lack of understanding of their respective roles. It may also be viewed as a failure on the part of the IUGG to articulate its unique contributions.⁸

Comment: *Do not compare apples with oranges! Indeed, AGU/EGU and IUGG cannot be compared that easily. If young and early career scientists do so, then it shows that IUGG does not advertise its strengths and uniqueness appropriately and largely enough.*

IUGG conferences repel by their length. If the length is also reduced to 5 days, its a good start. The importance of interdisciplinary science in the programme should be emphasised in advertising the GAs.

Some matters that can be taken into account when considering the above questions include:⁹

⁵ This issue is closely related to the one of “corporate identity”, as well as articulation of the difference between the missions and roles of the IUGG vis-à-vis AGU/EGU. This is taken up again in a later recommended Action.

⁶ Action 3: This is an internal “business process” matter which should be addressed via a WG or sub-committee on a regular basis (e.g. 8 yearly cycle). It should *not* be handled as a crisis issue.

⁷ To be confirmed.

⁸ See Action 1 regarding the issue of “corporate identity”.

⁹ Action 4: Establish a WG or sub-committee to prepare a document that sets out (in a positive light) how the IUGG is distinguished from either the AGU or EGU. Some ideas are listed in this document.

1. **IUGG Services.** A considerable number of Data and Product Services are provided by the IUGG's eight constituent associations¹⁰. Many of these provide critical products and services to the geosciences, as well as to society in general¹¹. These services typically have global relevance, indispensable, are freely provided, and have no parallel within the AGU or EGU. They also enable the IUGG to play a consultative role, in partnership with other government and NGO, through membership of management and advisory committees and bodies¹².
2. **IUGG Conferences and Outreach.** IUGG General Assemblies and association symposia organise conferences and workshops all over the world, in stark contrast to the AGU (although the Chapman Conferences, and the West Pacific Geophysical Meeting are exceptions) and EGU. This facilitates engagement with scientists from many countries, especially less developed countries¹³.
3. **Promotion of Global Initiatives.** The IUGG and its associations are active in launching or promoting projects directed at information gathering, or monitoring, or facilitating international cooperation¹⁴. Such initiatives promote global collaboration, increased investment by governments and science agencies, data sharing and capacity building. Often there is no other international body that can play such a role (exceptions being UN or inter-governmental agencies such as IOC, WMO, UNOOSA, GEO, etc). The IUGG and its associations can claim that its office bearers come from a very large number of countries¹⁵.
4. **Support for Scientists from Developing Countries.** The IUGG/associations sponsors many scientists from developing countries each year to attend its conferences or workshops¹⁶. Furthermore, because the IUGG/associations are engaged in launching global initiatives and projects, engagement with scientists from the countries in which such projects or initiatives are located is possible.

¹⁰ The IUGG should prepare a master list.

¹¹ The IUGG should select some high profile services and document how they make important contributions to science and society.

¹² Examples? ICSU, WDS, etc.

¹³ The IUGG should prepare a consolidated list of conferences, seminars and workshop for, say, 2012.

¹⁴ Examples?

¹⁵ How many?

¹⁶ How many?

A vision for a more modern, democratic, inclusive and less bureaucratic IUGG

COMMENTS BY THE INTERNATIONAL ASSOCIATION OF CRYOSPHERIC SCIENCES IACS, 2014-07-12

1. All associations should be autonomous, but remain affiliated to IUGG as a union.
IACS: *in principle yes. Links to IUGG to be clarified, in particular with respect to distribution of funds.*

2. IUGG becomes a bottom-up organization, rather than the top down organization that it is at present. It then becomes more a facilitator of the needs of the associations rather than the directing what the associations should do. The associations become the “shop-front” of IUGG.
IACS: *no comments. See other items.*

3. All IUGG associations can establish their own statutes and structure.
IACS: *yes, but respecting statutes, by-laws, and structure of IUGG.*

4. Associations can choose to adopt the Principal of Freedom of Participation in Learned Societies (PFPLS)
IACS: *yes.*

5. Under the PFPLS, all associations can offer individual membership to scientists from all countries in the world, subject to the clauses of the PFPLS.
IACS: *subject to the conditions each association imposes on its members, one example being the PFPLS.*

6. All individual members of the IUGG associations can participate in the governance of their respective associations.
IACS: *yes.*

7. Individual membership of the associations automatically translates into membership of IUGG.
IACS: *no.*

8. Associations can charge a modest fee for individual membership and retain that income to support their activities.
IACS: *agree in principles. IUGG statutes & bylaws would have to be changed accordingly.*

9. Individual membership engenders a sense of belonging to a community of scholars, and is more likely to lead to more consistent level of participation by scientists in the activities of their associations.
IACS: *agree.*

10. Compared with only 62 member countries of IUGG at present, this broadens the access and participation base for IUGG to the scientific community to the more than 200 countries in the world today.

IACS: agree.

11. Each association should have the responsibility to appoint national correspondents, selecting people from their membership who they know are committed to the best interests of the association. That way those correspondents can best act to communicate news about the activities of and solicit interest in the IUGG associations in their countries. With over 200 countries this will significantly enhance the profile of not only the IUGG associations but also IUGG at-large. The current way of appointing NCs, by national adhering organisations, with consultation with the IUGG associations leads to the appointment of many disinterested NCs who never act to promote the activities of IUGG associations and of IUGG in their own countries.

IACS: already integrated as 'representatives' in IACS Statutes (2.2.d, 2.2.e, 3.5) & Bylaws (3.3 b.vi, 5.2 a, glossary).

12. IUGG and all its associations MUST, MUST, MUST encourage more women to stand for office to establish a MUCH better gender balance. The current male dominated persona of IUGG and its associations' executive committees is a real put-off for many women scientists to become involved. Two highly respected, senior women in IAVCEI have conveyed to me their distaste for the suited elderly male panel of the IUGG executive committee sitting on stage during the closing ceremony at the 2011 IUGG General Assembly. (They were not present at the opening ceremony, but the scene was the same). They said that it reflected the old boy club nature of many organisations in the previous century, and generated no interest in being involved in IUGG. Catch 22.

IACS: agree.

13. IUGG should undertake a complete review of its statutes and structure in order to become a more streamlined, modern, inclusive, democratic and less bureaucratic organization.

IACS: agree. It is underway though (see Visioning & Strategy for IUGG).

14. The IUGG executive committee, consisting of the most informed people, should be the policy decision-making authority of IUGG, rather than IUGG Council.

IACS: needs clarification. However, we fully agree the decision processes need to be accelerated, but not in such an undemocratic way.

15. The IUGG President and Secretary General (perhaps one combined position?) should be (s)elected from the immediate past presidents and secretaries-general of the IUGG associations to ensure familiarity with the IUGG processes. The position of President should be for one 4-year term only, the position of Secretary-General can be for up to

two 4-year terms. These maxima are to ensure that new ideas and personnel flow through the organization.

IACS: *this is too restrictive and not very democratic either. For details see 'Visioning & Strategy for IUGG'.*

16. The same durations of terms of office should apply to the presidents and secretaries general of the associations.

IACS: *no. See comments to items 1 & 2.*

17. As part of the internal review, IUGG needs to find creative ways of reducing the bureaucracy and formality, with the goal of streamlining the policy making decision processes, so that issues can be discussed in a short time, and decisions made quickly, rather than taking years, as is often the case today.

IACS: *fully agree.*

18. IUGG business should be undertaken on a more progressive, yearly basis through annual meetings of the EC and/or using ecommunication, rather than every two or four years, as is largely the case at the moment. In the modern world of ecommunication there is no excuse for not doing so. Under the current structure, final policy decisions are only made and approved by Council every four years, by which time many policies may be out of date.

IACS: *see answer to item 17.*

19. The agendas for executive council meetings should be streamlined to prioritise business items into important policy-making business and, and business for information only. Business for information only should be back-grounded in the meeting papers and taken as read. At the beginning of the meeting it should be moved those business matters be noted. Questions on those business matters can be dealt with through brief discussion. Then the rest of the meeting can be devoted to business involving policy decisions. This should shorten the length of EC meetings considerably. At present EC meetings seem to spend a lot of time discussing what seems to me to be trivia, or for information only. A similar approach can be adopted to formatting the agenda for council meetings.

IACS: *see Visioning & Strategy for IUGG.*

20. In addition to individual membership as outlined above, country membership can be retained as at present. The two can co-exist.

IACS: *country membership shall/should be retained.*

21. Income from country membership fees should be distributed and used in the same way by IUGG as at present. Should income from country membership decline in the future (my expectation), the money distributed to the associations can be modified. Because many associations will have chosen to charge a modest individual membership fee, the impact of declining income from IUGG will be buffered. (This is a business case for associations charging individual membership fees.)

IACS: see answer to item 1 “All associations should be autonomous, but remain affiliated to IUGG as a union.”

22. Members of IUGG Council and their alternates should be appointed for a 4-year term of office **at the beginning of each IUGG Committee term**, by the adhering organisations in each member country, at the request of IUGG.

IACS: see *Visioning & Strategy for IUGG*.

23. All Council members and their alternates should be sent an induction package at the beginning of their 4-year term containing information on the history, the structure, the office bearers and the role of IUGG, so that they are informed about IUGG well before Council meetings at the next IUGG General Assembly and so that they become engaged with IUGG as an organisation. At present many councillors are only appointed a few weeks to months before an IUGG General Assembly. Those people are totally uninformed about IUGG, its role and the issues that they are required to vote on, which makes a mockery of the current policy making authority and processes of Council.

IACS: approve induction package. Remaining regarded as personal comment.

24. All councillors and their alternates should receive the newsletter from IUGG throughout their 4 year term summarizing the activities of IUGG and its associations, and the policy decisions that have been made and the business that has arisen in the previous six months. Again, that is to ensure that councillors are informed when they attend IUGG Council meetings.

IACS: agree.

25. The role of councillors is to endorse the major policy decisions that the IUGG Executive Committee has made during its term, and to raise issues and ask questions, not be the actual, ultimate, decision making authority.

IACS: needs clarification. The IACS Bureau does not understand the difference between “endorse” and “make decision”.

26. IUGG General Assemblies should be no more than 5 days long, so making them cheaper and more accessible to attend. IUGG business meetings should be held outside of these days.

IACS: agree.

27. The relevance and achievements of IUGG should be communicated clearly to the IUGG community and outside world. Apart from facilitating gatherings of scientists in the geophysical sciences (an admirable achievement), what else does IUGG achieve? Does it ever influence the policies of the UN and of governments, or is it so far removed from positions of influence within the tortuous and extraordinarily large ICSU tree, that it no longer can readily do this? Are there ways that IUGG can be a more effective organization in influencing science policy and decision-making?

IACS: agree with first sentence; remaining is overhead.

28. OTHER SUGGESTIONS?

IACS: *none.*

Ray Cas,
President of IAVCEI,
26th June, 2014.

[IACS Bureau 2014-07-12.](#)

MEMBERSHIP ISSUES FOR IUGG TO CONSIDER

INDIVIDUAL MEMBERSHIP OF IUGG AND ITS ASSOCIATIONS – SUMMARY RECOMMENDATIONS

COMMENTS BY THE INTERNATIONAL ASSOCIATION OF CRYOSPHERIC SCIENCES IACS

1. IUGG should support introduction of an individual membership program through its eight member associations. Membership of an IUGG association would ~~also automatically~~ **NOT** involve membership of IUGG. ~~In the first instance this would produce a more successful membership drive outcome than trying to promote membership of IUGG first, because scientists, especially young ones, identify more readily with their native discipline association than they do with IUGG.~~

Comment: First note that individual and country memberships should be uncoupled. Each Association may offer individual membership for free, if allowed by IUGG statutes & bylaws also for a small fee and/or donation. Individual membership to an Association does not automatically imply individual membership to IUGG. What benefits would be offered to scientists though?

2. There should be no impediment to scientists from non--IUGG member countries becoming members of individual associations, and if deemed to be positive contributors to those associations, for them to stand as an office bearer of an association.

Comment: IACS fully supports this statement. While at the Association level officers from non-member countries could easily be accommodated, IACS recognizes that this may cause complications at the Union level.

3. ~~Country membership of IUGG~~ **At the Association level, country membership** and individual membership of a **constituent** association should be uncoupled. Both types of membership can be accommodated ~~in IUGG within an IUGG Association~~ because the roles of country membership and individual membership are quite different. ~~Other geophysical organisations such as AGU and IAU do not prohibit individual membership to scientists from any country.~~

4. Since IUGG statutes at present do not permit charging of compulsory fees for association membership, a system of free membership, plus voluntary donor membership could be adopted to generate some income from membership to support association activities, as in the current IAVCEI membership model. Furth income can be generated by setting of abstract fees at all major conferences, so that everyone contributes something to the running costs of association activities.

Comment (last sentence): The actual system of 'head taxes' already allows for such additional income. It should be made more transparent though. For example, on the registration form for IUGG General Assemblies. There the consequence of selecting either a particular Association or IUGG or 'Others' should be made clear.

On behalf of the IACS Bureau,
Charles Fierz, President IACS

2014-07-31

Charles 14-7-31 15:01

Kommentar [1]: Delete because this is a comment rather than a recommendation.

Charles 14-7-31 15:00

Kommentar [2]: Delete because this is a comment rather than a recommendation.

MEMBERSHIP ISSUES FOR IUGG TO CONSIDER

INTRODUCTION

Most learned societies or associations provide an opportunity for individual people to become formal members of the society. Membership provides rights for members to participate in the activities of the society and stand for office of the society. Attracting members to a society has significant benefits because members then feel engaged in the activities of the society and responsible for its health and well-being. Membership could be free, or could involve payment of a fee. In the latter case, there can also be financial benefits in having fee-paying membership for the society. Currently, IUGG does not offer individual membership, but some of the member associations do. On the other hand IUGG does offer country membership for a considerable fee, with the benefit that only member countries can vote on policy issues that affect IUGG and its member associations. Unfortunately, scientists who are members of an IUGG Association, but come from a country that is not an IUGG member country, cannot stand for office of the association to which they belong, and to which they may be a very active contributor, nor can they stand for office of the IUGG. This situation creates frustration amongst many active participants of IUGG associations. There are therefore two issues that IUGG should consider with regard to membership: 1. Individual membership. 2. Relationship between individual membership and country membership rights.

1. INDIVIDUAL MEMBERSHIP OF IUGG AND ITS ASSOCIATIONS

If it is accepted that there are real mutual benefits to being a member of a society, there are 2 models that could be considered for individual membership within IUGG. The first would be to offer individual membership of IUGG, either for free or for payment of a membership fee. This would be similar to the AGU model. As a reminder, you can only present at an AGU conference if you are a financial member. The difference between AGU and IUGG is the AGU is a well-known brand name amongst the geophysical sciences, and also has a commercial publication outlet, whereas IUGG is much less well-known and has no commercial publication products to speak of. I suspect that a membership drive to recruit members to IUGG would be of limited success because it is not as well known a brand name as AGU, especially amongst young scientists, who all know AGU. The second model would involve formalising individual membership to IUGG associations, and through that, automatic membership of IUGG. Given that scientists who participate in association activities have a natural affinity with their native discipline association, it seems more likely that a membership drive to attract more members to the individual IUGG associations would be successful, as has been the case with IAVCEI over the last 3 years; we have increased our memberships from about 800 to over 2,000.

Membership could be free, or for a voluntary donor fee, or if an AGU membership model was adopted, anyone wishing to present at an IUGG or member association conference must pay a nominal membership fee. IAVCEI currently has a membership program which is free. However, we also have a voluntary donor member scheme, in which members can nominate how much they contribute. We have about 350 donor members and 1800 “fee-free” members. However, to raise money to support IAVCEI activities (e.g. seed money for

commission workshops, IAVCEI conferences, attendance at conferences by scientists in need) we also charge an abstract fee of 30 Euros for our major conferences. Donor members receive a discounted registration fee at IAVCEI major conferences.

I have looked at the membership structure for the International Astronomical Union (IAU), as Alik suggested. IAU is different to IUGG because its discipline base is not as diverse as that of IUGG. IAU have Divisions, rather than associations. IAU Divisions are more akin to our Association Commissions, although they also have commissions. IAU has both National (=Country) Membership as well as Individual Membership, but in addition they allow scientists from non-Country member countries to become individual members. Presumably such members can become involved in IAU activities and stand for office (see below). So it appears that IAU Individual Membership is equivalent to membership of an association in IUGG.

2. RELATIONSHIP BETWEEN INDIVIDUAL MEMBERSHIP AND COUNTRY MEMBERSHIP RIGHTS

At present, only countries that are financial members of IUGG, can vote at IUGG Council meetings on policy matters brought to the Council by the IUGG Bureau and Executive. If you are a scientist from a non-IUGG Member country, you can attend IUGG conferences and the conferences of the IUGG associations, but you cannot become an office bearer of any the associations or the IUGG, no matter how active and positive your contributions are to the associations. To my mind this is totally wrong and unjust. In a modern democratic world individuals rightfully believe that if they participate, they have the right to be nominated for and take on positions of responsibility in their society. This is democracy from the bottom up. All scientific learned societies should adhere to a charter of freedom, allowing individual membership, irrespective of country of origin. In the IAU it is possible for scientists from non-member countries to become individual members of IAU, presumably with all the rights that that brings. IUGG needs to modernise in this regard. By so doing, it will engage more scientists in its activities, making it a more democratic and representative scientific organisation. The present policy is exclusive and old fashioned and as I have communicated previously has bred resentment towards the IUGG from some participants in some associations who would like to become more involved in the activities of associations.

Country membership and full-rights individual membership can work hand in hand. The current statutes that limit voting rights at IUGG Council meetings to delegates from financial member countries can stand without question or debate. However, if scientists from non-member countries are active in an IUGG association, and they wish to stand for office in that association, there should be no impediment to this. If they are elected, they are representing the views of association members in association affairs in the first instance. If they happen to be elected as President or Secretary General to their association, then at IUGG Executive meetings, they are representing their association views to the IUGG. Any policy proposals are then voted on by Council, consisting of delegates of financial member countries. So the final decision making authority would remain as it is at present, but by being more democratic and inclusive of individual scientists irrespective of their country of origin membership status, IUGG has availed itself of the widest possible views internationally and has allowed scientists

from disadvantaged countries to participate positively in IUGG and its associations. AGU does not exclude individual members from any specified country, nor does IAU. IUGG should modernise to allow individual member participation in association governance. That is, as a step forward, country membership and individual membership should be uncoupled. The current policy is discriminatory against individual scientists on economic grounds on the basis of their country of origin's IUGG financial status. This is wrong.

SUMMARY RECOMMENDATIONS:

1. IUGG should support introduction of an individual membership program through its eight member associations. Membership of an IUGG association would also automatically involve membership of IUGG. In the first instance this would produce a more successful membership drive outcome than trying to promote membership of IUGG first, because scientists, especially young ones, identify more readily with their native discipline association than they do with IUGG.
2. There should be no impediment to scientists from non-IUGG member countries becoming members of individual associations, and if deemed to be positive contributors to those associations, for them to stand as an office bearer of an association.
3. Country membership of IUGG and individual membership of a member association should be uncoupled. Both types of membership can be accommodated in IUGG because the roles of country membership and individual membership are quite different. Other geophysical organisations such as AGU and IAU do not prohibit individual membership to scientists from any country.
4. Since IUGG statutes at present do not permit charging of compulsory fees for association membership, a system of free membership, plus voluntary donor membership could be adopted to generate some income from membership to support association activities, as in the current IAVCEI membership model. Further income can be generated by setting of abstract fees at all major conferences, so that everyone contributes something to the running costs of association activities.

Ray Cas,

President of IAVCEI.

22nd April, 2014.

PRINCIPLE OF FREEDOM OF PARTICIPATION IN LEARNED SOCIETIES

1. All scientists should be able to apply for, and be accepted for, individual membership of scientific learned societies or associations, and should be able to participate freely irrespective of age, cultural background, race, religion, political or scientific views, disability, gender, gender orientation, country of origin, country of residence, or financial status of those countries in the learned society or association.
2. All scientists who become individual members of scientific learned societies or associations should be able to participate in the activities of such societies or associations, including attendance at conferences and other activities, voting on matters that are brought to the membership, nominating others for committee positions, being nominated for committee positions and serving in those capacities if voted in by the membership.
3. Membership of a learned society or association may only be rejected or cancelled if the candidate or member has been guilty of (a) professional malpractice, (b) discrimination against others on the grounds of age, cultural background, race, religion, political or scientific views, disability, gender, gender orientation, country of origin, country of residence, or financial status of those countries in the learned society or association, or (c) bringing the society or association into disrepute by unfairly maligning it.
4. Disagreeing with the policies of the association or society in good faith is not deemed to malign the learned society or association, but represents the democratic right of any member of an enlightened learned society or association to state their views.