



July 18, 2019

Dear IBA Member,

Thank you to all the members that provided feedback on the new logo. As we stated in our email, the plan is for this logo to be dynamic and evolve so input from members is helpful and appreciated. Something we did not include in the email introducing the new logo, is the very first logo that was used when IBA was known as the Bear Biology Association (BBA). This was for the first workshop on bear research and management in Whitehorse, Yukon 1968. The original logo was used until 1983 when the second logo was adopted from the conference in the Grand Canyon, Arizona, USA. However, it wasn't until the Plitvice, Yugoslavia conference in 1986 that the BBA officially became the International Association for Bear Research and Management. Thanks to Djuro Huber, our resident historian, we have obtained an image of that original logo.



1983



2019

IBA June Updates

URSUS: The technical part of setting up online access to *Ursus* is now complete. To obtain access to the *Ursus* site hosted at BioOne Publishing, sign in to your IBA membership account. Once signed in, from the Dropdown Menu, select "Access Online *Ursus*" and if you have an eligible membership, a new box screen will appear with a link to the BioOne publishing site for *Ursus*. With the start of *Ursus* Volume 30, articles will be available online as they are published, rather than in two issues for the year. IBA will notify members whenever a new article is published. We aim to make access to *Ursus* online as user-friendly as possible, and we will ask for your feedback on this.

Specialist Group Memberships Term Change: As many members know, IBA has so far offered complimentary memberships indefinitely to all specialist group members (Polar Bear and Bear Specialist) with all of the same benefits as paying members except for subscription to *Ursus*. The thought behind this

free membership was specialist group members from developing countries could not afford an IBA membership but that it would be beneficial to bring these biologists into IBA for the benefit of bears and our organization. *Ursus* was not included in this complimentary membership because the production costs were too high to be able to offer free subscriptions. The number of free complimentary memberships was growing over the years (to reach ~130 recently) and IBA was also losing some paying members as they became invited to join a specialist group and could now receive a free lifetime membership with IBA. Councils in the past years discussed this and tried to find a balance to help specialist group members that may not be able to afford an IBA membership but still be fair to paying members. IBA views the relationship with both specialist groups as important partners that work together for the greater good of managing and conserving bears. At the Ljubljana Council meeting and BSG members meeting, this discussion was brought up again. Because the decision had been made previously for *Ursus* to go online-only and thus being lower in costs, all of Council was now able to find a balanced solution for handling complimentary memberships. It was unanimously agreed that new specialist group members would be offered all of the same benefits of an IBA membership including access to all IBA grants, discounted conference registration rates, and continued email communications from IBA. And, instead of voting privileges, complimentary members will receive a subscription to *Ursus*. The new membership is offered to new specialist group members and will last for 1-year at which time the members can choose to purchase an IBA membership if they wish. Current specialist group members receiving this complimentary membership will continue to receive the free membership until June 3rd, 2020.

Council believes this solution creates a feeling of fairness for both paying members and specialist group members that have for many years been able to receive the same benefits at no cost. Council feels strongly that it is in the best interest of IBA, PBSG, and BSG to work together to further bear research, management, and conservation of bears around the world. IBA values all of its members and hopes that after a year of an introductory membership with access to IBA resources, specialist group members will want to support IBA with a paid membership to continue accessing the resources of IBA (including voting rights) that can help all biologists and their work to manage and conserve bears.

Gift Memberships: IBA understands that for a certain number of bear professionals and students, salaries are low, and members often have to find a balance with personal vs. professional economic decisions. As an international organization that has a core value of inclusivity, IBA has always felt that nobody should be excluded from IBA due to economic hardship. If economic hardship prevents someone in any part of the world from purchasing a membership, we will try to find a way to help. Many members offer to purchase gift memberships for other members but often do not know who needs a membership. And many members might feel awkward asking for this type of help. If you are in either category, please do not hesitate to contact Jennapher Teunissen van Manen to add your name to a list for either providing or receiving a gift membership. We all have a common, shared goal of helping bears and this extends to helping each other. If a gift membership is not available at the time of need, Council can consider the individual situation and seek alternatives for purchasing a membership.

Pebble Project Letter: IBA Council received a request from IBA member, Drew Hamilton on June 14th, 2019 to provide a position statement on the proposed Pebble Creek Mine Project for an open-pit mine in southwest Alaska, USA. The request was brought to IBA because of the impacts on the bear populations in the area. Council was fortunate to have dedicated IBA members that volunteered to review the substantial Draft Environmental Impact Statement (DEIS) by the US Army Corp of Engineers and to prepare a draft position letter. Kate Kendall and Sterling Miller drafted a letter and Council, with the help of additional IBA members (Grant Hilderbrand, Dave Gustine, John Hechtel, Dick Shideler, and Michael

Proctor), reviewed this letter as well as the DEIS, provided detailed feedback, and was able to submit a position letter to the US Army Corp of Engineers within the deadline of June 30th, 2019

For IBA to take on a policy or position statement, the project must meet the criteria of our Policy Guidance Document and be based on scientific evidence. To have the best possible chance for position letters and statements to be given consideration, the comments need to be based on the best available science and provide citations of that science. We are fortunate that several of our members have worked in the area of the proposed Pebble Creek Mine and were able to assist us with providing the scientific evidence to support a letter requesting the No Action Alternative in the DEIS due to the mine's potential impacts supported by scientific evidence, not being addressed or incompletely covered in the DEIS. The final letter can be [viewed on our website here](#). Thanks to everyone who made this happen!

Executive Director Search Process: IBA is searching for an Executive Director to lead the organization from volunteer-run to one with paid staff helping to fulfill our mission. We now have finalized the search committee, posted the job announcement on various sites, and are receiving applications. The search committee is developing the plan for review of applications and the interview process. Depending on the number of applications received, interviews are tentatively planned to start mid to late September.

Elections: At the end of 2019, IBA will hold elections for the following Council positions: President, Vice President (Americas), Treasurer, and 2 Councilors. The Nominations Committee has been contacting potential candidates and is close to finalizing the nominations. We will announce the final list in the summer IBN and on the website. A reminder that some of the eligibility requirements for voting were changed a few years back in the 2016 Bylaw amendment requiring that memberships are current 3 months before the opening of the ballot. Please log in to your IBA account to make sure your membership is current for the upcoming elections. If you are curious about the election process, please review the [IBA Bylaws](#) for detailed information.

Social Media: In addition to our presence on Facebook, we have opened an account on Twitter as a large number of bear professionals are active on both platforms. For now, Alexander Kopatz is taking over the management of the IBA Twitter and Facebook accounts, so look for new tweets and posts as we get things set-up. Please follow IBA

- on Twitter: @bearbiology or www.twitter.com/bearbiology
- on Facebook: @bearbiology or www.facebook.com/bearbiology

IBA is aware that with social media there is a lot of benefits for exposure and interaction. However, there are potentially some challenges and controversies that we have to take seriously as a professional science-based organization, not one of advocacy. Over the next few months, we will develop a social media policy that remains true to our core values and mission statement. This may seem overly cautious to many of our members that regularly use social media, however, it is important that IBA avoids compromising its credibility. Therefore, we are moving forward cautiously but with an open mind to the benefits of social media.

Sincerely,

[Andreas Zedrosser, President](#)

[Jennapher Teunissen van Manen, Director of Transition](#)

[Alexander Kopatz, Secretary and Communications Team Co-Chair](#)

[Agnieszka Sergiel, Councilor and Communications Team Co-Chair](#)

Council Motions Voted and Passed Since March 2019 Update to Members

- **62-2019:** Newly appointed members of the Polar Bear and Bear Specialist Group (PBSG and BSG) who are not already members of IBA will receive a one-time, one-year "Introductory Non-Voting Membership" in IBA. These Introductory Memberships will include a subscription to *Ursus* (online), PDFs of International Bear News, eligibility for grant application and member registration rate at IBA conferences, and receipt of all member communications, but will not include voting rights. Current specialist group members that are receiving complimentary memberships will now receive, instead, the same one-time introductory non-voting membership as new specialist group members; their one-year term will start the day Council approves this motion. To retain voting privileges, however, such members will have to become paying members of IBA.
- **Result:** 9 Votes in the affirmative, 0 Votes in the negative, 3 Council Members Not Voting, Motion is Adopted.

- **63-2019:** IBA Council adopts the Structural Development Plan, as prepared by the Structural Development Committee, first presented to Council on January 7th, 2019 with the revised version incorporating Council's comments presented on February 22nd, 2019, as the basis for the future development of IBA. IBA Council shall work on implementing the plan at as fast a pace as is sustainable and prudent, and according to the sequence and conditions outlined in the Plan. Whereas the Plan is intended to be the blueprint for changes to be implemented over the next 3 – 8 years, it is also intended to have flexibility, with room for adjustment when deemed necessary and desirable by current and future IBA Councils. Implementation of some aspects of this plan will require changes to IBA's Bylaws, so it is contingent upon Council and member approval of those changes. Minor changes to the plan and its implementation can occur with a majority agreement of the Executive Council, whereas major changes require discussion and vote of Council. Major changes are defined as any that alter the hierarchy of the proposed organizational structure or diverge from the standing Bylaws at the time.
- **Result:** 11 Votes in the affirmative, 0 Votes in the negative, 1 Council Member Not Voting, Motion is Adopted.

- **64-2019:** IBA Council approves submitting comments to the United States Army Corps of Engineers (USACE) regarding the Draft Environmental Impact Study for the Pebble Mine Project, as articulated in the draft comment letter circulated to Council on June 25, pending the incorporation of Council's final suggestions for improvements to that letter. Due to the imminent deadline for submitting comment letters to USACE, Council grants IBA President the authority to approve and sign the final draft of that letter, including final edits, to USACE on behalf of IBA and before the July 1 deadline.
- **Result:** 9 Votes in the affirmative, 0 Votes in the negative, 3 Council Member Not Voting. The motion is Adopted.

[Visit the IBA website](#) for more information on your elected council members and how to contact them if you have questions or suggestions.

You currently have a <<Membership Description>> membership with IBA which is current until: <<Membership Due Date>>. If you have any questions about your IBA membership, [contact Jennapher Teunissen van Manen](#). You can [renew your membership online here](#).
