

## **Biochemical Society - Annual General Meeting Minutes**

**Meeting held 1600, Thursday 11<sup>th</sup> July 2024, online via Zoom**

<b>Members present:</b>	Julia Goodfellow (Chair)	President, Chair of Council of Trustees
	Hannah Britt	Early Career Trustee Representative
	Susan Campbell (SC)	Local Ambassador Representative Trustee
	Sheila Graham (SG)	Chair (outgoing) Biochemical Society
	Nigel Hooper (NH)	Chair, Portland Press Ltd.
	Lu Mello	Chair, Training Theme Panel
	Richard Reece (RR)	Chair (incoming) Biochemical Society
	Frank Sargent (FS)	Honorary Treasurer
	David Smith	Chair, Education Committee
	Colin Bingle	Science Editor of The Biochemist
	Stephen Busby	Chair, Awards Committee
	James Abugri	Member
	Oluwakemi Awakan	Member
	Elizabete Carmo-Silva	Member
	Janet Cronshaw	Member
	Sofia Kapetanaki	Member
	Sanj Kumar	Member
	Trent McLean-Ash	Member
	Robert Moore	Member
	Jon Mueller	Member
	Doug Orr	Member
	Anne Ridley	Member
	Prabha Verma	Member
	Helen Watson	Member
<b>In attendance:</b>	Richard Cryer	Chair (outgoing) Audit Committee
	Paul Green	Independent Member, Audit Committee
	Martin Hindle	Interim Chair, Audit Committee
	Kate Baillie (CEO)	Chief Executive Officer
	Philip Morgan	Chief Executive Officer Designate
	Doug Armin	Associate Director for Finance and Governance
	Kofo Balogun	Associate Director for HR, EDI and Technology
	Clare Curtis	Associate Director for Content and Engagement
	Lauren Flitcroft	Conference and Events Manager
	Rachel Inkster	Events Organiser
	Sarah Jenner (CoS)	Company Secretary and EDI Manager
	Katie Keizner	Events Organiser
	Emily Naish	Events Assistant
	Gaynor Redvers-Mutton	Associate Director for Business Development and Sales
	Lorraine Reese	Associate Director for Events and Marketing
	Sarah Taylor	Governance Officer

### **24/01 Welcome and apologies for absence**

The Chair welcomed attendees to the Biochemical Society's 113<sup>th</sup> Annual General Meeting.

Apologies were noted from Trustees Augustin Amour, Lisa Chakrabarti and Michelle West, and Society member David Baulcombe.

#### **24/02 Deceased members**

The Chair noted the names of those members who had died since the previous General Meeting provided in Paper One. The Chair led a one minute silence to remember these individuals.

The CoS outlined the ground rules for the meeting:

- The meeting was being held entirely online and minutes would be made available on the Society's website in due course;
- One question had been submitted which would be answered during the course of the meeting. Due to limited time within the meeting itself attendees were asked to submit questions in the chat function or by email; these would be answered following the meeting and the answers added to these minutes, (note that no further questions were submitted);
- Throughout the meeting the Chair would be asking for proposers and seconders for certain motions. Members could indicate their willingness to act as either by using the raise hand function;
- When asked to vote members would see a poll appear on the screen in front of them which could be completed by selecting one of the two available answers;
- All attendees were asked to act with respect for each other throughout the entirety of the meeting.

#### **24/03 Minutes of the previous Annual General Meeting**

The Chair noted the minutes of the Society's last Annual General Meeting held on 13 July 2023 provided as Paper Two. The Chair tabled a motion to approve the minutes as a true and accurate record of that meeting, which was proposed by SG and seconded by SC.

Attendees were asked to vote by using the poll on their screen. It was confirmed a majority vote had been received and the minutes were accepted into the Society record.

#### **24/04 Update on Society activities and achievements**

The CEO presented an update on the Society's activities and achievements since the 2023 Annual General Meeting.

#### **Pillars of Group Strategy 2022 – 2025**

- Bring together molecular bioscientists and encourage wider dialogue;
- Support career development and lifelong engagement;
- Promote and share knowledge;
- Develop and transform our working practices and business model;
- Equity, Diversity and Inclusion to run throughout.

#### **Promoting and sharing knowledge**

Several themed collections have been published/open for submissions over the past year:

- Epigenetics – joint collection between the Biochemical Journal and Biochemical Society Transactions
- Plants and climate change – overseen by Editorial Board members in Biochemical Journal
- Towards systems biochemistry – overseen by Editorial Board members in the Biochemical Journal

- Cell death and survival – joint collection between the Biochemical Journal and Biochemical Society Transactions
- New discoveries in bile acids, gut microbiota and host interactions in health and diseases – Clinical Science

#### Submissions and Publications:

- The level of submissions to our journals was up on the same time last year, with the level of publications tracking slightly behind;
- Clinical Science had published a supplement containing the abstracts from the 26th annual meeting of the European Council for Cardiovascular Research.

#### Usage:

- Usage logged in 2023 was at 4.88m with a usage per article ratio higher than in previous years.;
- Usage in the first months of 2024 was showing steady performance at 2.41m views;
- Our fully open access journal, Bioscience Reports (BSR), received the highest levels of usage at 33% followed by Biochemical Journal (BCJ) at 23%.

#### Training Activities and Scientific Meetings:

- 2024 events run to date were shared, with two events, (5<sup>th</sup> UK Workshop on Membrane Proteins and Educational research in the biosciences run jointly with the Anatomical Society) selling out;
- New online training ‘Introduction to statistics for the life sciences’ to be introduced soon.

#### Webinars:

- 90 webinars had been run to date with a reach of 9,442 live attendees and 60,298 on-demand views (across both channels);
- Delegates registered from 95 different countries so far;
- Certificates of attendance were proving popular and had driven an increase in the number of questions submitted during the live sessions. 75% of certificates have been shared on LinkedIn, social media, or downloaded as a PDF;
- The series continues in 2024 with sessions on:
  - Engineering the future: from metalloenzymes to synthetic cells and therapeutic proteins;
  - Why I treat every lecture like a performance: the privilege of being able to inspire in every teaching session - Teaching Excellence Award 2024 Lecture.

#### Biochemical Society Festival:

- Shortly after the abstract submission and early booking deadline on 9 May the Executive Management Committee made the decision to cancel the festival;
- The Society was contracted with the venue to have 250 delegates and needed 350 to breakeven;
- There were 33 paying delegates and 50 delegate abstracts submitted by the early bird registration deadline;
- Total sponsorship budget was £25k with one confirmed sponsor of £1,250;
- There were both reputational and financial risks of low attendance;
- Feedback from some delegates noted that there were travel bans in place at some Universities;
- Event budget was set at breakeven, which made fees high compared to subsidised annual meetings run by other societies;

- The Glycobiology stream and Early Career (EC) symposium were to be held as standalone events later this year;
- Next strategic period 2025-2028 discussions (March 2025) would consider whether to host a similar event in 2026 following review.

#### 2025 Awards:

- The work and contribution of 15 eminent bioscientists, outstanding educators, and exceptional early career researchers had been acknowledged;
- Winners were recognised in a wide range of fields including structural biology, protein folding, mechanochemistry, molecular plant-microbe interactions and drug discovery;
- Three EC awards were presented in 2025 due to the exceptional standard of nominations;
- The first female winner of The Sir Philip Randle Lecture was presented as well as the inaugural Inspiration and Resilience Award;
- Engagement from all 15 Award winners received via LinkedIn, Twitter/X, and Facebook, blogs and news articles, resulting in over 101,000 impressions;
- Nine external press releases were published from winners' institutions.

#### Social media activity:

- We continued to see ongoing improvements achieved across Facebook and LinkedIn;
- X (formerly Twitter) had seen decreases, which were likely due to the platform level changes and a strategic reduction in content on some PPL accounts;
- The Society's Instagram account, launched in 2023, continued to see growth and engagement, with a new strategy being developed to sustain this;
- Improvements continue to be made to proactively encourage engagement to all channels, with changes to X closely monitored.

### **Supporting career development and lifelong engagement**

#### External events:

- RSB Biosciences Careers Day 5-7 March 2024; Cath Heath, the Society's former Education, Public Engagement and Training Manager took part in a workshop session entitled: "Next steps: where to find further study";
- National Careers Week 4 - 9 March 2024; promoted the 'day in the life' series of articles in The Biochemist and our suite of careers resources.;
- British Science Week 8 - 17 March 2024; theme was 'time', and promotion included The Biochemist issue on biological clocks and a Science Communication Prize winning article on plants telling the time.

#### Summer Vacation Studentships 2024 scheme:

Following the application deadline in April, the following studentships were awarded:

- Research studentship: 40;
- Programming skills studentship: 41;
- Public engagement and science communication studentship: 2 (working with the Society's education and community engagement teams);
- Scientific publishing studentship: 2 (working with the Society's publishing team to invite topics and authors to contribute to our journals).

### Science Communication Prize 2023:

- 80 eligible entries received (35 received in 2022): 26 written ‘school-level’ entries; 4 media ‘school-level’ entries; 39 written ‘HE-level’ entries; 11 media ‘HE-level’ entries;
- Winner of written ‘school-level’ competition: The Tardigrade Chronicles (from China);
- Winner of media ‘school-level’ competition: It Is Us Against Cancer (from Malaysia);
- Winner of written ‘HE-level’ competition: It’s In My DNA (from UK);
- Winner of media ‘HE-level’ competition: STEMinism is for everyone (from Canada).

### Grants and Bursaries:

- A total of £299,613.72 had been awarded to the end of June 2024
- Extremely high demand for General Travel Grants since the increased funding levels were introduced earlier this year;
- Local Ambassador recruitment grant uptake had increased in 2024;
- The Society was celebrating the 40th anniversary of the first Krebs Memorial Scholarship being awarded.

### Laboratory Visit Grants:

- Following the success of the Korner Fund, a new scheme was established to foster collaboration and support our community to develop essential biochemistry techniques;
- Lab Visit Grants now offer funding of up to £2,000 to support collaborative visits to UK and international laboratories.;
- Open to Postgraduate, Early Career, Full and Emeritus members;
- Since opening in January 2024, a total of £16,075 had been awarded across 13 applications.

### **Bringing together molecular bioscientists and encouraging wider dialogue**

#### Careers and Public Engagement Events:

- SciFest 2023 (July 2023); attended by Local Ambassador Mike Dodd
- Cardiff University Student Futures Events (February 2024); sent banner and printed materials
- Cake and Careers, University of Brighton (March 2024); sent banner and printed materials
- Science Day at the University of Hertfordshire (March 2024); attended by Local Ambassador Priyank Patel
- Somerscience 2024 (May 2024); attended by Education Committee member Alice Robson
- GSK Society Day (June 2024); attended by Augustin Amour, Chair of the Industry Advisory Panel

#### Scientific Outreach Grants:

- A total of 58 applications received in 2023 (compared with 23 applications in 2022);
- Applicants were given the opportunity to apply for funding for larger projects, so this meant more applications in 2023.;
- Funded 14 projects (total of £19k), including:
  - “Scientists of the future” day;
  - Cell signaling game and activity for schools;
  - Sensory Science Cambridge – bioscience outreach to the blind and low-vision community;
  - Microscopes 4 Schools initiative;
  - Enhancing molecular bioscience education through social media.

#### Collaborations:

- Royal Society of Biology:

- Continue to collaborate closely and remain a strategic partner;
- Took part in Biology Week in October 2023, engaged our community by running a number of polls on social media to discuss the future of bioscience.;
- In2Science:
  - Continue to fund two students on the In2Science placement programme.;
- Educational Research in the Biosciences 2024:
  - Held in collaboration with the Anatomical Society;
- Papers from the Endothelin XVIII conference published in Clinical Science.

#### International Collaborations:

- The Federation of European Biochemical Societies (FEBS) is celebrating its 60th anniversary in 2024; the Society had been awarded a grant of €300 towards the Biochemistry Focus ECR webinar series;
- The Society sponsored the registration costs of two Postgraduate/Early Career Members to attend the joint International Union of Biochemistry and Molecular Biology (IUBMB) -FAOBMB-ComBio congress: Biomolecular Horizons 2024.

#### STEM for Britain 2024 (4<sup>th</sup> March):

- The Society sponsored the bronze award (in the biochemistry and biological sciences) section of the STEM for Britain awards;
- Won by Natalie Jenkins (University of Glasgow) for work on understanding long-term brain health consequences of intimate partner violence and impacts on poorer cognitive performance in visuospatial tasks in mid-life;
- Society member Giulia Guiducci (Queen Mary University of London) was also a finalist for their work on the role of Cherr long non-coding RNA in protein-mediated regulation of cell division.

#### Voice of the Future (12<sup>th</sup> March 2024):

- Early career scientists from across STEM asked their science policy questions to politicians in the Houses of Parliament with Society members Lilli Illman and Sagar Batra in attendance;
- Lilli asked her question “What role would you like to see the UK government play in ensuring scientific research is communicated clearly to the general public so speculation and misinformation can be avoided?” to two members of the House of Lords Science and Technology Select Committee, Viscount Stansgate and Paul Drayson, Baron Drayson (also a former Science Minister);
- Other politicians in attendance at the event included Chi Onwurah, Shadow Science Minister, and three members of the House of Commons Science, Innovation and Technology Select Committee, MPs Stephen Metcalfe, Katherine Fletcher and Carol Monaghan.

#### Updated Policy Position Statements:

- Open Science position statement (updated October 2023) – Policy Advisory Panel with Publications Committee:
  - Open access and preprints;
  - Open data;
  - Research integrity;
  - Metrics and transparency;
- Equity, Diversity and Inclusion statement (updated December 2023) – Policy Advisory Panel with EDI Advisory Panel:
  - Action, Awareness, Accountability.

### Publishing Industry Update – Consultations:

- Royal Society of Biology took the lead in coordinating a response from its strategic partners group to cOAlition S on its proposal, called *Towards Responsible Publishing*. Our collective input will be included in the final analysis and report;
- UKRI on behalf of four HE funding bodies issued a request for feedback on their recommendations for OA in the next REF round. We fed into the consultation collectively through the Society Publishers Coalition, and with an independent view following input from our communities;
- OASPA has invited publishers to offer community feedback on recommendations to increase equity in open access to avoid erosion of trust in the very concept of OA due to exclusionary practices.

### Local Ambassador Day:

The Society's Ambassadors (Local, International, Industry and Student) met for their annual meeting online in November 2023. Topics for discussion were:

- Showcasing activities of the Ambassadors and the activities of the Society;
- Considering the value of Ambassadors who are close together geographically working together to promote the Society to their communities;
- Considering Society membership value and benefits;
- The Society's transition to open, including open access and open science more widely.

### **Developing and transforming our working practices and business model**

#### Four Pathways to Open Access:

- By 2025 we will be offering authors from all regions of the world compliant open access (OA) routes to publication, three of which will be fee-free for authors:
  - Read & Publish (R&P);
  - Subscribe to Open (S2O);
  - Embargo-free Green OA route;
- Article Publishing Charges (APCs) will continue to be accepted from authors in our fully OA journals only.

#### Impact of R&P and consortia sales:

- As we prepare for our 'transition completed' campaign, leading into the 2025 subscription cycle, the financial swing towards our primary OA model, Read & Publish is evident in 2024 sales data.;
- R&P now represents nearly a third of all institutional sales.

#### Finance and Governance:

##### Access Dimensions:

- Upgrade and migration to the hosted environment completed with minimal disruption;
- Identification and implementation of business process reengineering aligned with the upgrade.

##### Closed pension scheme:

- The scheme transitioned to Citrus Master Trust in April 2024;
- The strategy to liquidate and reinvest assets was successful;
- Work continues with XPS to finalize the audit year-end accounts and execute the Deed of Termination.

### Governance Review:

- The last review of the organization's governance was initiated in 2015 with recommendations accepted at the 2016 AGM;
- Since then, the Society has seen changes in strategy and focus, as well as changes in working practices and the wider landscape;
- A working group has been convened and has been meeting every one to two months since January to work through potential updates and recommendations in a number of areas, including:
  - Governing documents and Society bylaws;
  - Committee and panel structure;
  - Appointments and succession planning;
  - Linked charities and restricted funds;
- Legal advisors Bates Wells are working together with the governance team to produce recommendations for Council review later this year.

### New AI Working Group:

To consider AI possibilities for the organisation, focusing on practicalities and priorities. Top priority is to generate guidance for responsible and ethical use of AI in several areas:

- Existing guidance:
  - Publishing: authors and reviewers;
  - Grants: submitters and reviewers;
- New guidance:
  - Staff and committees;
  - Nominations;
  - Events;
  - Recruitment;
- Publishing guidelines developed based on COPE (Committee on Publication Ethics) recommendations.;
- Grants guidelines developed in line with joint statement by The Research Funders Policy Group.

### Sustainability:

- Discussions with staff and panels have considered the Society's environmental sustainability, and have recognized that the Society does much already (for example, in day-to-day operations, in our events programme and in publishing activity);
- One of our strategic objectives is to develop a specific commitment to environmentally friendly working practices, and a working group of representatives from governance and policy teams has been convened to develop this policy;
- The Society is beginning by working to account its carbon emissions, utilizing support from partner organisations in the sector such as the Publisher's Association.

### Equity, Diversity and Inclusion:

- Refreshed approach to Diversity in Science grants scheme – this year we launched the grants round later in the academic year, with refreshed questions and marketing. This resulted in 68 applications received, 39 of which were taken forward;
- Partnership with the Afro-Caribbean Commercial Science Network (ACCSN): One year partnership to provide mutual support and resources, with a joint virtual event to be held Q4 2024/Q1 2025;



- EDI Data collection: Work has continued on how we collect EDI data across the organization and use that to inform our activities. Current focus on increasing diversity and representation amongst event speakers and panels;
- EDI Toolkit: Online toolkit launched in late 2023 which brings together Society guidance notes and resources together with a glossary of terms.

#### EDI Data Survey 2024:

- Fourth year of running the Society's EDI Survey, the results of which help to inform the future EDI focus across the organisation with 452 responses received;
- The top five themes identified from answers provided by all response groups were:
  - Promote women and underprivileged groups in senior roles;
  - Support mid-career professionals;
  - Engage with underprivileged young people and promote access to STEM;
  - Ensure diverse trustees and leaders;
  - Improving support and accessibility for people with disabilities;
- 41% of our community and 58% of our boards, committee and panel members strongly agreed that EDI is embedded within the ethos and culture of the organisation.

#### Accessibility Webinar:

Improving accessibility in the laboratory' webinar held on 4 July 2024 with 78 attendees:

- Dr Kate Hammond, University of Liverpool (interest in neurodiversity and autism in the laboratory); Avril Morrison, Aberdeenshire Council (previous Diversity in Science Grant recipient for project on practical science for the visually impaired);
- Dr Kent Hunter, National Institute of Health (operates a Deaf student training programme in his laboratory);
- Dr Amanda Marie James (Chair EDI Advisory Panel) as host;
- British Sign Language interpreters were available during the webinar.

#### Human Resources:

- Four-day week implemented with annual reviews after a successful 12-month trial period;
- Staff turnover rate was 16% in 2023 which is below the reported rate of 19% in the not-for-profit sector. Currently 7% of 45 staff;
- Being a remote working employer has resulted in a diverse geographic location for staff and applications with 71% (32) staff now living outside commutable distance to London, (20% increase over 12-month period);
- 35% (16) staff have declared caring responsibilities;
- 2 members of staff have declared disabilities.

#### CEO retirement and new CEO appointment:

- Philip Morgan has been appointed to the role of Chief Executive Officer of the Biochemical Society, to succeed Kate Baillie on 2 December 2024 upon her retirement.

### **24/05 Trustees Annual Report and Statutory Accounts for the period ended 31 December 2023**

The Chair handed over to FS for an overview of the Society's finances.

#### Group statutory accounts 2023 – Key figures

- The group deficit of £80k included:
  - £331k actuarial loss (2022: £346k) on the (closed) defined benefit pension scheme;
  - A net gain on investments of £280k (2022: £889k loss);

- £253k credit (2022: £67k charge) in the profit and loss as a result of movement in the USS Pension Scheme liability at year end;
- Society revenue was up £160k from 2022 to £1.131m with a small decline in journal revenue being offset by an increase in delegate fees and sponsorship income from events and training;
- Total PPL revenue for the year was £3.592m with profits of £1.585m being returned back to the Society;
- Total income down ~2% against 2022 at £4.36m;
- Income from journals was down £168k against 2022 and totalled £3.592m in 2023. Subscription income, including R&P, remained on a level with 2022 at £3.243m;
- Revenue from OA APC's was down from 2022 by £88k to 263k. The anticipated and planned transference of funding from APCs to R&P institutional agreements is set to continue through 2024 until APCs are fully eliminated in our hybrid journals in 2025;
- Following the implementation of the new membership processing system in November 2022 membership fees increased slightly from 2022 (£186k) to £194k;
- Income from scientific conferences increased by £43k to £495k in 2023 and other training events and online courses generated £60k, up significantly from 2022 levels (£35k);
- Other income included Shared HR services (£19k) which was up from £8k in 2022 following benchmarking exercise and structuring contracted pricing introduced in the year;
- Working party formed during 2023 to identify and implement new revenue streams as part of an income diversification project aimed at plugging gaps left by drops in publishing income from transition to open;
- Total expenditure on Charitable Activities increased by £85k in 2023 to £4.737m. Significant increases included Grants and Awards expenditure increasing from £192k to £449k and scientific conferences expenditure at £82k;
- A £253k credit (2022: £67k charge) was shown in the profit and loss because of the movement in the USS Pension Scheme liability at year end;
- The Group was shown to be a Going Concern and able to meet its future financial obligations for the foreseeable future;
- In the opinion of the Trustees, the Society had adequate reserves to continue its activities for the foreseeable future. The new Reserves Policy enabled management of funds to ensure an appropriate level is held to mitigate against identified risks, whilst ensuring timely and strategic use of funds to maximize available opportunities;
- The Society also held designated reserves, referred to as 'The Development Fund' for the purposes of supporting the Society's wholly owned trading subsidiary Portland Press Ltd to transition its journal titles to become fully open access by 2025. This transition to open was a core strategic commitment for the organisation, as such the designated reserve allowed for additional investment to support the transition and time for such changes to be embedded and take effect;
- As at 31 December 2023, The Society had general funds of £9.99m.

The Chair tabled a motion to accept the Trustees Annual Report and Statutory Accounts as provided in the AGM papers which was proposed by CB and seconded by RR. Members were asked to vote by using the poll on their screen; it was confirmed a majority vote had been received and the Trustees Annual Report and Statutory Accounts for the period ending 31 December 2023 were accepted into the Society's record.

#### **24/06 Appointment of Auditors**

The Chair tabled a motion to reappoint Sayer Vincent as the Society's auditors. This was proposed by NH and seconded by SG.

Members were asked to vote using the poll on their screen; it was confirmed a majority vote has been received and Sayer Vincent were therefore re-appointed as the Society's auditors for the financial period ending 31 December 2024.

#### **24/07 Current Trustees**

The Chair noted the list of current Trustees as provided in Paper 4:

- Julia Goodfellow (President)
- Sheila Graham (Chair, Biochemical Society outgoing)
- Richard Reece (Chair, Biochemical Society incoming)
- Nigel Hooper (Chair, Portland Press Board)
- Augustin Amour (Industry Representative)
- Hannah Britt (Early Career Member Representative)
- Susan Campbell (Local Ambassador Representative)
- Lisa Chakrabarti (Chair, Basic Bioscience Theme Panel)
- Derry Mercer (Honorary Policy Officer)
- Frank Sargent (Honorary Treasurer)
- David Smith (Chair, Education, Training and Public Engagement Committee)
- Luciane Vieira de Mello (Chair, Training Theme Panel)
- Michelle West (Honorary Meetings Secretary)

#### **24/08 Election and Vacancies**

The Chair asked members to note Paper 5, which provided information for members to receive on candidates nominated to Trustee and committee positions as below:

Professor David Smith – Chair of the Education, Training and Public Engagement Committee from March 2024, (as this position was uncontested no member vote was required for its ratification).

Members were also asked to note the forthcoming vacancies within the Society's committees.

#### **24/09 Editorial Board appointments and retirements**

The Chair asked all members to note the information provided in Paper 6 concerning members of Editorial Boards who had retired or started in the last year.

#### **24/10 Committee appointments and retirements**

The Chair asked all members to note the information provided in Paper 7 concerning members of Society committees who had retired or started in the last year.

#### **24/11 President's Remarks**

The Chair noted the question submitted by a Society member prior to the meeting: 'Why was the Society Festival cancelled'. The Chair noted that this difficult decision was made just after the initial early bird registration deadline in May, and the CEO had referenced this in some detail in her earlier presentation.

The decision was taken due to low numbers of registrations and abstract submissions, which presented reputational and financial risks to the Society, and these were considered too significant for the event to proceed. Trustees would be taking the opportunity to reflect on any future iterations of this type of event,

including the level of demand from the community, the wider issues of budget cuts and travel restrictions and financially what would be possible to deliver, when they next met to hold longer term strategy discussions.

The Chair noted that this was the last meeting for the current Society Chair Professor Sheila Graham, who would now be succeeded in the role by Professor Richard Reece. Thanks were given to SG for all her contributions during her time in office.

The Chair noted that Kate Baillie would retire as Society CEO at the end of November, to be succeeded by Phil Morgan, current CEO at the Institute of Physics and Engineering in Medicine. During the 12.5 years Kate had been in post, the Group had been through an immense period of change and development. Kate had overseen a complete restructuring of the business to ensure that PPL and the Society worked together to capitalize on the synergies across the breadth of scientific content in journals, conferences, training and public engagement activities. Alongside this she had introduced a systematic strategic planning process and established a responsive business model to meet the challenges that face the sector in the future.

A formal announcement of Phil Morgan's appointment would be released on the Society's website and social media feeds immediately after the AGM, with members to be notified more widely in the next issue of Members News.

The Chair extended thanks to all Trustees, members of PPL Board, Local Ambassadors, Editorial Board members, Society members, peer reviewers, authors, partner organizations and staff for their ongoing support and commitment.

#### **24/12 Any other business**

The Chair confirmed that no further questions to the one answered during the meeting had been received. Members were reminded they could submit any feedback or comments on the meeting not already submitted in the chat, to Sarah Jenner via email, and these would be responded to accordingly. The meeting was then declared closed.

Sarah Jenner  
Company Secretary and EDI Manager