

American Ornithological Society

Officers, Elective Councilors and Student Representatives

Classes of 2025, 2026 and 2027

Executive Committee

Officers

Sara R. Morris, President (2024-2026)

Morgan W. Tingley, Incoming President-Elect (2024-2026)

Sushma Reddy, Secretary (2022 -)

Matthew Carling, Treasurer (2021 -)

Executive Director

Judith Scarl



SARA R. MORRIS

Title: John M. Kingsbury Executive Director, Shoals Marine Lab

BIO: PhD, 1996, Cornell University. AOU/AOS member (since 1990), Elective Member (2004), Fellow (2010). AOU Secretary (2006-2014), AOU/AOS Bylaws Committee (2014-present), AOS Early Professionals Committee (2014-2017), AOS Nominations of Elective Members and Fellows Committee (2019-present), Wilson Ornithological Society President (2015-2017, First Vice President

2013-2015, Second Vice President 2011-2013), North American Ornithological Conference VI and VII Steering Committee Member, North American Ornithological Conference V and VI Scientific Program Committee. Began attending AOU/AOS meetings in 1993 and have attended most meeting since then. Received the Marion Jenkinson Service Award (2014) and Canisius's Koessler Distinguished Faculty Award (2016). Published in *Auk*, *Animal Behaviour*, *Wilson Journal of Ornithology*, *Avian Conservation and Ecology*, *Condor*, *Journal of Field Ornithology*, *Hormones and Behavior*, *Frontiers in Zoology*, *Vector-borne and Zoonotic Diseases*, *Journal of Vector Ecology* and *American Biology Teacher*. My areas of interest include migration and stopover ecology, flight calling behavior, impacts of anthropogenic structures on birds, and the relationship of migratory birds to the expansion of zoonotic diseases.

Why are you interested in serving the American Ornithological Society in this leadership position?

I am grateful for the many opportunities that I have had to be a scientist, a field biologist, an academic, and an educator, and I would like to repay my mentors by helping to ensure a strong future for the AOS and for ornithologists of all backgrounds. As ornithologists, we face a variety of issues affecting our professions: environmental changes and a dismissal of the impacts of climate change, an assault on science and scientific pursuits, a devaluation of institutions of higher education, and a decrease in state and federal funding for science and for conservation. These issues lead me to worry about the future of ornithology, ornithologists, and birds over both the short-term and long-term. As the AOS has been changing over the last decade, it is well positioned to ensure that opportunities are available for ornithologists and to leverage the

interests of the general public for birds to help support the science of ornithology and the use of this science in conservation of birds (and the environment more broadly). As a scientific society, we need to ensure that there are a variety of forms of mentoring at all stages of careers and for a myriad of ornithological careers, opportunities and funding for basic scientific research, quality outlets for our research results (both presentations and publications), and application of research into conservation efforts.

What key interests, experience, or skills would you bring to this position?

I believe that my background with the AOU and AOS (as Secretary, as an elected member of Council, on the Early Professionals Committee, on the Nomination of Elective Members and Fellows Committee, and on the Bylaws Committee), with the Wilson Ornithological Society (as a Vice President and President, as Secretary, as a member of Council, and on several awards committees), with the North American Ornithological Conferences (as a member of two steering committees, two scientific program committees, and the Safe NAOC Conduct Committee), and as a college academic administrator (dealing with strategic planning, implementation of major initiatives, changes to higher education, accreditation, financial aid, specific regulations, grant funding, and the myriad of impacts of Covid) will help me be an effective leader of the AOS. I have navigated changes in our publications, challenges with our meetings, financial strains, and issues of access and recognize the importance of broad participation and varied viewpoints when facing challenges. I also bring my long-standing commitment to mentoring individuals at different career stages and with different career goals to this role to ensure that we are supporting the wide range of ornithologists and varied fields of ornithology.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

Working at a Jesuit college has provided me with numerous professional development opportunities to identify and address access, equity, and justice in today's world broadly and on my campus specifically. While I cannot change the level of privilege that I have experienced, I am committed to increasing equity in opportunities moving forward. On my campus, I helped craft (two years) and implement our Plan for Racial Equity (we are in year three). I championed beginning our work prior to finalizing the plan, recognizing that some changes could be accomplished quickly and shouldn't be delayed. I also successfully advocated for an audit of our campus policies and practices with an equity lens to improve access, equity, diversity, and inclusion across our programs and activities. As an ally to Canisius's Unity organization, I have advocated for, helped facilitate, and contributed to numerous initiatives and activities in collaboration with the Canisius LGBTQIA+ community. For example, my attendance at lavender graduation means that a senior leader at my catholic college is there in solidarity and support. The pandemic has shined a light on the range of inequities faced by different groups in our country and across the world. To make real change, we need to recognize the inequities across racial, ethnic, gender, sexuality, ability, social, cultural, socioeconomic, geographic, and nationality groups, to determine what are the barriers, and to work to eliminate them.



MORGAN W. TINGLEY

Title: Associate Professor, Department of Ecology and Evolutionary Biology, University of California, Los Angeles

Bio: Associate Professor, Department of Ecology and Evolutionary Biology, University of California, Los Angeles. Ph.D. 2011, University of California, Berkeley. Over 100 peer-reviewed publications, including in *Ornithology*, *Ornithological Applications*, *Journal of Field Ornithology*,

Avian Ecology and Conservation, and *Science*, among others. Recipient of the James G. Cooper Early Professional Award, 2012. AOS Elective Member, 2014; AOS Fellow, 2018. Life member of AOS (first joined 2008). Editorial Board with *Studies in Avian Biology*, 2013–2020; Subject Editor with *Ecography*, 2013–present; Subject Editor with *Ornithology*, 2023–present; Board of Governors, Cooper Ornithological Society, 2015–2017; Transition Board, Cooper Ornithological Society, 2016–2017; Co-Chair of AOS Student Travel and Presentation Awards Committee, 2017–2022; Elected Councilor, AOS, 2020–2023. Attendee at 14 of 16 AOS conferences since 2008.

My research examines how species and communities of birds respond to anthropogenic environmental change, focusing primarily on how birds of temperate forests respond to climate change and shifting fire regimes. My research also centers on developing statistical and modeling methods to quantify these effects, whether using original field data, long-term monitoring, or crowdsourced datasets like eBird. I have supervised 4 M.S. and 9 Ph.D. students and 6 postdoctoral researchers. Prior to my appointment at UCLA, I was an Assistant Professor at the University of Connecticut, a David H. Smith Conservation Research Fellow at Princeton University, and a Postdoctoral Researcher with the Institute for Bird Populations, with whom I remain a Research Associate.

Why are you interested in serving the American Ornithological Society in this leadership position?

Change is tough. Change is scary. As a scientist whose professional career has focused on the impacts of a rapidly changing world, my research has demonstrated the resilience of birds in the face of unprecedented change. We are all living in this same world, where the challenge of leading a broad and diverse organization lies in navigating a remarkable number of often-opposing forces so that the society can weather changing times and emerge not just functioning, but stronger. Since my first ornithological conference over 15 years ago, AOS has undergone repeated changes, including a merger of societies, an expansion of membership, a professionalization of operations, and a transformation of journals. Through my years of service, I have developed a deep connection to the shared, collective mission of this Society and the inspiring group of ornithologists who also contribute their experience, passion, and time toward this mission. While I see the role of President(-elect) as one person as part of a strong team, I would be honored to lead AOS as we continue to chart a balance between honoring our esteemed ornithological history and reimagining a 21st-century academic society during this time of rapid change.

What key interests, experience, or skills would you bring to this position?

I have served, in some capacity, as part of shared ornithological governance for most of the past decade. I first participated in society leadership via the Cooper Society's Board of Governors, during which I had the privilege of helping broker the historic and successful merger of the two societies. For two years, I then sat on Cooper's "Transitional Committee," participating in AOS

council as a non-voting member. The next six years, I helped organize AOS conferences as co-chair of the Student Travel and Presentation Awards committee, where I worked to increase transparency and objectivity of both award processes and advocated for increased funding for students and underrepresented groups to attend and participate fully in conferences. Most recently (2020–2023), I served a 3-year term on AOS Council, helping pilot through fiscal challenges and opportunities, charting a more inclusive future, and navigating thorny topics (e.g., English bird naming). During my last year on Council, I assisted in crafting AOS's strategic plan to assist, publish, and communicate impactful science while also supporting the career development of all ornithologists. While this roadmap points our way forward, organizations need leaders who can tackle the administrative, political, and logistical complexities inherent to modern governance. If elected, my years of experience with both the society and its diverse membership will help me be an effective leader of the broad team that steers AOS.

How have your background and experiences prepared you to be effective in a professional scientific society that values fostering an inclusive ornithological community?

Although I live openly as a gay man, "out" academics are still underrepresented in the sciences, including in ornithology. I remember fondly the welcoming impact of attending the first LGBTQ+ social at an AOS conference (in 2017), a small but important step toward visibility and community-building. Two-years later, I was part of a group that formed the Rainbow Lorikeets (now, an official AOS Affinity Group) and I performed as its first treasurer. The Rainbow Lorikeets are currently serving as a role-model for other AOS Affinity Groups – supported by a new BIO-LEAPS grant from NSF – helping build and support spaces for a broader, richer ornithological society. At the same time, I have benefitted from unknowable amounts of privilege in my life and career through simply being born a white man in America. Thus, having forged a career where I am simultaneously "in" and out, I have experienced the world through dual (and yet, obviously incomplete) perspectives. My strategy for fostering inclusivity begins with empathy, and is assisted by curiosity, transparency, and collaboration. If elected, I will continue to work to identify barriers that prevent ornithologists from any background from participating fully in AOS and to build coalitions to increase access, opportunity, and belonging.



SUSHMA REDDY

Title: Associate Professor, Breckenridge Chair of Ornithology, Curator of Birds, Bell Museum of Natural History

BIO: Breckenridge Curator of Birds, Bell Museum of Natural History, Associate Professor, Department of Fisheries, Wildlife, Conservation Biology, University of Minnesota, Twin Cities. PhD, Columbia University in the City of New York. Member of AOS since 2002; Elective Member (2011); Fellow (2018), Chair, Meetings

Coordination Committee (2020-2); Meeting Coordination Committee (2017-8); Local Organizing Committee (2013); Student Awards Committee (2020). Published in *The Auk*, *Science*, *Proceedings of National Academy of Sciences*, *Molecular Phylogenetics and Evolution*, *Systematic Biology*, *BMC Evolutionary Biology*, *Current Zoology*, *Journal of Field Ornithology*, *Proceedings of the Royal Society B*, *Journal of Biogeography*.

My research is centered on the evolutionary history of birds with a focus on diversification patterns in the Old World tropics and the early evolution of modern birds. As an educator,

researcher and museum curator, I have a strong interest in promoting natural history collections as a key resource for understanding biodiversity and environmental change. My goals are to continue to support and promote research, education, and outreach activities to advance scientific understanding, public awareness, and conservation of biodiversity.

Why are you interested in serving the American Ornithological Society in this leadership position?

AOS has been the key professional organization that supported me throughout my career trajectory. I continue to be impressed with the variety of people from diverse backgrounds and interests who come together to promote the study and conservation of birds. There is no singular way to be an ornithologist - I believe this is the most important message we can send to create a more inclusive and supportive atmosphere. Diverse perspectives promote excellence and innovation in science and education. In recent years, I have felt a responsibility to actively participate in AOS, which is largely driven by my own feeling of belonging as I interact with members with varied experiences and backgrounds. As part of the Meetings Coordination Committee, I know how hard, yet rewarding, it is to engage in the collective efforts to bring together and facilitate connections across people and disciplines. I would like to continue my service by promoting activities that engage a broader community with a special focus of reaching out to underserved groups. As a society, I believe we have a responsibility to advancing the role of science and conservation of birds while building support for current and future ornithologists.

What key interests, experience, or skills would you bring to this position?

I believe my professional career as an ornithologist as well as my demonstrated organizational skills in my current role serving as chair of the Meeting Coordination Committee has prepared me well for this leadership position. As an educator and researcher, I have a keen awareness of the importance of birds for teaching, learning, and caring about the natural world. In my daily activities, I strongly uphold and work towards the mission of the AOS – to advance science and conservation of birds and the scientists who study them. I am proud to support students navigate their scientific pursuits while also encouraging them in public engagement to communicate their work to varied audiences. For the past two years, I have been honored to play a key role in the meetings organizing team. In planning the 2021 virtual meeting, we worked hard to address many barriers to participation and were successful in attracting a large number of attendees from across the globe. Moving back to an in-person conference in 2022 has presented a different set of challenges. I am proud to be part of the hard-working team whose efforts will undoubtedly be rewarded when ornithologists can mingle again and celebrate in our passion for birds, science, education, and nature.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

I will be honest here and state that my desire to serve is driven primarily by AOS's commitment to diversity. Promoting science and nature is clearly important but can only be achieved by building a strong community that is diverse, equitable, inclusive, and accessible. I know from my own experiences and hearing others speak about theirs, professional scientific societies can feel impersonal and unapproachable, especially for people of marginalized ethnicities, backgrounds, and genders. Creating a more welcoming atmosphere needs to be an active endeavor. In my efforts for AOS, I strive towards this in multiple ways including by advocating for speakers from diverse backgrounds and experiences; promoting themes relevant to broad audiences; elevating the recognition of women and early-career researchers; encouraging policies that broaden participation. We are all feeling the reverberations of a global pandemic and a worldwide

reckoning of racial justice that has exposed deeply engrained inequities. Amid all this, we saw the power of birds to uplift, empower, and advance discourse. Now it's our responsibility to harness this excitement to create a more inclusive and equitable environment for people from diverse backgrounds and abilities.



MATTHEW CARLING

Title: Associate Professor, University of Wyoming

BIO: Associate Professor, Department of Zoology and Physiology, and Curator, Museum of Vertebrates, University of Wyoming. PhD, 2008, Louisiana State University, Department of Biology and Museum of Natural Science. AOU Member 2003, AOU Elective Member 2013, AOS Fellow 2020. Chair and then co-Chair of Student and Postdoc Travel Awards Committee, 2014 - present.

Chair and then co-Chair of Student Presentation Awards Committee, 2014 - present. Associate Editor for *Evolution*, 2016 - 2017. Rotating Program Officer, Evolutionary Processes, Division of Environmental Biology, National Science Foundation, 2017-2018. Published in *Auk*, *Condor*, *Journal of Field Ornithology*, *Western Birds*, *Nature*, *Molecular Ecology*, *Evolution*, *BMC Evolutionary Biology*, *Ecology and Evolution*, *Conservation Genetics*, *Molecular Biology and Evolution*, *Molecular Phylogenetics and Evolution*, and *Genetics*, among others. My students and I focus on a variety of questions related to speciation and adaptation in birds. Much of this work focuses on using naturally-occurring hybrid zones to study the processes important in generating and maintaining reproductive isolation between closely-related bird species.

STATEMENT: As a graduate student, I joined AOS (then AOU) in 2003 and have considered it my home society ever since. As a student, I benefitted tremendously from research and travel awards and connections I made at meetings. Because AOS was so supportive of me as a student, I volunteered to chair the Student/Postdoc Travel Awards and Student Presentation Awards Committee beginning in 2014. Over the past six years, I have, along with co-chair Morgan Tingley and Jen Walsh, worked hard to improve both the travel and presentation awards. This has included working with AOS leadership to greatly increase the amount of funding available for travel awards (but we still need more!), streamlining the application processes to make them more transparent and objective, and ushering in more efficient judging mechanisms that have allowed us to greatly expand the number of students competing for presentation awards while still providing feedback to all presentation award competition participants. I am proud of what we've accomplished. Moving forward, I am energized by the opportunity to help build and support programs that benefit the whole of AOS. This includes efforts to increase financial support for Ornithologists at all career stages and the on-going work to make AOS a more diverse and inclusive society. I would be honored to continue my service to AOS by serving as Treasurer.



JUDITH C. SCARL

Title: Executive Director, American Ornithological Society

BIO: Executive Director and CEO, American Ornithological Society. Ph.D. 2009, Cornell University, Department of Neurobiology and Behavior. Published in *Animal Behaviour*, *Behaviour*, *Emu*, and *Proceedings of the Royal Society of London, Series B*, and co-author of multiple national and international conservation publications, including the State of North America's Birds and a Field Guide to

Developing Partnerships. My research background focused on vocal communication in birds, frogs, and primates (both human and non-human) and my current professional interests and focus lie in developing partnerships, building community, and strategic planning. Prior to joining AOS, I served as the U.S. Coordinator of the North American Bird Conservation Initiative (NABCI) and the Bird Conservation Program Manager for the Association of Fish and Wildlife Agencies (AFWA), where I worked with state and federal agencies, non-profit organizations, and other bird-focused partnerships to identify and address shared priorities for bird conservation.

STATEMENT: We are in a period of great opportunity for AOS, and I'm honored to help lead this organization during such an exciting time. I have long focused on building welcoming and inclusive communities, both within ornithology and through volunteer work where I live. AOS has the potential to fill a tremendously important niche in the ornithological and conservation communities through engaging a more diverse and representative cohort of students and young professionals and setting a standard for diversity and inclusion in ornithology. I also see tremendous opportunities to move AOS into the future of ornithology by building and strengthening connections between science, management, conservation, and policy, and by encouraging connections between biological and social science research. The opportunities for AOS are tremendous, and my focus will be on helping our community better define what we want to accomplish and how to get there. Over the next few years I look forward to a broad collaboration on an impactful strategic plan that will help AOS work together as a community towards a unified big picture.

Councilors – Terms ending 2027

José Maria Cardoso Da Silva

Anna Chalfoun

Jen C. Owen

Luis Sandoval



JOSÉ MARIA CARDOSO DA SILVA

Title: Professor, Department of Geography and Sustainable Development, University of Miami

Bio: I am a professor at the Department of Geography and Sustainable Development at the University of Miami, Coral Gables, Florida, United States. I earned a BS in Biology from the Universidade Federal do Pará in 1986, followed by a MS in Ecology from the Universidade de Brasília in 1989, and a PhD from the University of Copenhagen in 1995. My research interests are ornithology, biogeography, conservation, and sustainable development. I have published over 150 scientific articles and book chapters in these areas and have been recognized with several awards throughout my career, including the Ralph W. Schreiber Conservation Award in 2019.

I have been a member of the AOS (American Ornithological Society) since 1993, becoming an Elective Member in 2006 and a Fellow in 2009. I have served on the Publication Awards Committee since 2022 and attended two AOS meetings in the last five years. Between 2001 and 2015, I held executive positions in conservation non-profit organizations. My specific ornithological interests include the systematics, biogeography, evolution, and conservation of Neotropical birds.

Why are you interested in serving the American Ornithological Society in this leadership position?

To support AOS's vision of consolidating a broad and engaged ornithological community that advances the understanding and conservation of birds worldwide by fostering an inclusive professional environment while achieving excellence in governance and operations.

What key interests, experience, or skills would you bring to this position?

I have over 20 years of experience managing non-profit conservation organizations, academic departments, and large-scale global conservation initiatives. I believe this experience can be useful for supporting AOS's management team.

How have your background and experiences prepared you to be effective in a professional scientific society that values fostering an inclusive ornithological community?

My interdisciplinary research agenda coupled with my extensive experience working at the intersection of science and policy worldwide for several decades, makes me well-prepared to contribute to the AOS's efforts to provide exceptional services to its members and create opportunities for an inclusive and engaged global ornithological community.



ANNA CHALFOUN

Title: Assistant Unit Leader for Wildlife at the USGS Wyoming Cooperative Fish and Wildlife Unit; Associate Professor within the Department of Zoology and Physiology and the Program in Ecology and Evolution at the University of Wyoming

Bio: I am the Assistant Unit Leader for Wildlife at the USGS Wyoming Cooperative Fish and Wildlife Unit, and an Associate Professor within the Department of Zoology and Physiology and the

Program in Ecology and Evolution at the University of Wyoming. In my role as one of the co-Directors of the new WYOBIRD (Bird Initiative for Resilience and Diversity) initiative, I also contribute to student training efforts in ornithological field research, and outreach activities. I hold a B.A. in Biological Sciences from Smith College, an M.S. in Wildlife Science and Conservation Biology from the University of Missouri-Columbia where I worked under Dr. Frank Thompson III, and a Ph.D. in Wildlife Biology from the University of Montana as a student of Dr. Tom Martin. My research interests have centered around understanding the habitat preferences of birds and other non-game wildlife, the contexts under which such preferences are adaptive, and the consequences of human-induced habitat changes. I also nerd out on understanding the processes that influence the probability of nest predation.

The AOS has been my primary international scientific society since the merging of the Cooper Ornithological Society and AOU, and I was a Cooper and AOU member long before that. I was elected Fellow of the AOS in 2017, have attended over 15 AOU/COS/AOS conferences, chaired the search committee for the previous editor of *Ornithological Applications*, and currently serve as a Co-Chair of the Conservation Committee. I was President-Elect of the Cooper Society at the time of the merger, served on the first AOS Council, and was the recipient of both the Peter R. Stettenheim Service Award in 2018 and the Painton publication award in 2019. As a young scientist, I was a PECASE (Presidential Early Career Award for Scientists and Engineers) awardee. I have authored over 60 peer-reviewed scientific articles, most of which are focused on avian species.

Why are you interested in serving the American Ornithological Society in this leadership position?

The AOS has provided my students and me with numerous educational, professional, and leadership opportunities, for which I am very grateful. As a mid-career professional and long-term member, I believe that I would provide key perspective to the Council, while not losing sight of the ways in which the AOS could be even more impactful. Now more than ever, the importance of facilitating awareness and rigorous scientific understanding pertaining to the population declines of birds across the Americas and worldwide, for example, cannot be over-stated. We currently face other challenges, including how to more effectively include and serve ornithologists south of the U.S. border, and resolving strong differences in opinion about the proposed changes to eponymous bird names. From a personal standpoint, the AOS flock is rife with people whom I respect greatly, many of whom have become lifelong friends. Continuing to contribute to the society in whatever way that I can is therefore appealing.

What key interests, experience, or skills would you bring to this position?

As outlined above, I have considerable previous leadership experience both related to the former Cooper Society and the AOS. I therefore have a proven track record of dedication to the society. I

believe I could provide unique insights from those experiences while at the same time maintaining an eye towards the future. In addition to helping to ensure that our society continues to provide key services to our members such as great annual conferences and student/young professional support, I have a couple of other more specific interests. The first is to explore how AOS can play an even larger leadership and service role when it comes to science pertaining to the steep and extensive declines of the American avifauna. Second, given the society's strong interest in DEI, I would like us to explore ways in which we can better support and include ornithological students and professionals in countries with fewer opportunities including Latin America and the Caribbean.

How have your background and experiences prepared you to be effective in a professional scientific society that values fostering an inclusive ornithological community?

I have a very specific example to which I can point to demonstrate the active role I have played related to inclusivity. As the Co-Chair of the AOS Conservation Committee since 2019, I was one of the founders of the AOS Latin American and Caribbean Conservation Research Grants program. Our rationale in pushing for this program was the combined need for quality science throughout the Americas focused on avian conservation challenges, and the relative paucity of funding for ornithologists in countries outside of the U.S. and Canada. Indeed, two of the primary foci that emerged from the recent strategic planning efforts was continuing to foster a diverse society, and supporting avian conservation research. Thus far, we have provided four small grants to early-career Latin American researchers, but received far more deserving requests than we could accommodate. We look forward to continuing to grow this important initiative, potentially by partnering with other organizations and societies.



JEN C. OWEN

Title: Associate Professor and Associate Chair of Research, Michigan State University

Bio: Associate Professor and Associate Chair of Research, Department of Fisheries and Wildlife, Michigan State University (MSU). Ph.D. 2004, University of Southern Mississippi, B.S. University of Montana.

Published in *Proceedings of the Royal Society B: Biological Sciences, Ornithology, Ornithological Applications, Journal of General Virology, Emerging Microbes and Infections, Journal of Field Ornithology, Frontiers in Microbiology, Ecohealth, Methods in Ecology and Evolution, Behavioral Ecology and Sociobiology*, among others. Co-editor of *Infectious Disease Ecology of Wild Birds*.

AOU member since 1998, AOU Elective Member, 2008; AOU Fellow, 2014. Attended ~25 AOU/AOS/NAOC meetings.

Service to the society: AOS Investing Trustees Committee (Chair, 2021–present, member 2020–2021), AOS Finance Committee (2021–present), AOS Audit Committee (2022–present), Local Organizing Committee for the 2017 joint meeting of the American Ornithological Society and the Society of Canadian Ornithologists (Chair, 2013–2017), COS Board Member

(2015–2016), AOU Membership Taskforce Committee (Chair, 2014–2016), AOS Meeting Coordination Committee (2013–2019), AOU Council Member (2011–2013), ad hoc Committee on AOU Membership (Chair, 2008–2011), AOU Early Professional Committee (Chair, 2006–2016; member, 2004 – 2005), ad hoc Committee on AOU Governance (2003–2004), and AOU Student Affairs Committee (2003–2004). Served as Editor for *Condor: Ornithological Applications* (2013–2014), Associate Editor for the *Auk* (2010–2013).

My research program is interdisciplinary and addresses issues at the interface of wild bird and ecosystem health, with focal areas in disease ecology, ecoimmunology, and migration stopover ecology.

Why are you interested in serving the American Ornithological Society in this leadership position?

The AOS (formerly the AOU) has been my professional home society since I attended my first meeting at Cornell University in 1998. My connection and dedication to the Society strengthened when I began to take on service roles. I have served the Society as described below in myriad capacities for almost 20 years and my dedication to the Society has strengthened due to all the efforts the Society has made (for which I have been lucky to be a part of) to become a more inclusive and welcoming society for a broader community while still hosting exceptional scientific meetings and supporting young professionals. I am dedicated to the Society's success and how it can best serve current and future members and ornithological science. It is a particularly exciting time to be a member of Council to help with implementing the new Strategic Plan, that has priorities that I am passionate about. Beyond my experience serving the AOS, my other leadership experience that is relevant is currently leading the implementation of a strategic plan for an ecological field station. This experience helps me understand that the most important work of a successful strategic plan is in the implementation and making sure we as a society meet the goals laid out in the plan.

What key interests, experience, or skills would you bring to this position?

Except for a two-year break after organizing the 2017 annual meeting, I have served the Society continuously since I was a Ph.D. student in 2003, and across all my career stages to date. My experience serving the AOU/AOS has ranged from being a member of the student affairs committee when it first started in 2003, to Chairing the local organizing committee for the 2017 joint meeting, to my current role as the Chair of the Investing Trustees Committee. I have a broad understanding of the Society's governance and the complexity of what it takes to meet our mission. I also understand the privilege of serving the Society. I understand the importance and value of engaging students and early career professionals in society governance early on. For that to happen it is essential that the established members of the society create those opportunities. My over 20 years of service all started because Dr. Edward (Jed) Burtt invited me to be on a committee to review the AOU Bylaws in 2003. Having an established member of the Society invite me to participate was a turning point; it created an avenue for me to become more involved in and support the Society. I know that the professional connections and friendships that I have made have been the most important of my career. I want to do what I can to reach out and help connect students and early career professionals to the Society.

How have your background and experiences prepared you to be effective in a professional scientific society that values fostering an inclusive ornithological community?

I have the perspective of serving the Society as a graduate student, early professional, and now as an established professional. I have observed and been an active participant in the AOS's efforts to

evaluate how it serves its members and ways it may better serve members. Part of that was creating more transparent processes for nominations and awards and fostering more welcoming and inclusive meetings. For the 2017 meeting, we made it a priority to host a welcoming and inclusive meeting that was affordable and accessible. With the coordination between the local organizing committee, AOS leadership, and AOS members we were able to achieve most of our goals, recognizing that we can always do more.

I recognize that we each come to our roles with unique experiences and perspectives, and many perspectives that may not be represented on the governing body of the Society at any point in time. As a Council member I will serve with humility and the recognition that we as a governing body serve a broader and diverse membership. I see my role in making sure to reach out to and listen to those that may not have a seat at the table so their voices and perspectives are considered during the decision-making processes.

Also, I am director of a bird banding station that with the contributions of an amazing team has gained a reputation for being welcoming and accessible to people of all backgrounds, identities, and fosters curiosity and learning about the ecology of migratory birds.



LUIS SANDOVAL

Title: Investigator and Professor of the Universidad de Costa Rica, San Pedro

Bio: I have been an investigator and professor of the Universidad de Costa Rica since 2014, where I am the principal investigator of Laboratorio de Ecología y Comunicación Animal, at the Biology School and Ornithology curator at Centro de Investigación en

Biodiversidad y Ecología Tropical. I conducted my bachelor and Master degree at the Universidad de Costa Rica, where study the Spot-bellied Bobwhite male singing behavior. I conducted my Ph.D. at University of Windsor, Canada studying the main causes of vocal divergence in a tropical bird species. I published 125 scientific peer review papers on Neotropical bird ecology, behaviors, evolution, and natural history. My labor as student and professional has been recognized with the following awards: Young investigator award Ned K. Jonhson-AOS; The World Academy of Sciences & Consejo Nacional para Investigaciones Científicas y Tecnológicas Award for Young Scientifics in Biology (Costa Rica); and Award for excellence research, scholarship, and creative activity. Outstanding graduate student, University of Windsor, Canada.

I have been part of the AOS since 2011, where I collaborate multiple times reviewing students grant proposals, travel grants, and students' presentations in conferences. As part of the AOS I am a member of the Bylaw and Research Grants committees, Elective Member since 2018, and AOS Fellow since 2023. I have participated in almost all AOS annual meetings since 2012. I am an Associate Editor in both journals of the AOS. I am interested broadly in the study of urban development's effect on birds' communication, behavior, and evolution of Neotropical species. As a biologist working in the tropics, I believe strongly in integrating descriptive (natural history) works with an experimental approach in my projects.

Why are you interested in serving the American Ornithological Society in this leadership position?

I am interested because it is a position where I can contribute more directly to gain visibility to one of the minorities inside the AOS (Latin-Americans ornithologist). This is because as a student first and researcher now in a Latin-America country, I know from first-hand the barriers we have to being part and maintain inside an organization as AOS, and promote from this position ideas and suggestions that help to reduce the gap and open opportunities for all.

What key interests, experience, or skills would you bring to this position?

I am interested that the AOS really transforms into the society that represents America as a continent. For that, I would like to create ways to attract and keep more people who study and work in Latin America and the Caribbean within the organization; especially those people who do not speak, read, or write in English (main barrier to be part of a society that uses English as the main language). Within my experiences I have participated in multi-country and multi-language projects, which will allow me to propose forms of cooperation that I have seen work and that can help increase minorities participation within the AOS. I know some of the necessities that Latin-American students and investigators have and that limit and reduce the participation inside international societies.

How have your background and experiences prepared you to be effective in a professional scientific society that values fostering an inclusive ornithological community?

I have been part of several international bird projects (e.g., workshops, data analysis, surveys, talks) and this gave me the opportunity to learn how to work with people of different countries, backgrounds, and expertise. Additionally, having studied in Latin-America and Canada taught me what are the weaknesses and strengths that each type of education/research has and how to integrate them to maximize it. Finally, as professor I open my laboratory doors to a broad group of students from my country and outside, allowing me to learn how to work with persons with different capacities and necessities to empower them. Consequently, this mix of experience will allow me to highlight creative and integrative responses and ideas that may increase the reach of the council, to make it more inclusive and supportive for the ornithological community.

Councilors – Terms ending 2026

Sahas S. Barve

Kristen M. Covino

Camila Gómez

Cristina Yumi Miyaki



SAHAS S. BARVE

Title: John W. Fitzpatrick Director of Avian Ecology, Archbold Biological Station

BIO: Pronouns (He/Him/His). PhD., 2017, Cornell University. MSc., 2009, Wildlife Institute of India. BSc., 2007, Mumbai University. Published in *Current Biology*, *Proceedings of the National Academy of Sciences USA*, *Proceedings of the Royal Society B: Biological Sciences*, *Ecology*, *American Naturalist*, *Ecography*,

Journal of Avian Biology, *Ibis*, *Ecology and Evolution*, among others. Ned K. Johnson Early Investigator Award 2021. Alexander Wilson Best Student Paper award 2016. AOS member 2016-present. Elective member, 2022. Member, Diversity and Inclusion Committee 2017-present. Member, Early Professional's committee 2019-present; Member Meeting Coordination Committee, 2021-2022 (Diversity and Inclusion and Accessibility subcommittee lead and member Plenary Seminar and Workshops subcommittees). Student Presentation awards judge 2017-present. Diversity and Inclusion Travel Awards Committee Co-chair 2021-present.

In my research I take both single- and multi-species approaches to understand avian life history evolution. Currently, I am leading the long-term study of the Federally Threatened Florida Scrub-Jays (*Aphelocoma coerulescens*) at Archbold Biological Station (Florida). Here we study the evolution of cooperative breeding behavior, natal dispersal strategies and the effect of climate change on animal behavior. I am also associated with the long-term study of Acorn Woodpeckers (*Melanerpes formicivorus*) at Hastings Natural History Reservation, California where I have led the development and deployment of an automated radiotelemetry system to study social associations and extra-territorial movements. My comparative, multi-species research investigates the evolution of morphology and behavior that birds use to cope with the harsh climatic conditions on the world's highest mountains. I have mentored over 25 undergraduate and 10 graduate students from India, the US, Germany, France and Sweden. For the past 3 years, I have been on the editorial board of *Indian Birds*, the premier, open-access Indian avian natural-history journal and will be one of two subject editors starting summer of 2023. Science education and outreach energize me. Over the last 5 years I have given over 50 invited seminars, led social media campaigns, and interviewed for podcasts and ask-me-anything videos that have engaged with more than 1 million members of the public.

Why are you interested in serving the American Ornithological Society in this leadership position?

The American Ornithological Society is my home society and my professional community. I have thrived personally and professionally in the welcoming and supportive environment the AOS has created for its members. I want to work towards ensuring that all AOS members have the same

positive experience within the Society as we continue making strides towards being a more diverse, welcoming and inclusive international community of avian biologists.

What key interests, experience, or skills would you bring to this position?

I have a strong track record in working towards increasing diversity, equity and inclusion of minorities in the sciences. I have been a member of the Diversity and Inclusion (DnI) Committee of the AOS since 2017 where I have been the conference lead for DnI in 2021 and 2022. I have been the co-chair of the DnI Travel Awards committee since 2021. I have been involved in initiatives to increase the membership of Black scientists within the Society, and on a committee exploring the costs and benefits of making AOS journals open-access to increase accessibility of our science. I have also been part of organizational structure, and professional culture change initiatives at the National Museum of Natural History as a subcommittee lead on internal structural and employee cultural reform task forces at the museum. As an immigrant and person of color who has grown from a graduate student to an early professional in ornithology, I bring a diverse perspective relevant to the rapidly evolving face of American ornithology. As an Elective Councilor I would bring my experience in DnI and structural reform initiatives to work towards making sustainable changes that create a sense of belonging towards the Society in a larger section of members as they get involved in Society initiatives and benefit from its programs. I would be honored to help the Society in utilizing evidence-based metrics to design and execute Society policies while maintaining a strong monitoring and evaluation component to achieve our targets and yet be adaptive and nimble in our work.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

Over several years of professional service within the AOS and at my professional institutions, I have come to realize the critical importance of making a conscious effort to organize a diversity of voices in any decision-making process. I understand that bringing a diverse set of people together, especially in a volunteer organization like the AOS, is difficult. Moreover, a diversity of opinions can also mean that finding consensus is not easy and bringing about change is slow. However, having a broad representation of stakeholders increases the confidence of the general members of any organization that their interests are valued.

My previous professional experiences and service have prepared me to put in the work towards an inclusive and sustainable structural change within organizations. I am most thrilled to stand for elections for Elective Councilor because of the concerted effort the AOS leadership has made towards transforming the Society into an organization that is more welcoming, accommodating, and supportive of all its members. As ornithology rapidly evolves into a more socio-culturally vibrant community, I am excited to be a part of a team that celebrates a variety of voices, values, and identities and leverages their synergy to enhance the quality and impact of the Society's science and conservation actions.



KRISTEN M. COVINO

Title: Assistant Professor (Associate Professor, August 2023), Loyola Marymount University

BIO: Pronouns: she/her (they/them). Assistant Professor, Biology Department, Loyola Marymount University (LMU). Ph.D. 2016, Univ. Southern Mississippi. M.Sc. 2008, Univ. Maine. LMU Ascending Scholar Award (2023), LMU Award for Excellence in Diversity and

Inclusion (2022). Published in *Auk/Ornithology*, *Avian Conservation & Ecology*, *J. Avian Biology*, *J. Ornithology*, *Ornithological Applications*, and *Wilson J. Ornithology*, among others (e.g. *J. Animal Ecology*, *Hormones & Behavior*).

AOS member 2006-present. James G. Cooper Early Professional Award, 2018. AOS Elective Member, 2017; Elected Fellow, 2023. Member, Early Professional Awards Committee, 2018-present; Member, Diversity & Inclusion Committee, 2019-present; Member, Rainbow Lorikeets Out to Innovate Caucus, 2019-present; Student presentation awards judge, 2019; Member, Early Professional Committee, 2018-2023; Member, Bird Naming Taskforce subcommittee and Co-host of the 2021 Community Congress & Public Q&A, 2020-2022; Co-host, LGBTQIA+ and Allies Social, 2021; Host, LGBTQIA+ and Allies Social, North American Ornithological Conference VII, 2020; Member, Diversity and Inclusion Committee, North American Ornithological Conference VII, 2019-2020; Member, Student Affairs Committee, AOU/COS, 2014-2016. Attended ~14 AOS/AOU/COS meetings.

My research topics are diverse but fall in two focal areas: (1) endocrinology/physiology and annual-cycle transitions and (2) long-term migratory patterns and phenological change. I primarily work with undergraduates, and thus my choices of research projects are driven by my goal of including students as research partners. I specifically seek out projects that not only coincide with my own interests, but that also provide opportunities for students to contribute to active research through field work (summers) or lab work and data analysis (academic year). Our current projects include investigating the link between testosterone and behaviors in breeding Great Black-backed Gulls, studying variation in foraging preferences in gulls vis-à-vis isotopic niche modeling, using bird banding data to model long-term variation in passerine migration phenology, and documenting recruitment and productivity in a local Tree Swallow population. Since starting my position as Assistant Professor (2018), I have mentored seven senior capstone or honors thesis students and collaborated with over 40 undergraduate researchers. I also serve on two doctoral committees and currently collaborate with an additional three graduate students from other universities.

Why are you interested in serving the American Ornithological Society in this leadership position?

AOS is an organization with a broad impact on the ornithological and birding communities. Thus, the decisions made by the AOS governance influence current and future AOS members and community members beyond AOS. I am standing for election as councilor so that I can contribute my own perspective to the governing body of AOS. I am interested in pushing AOS to position itself as a leader in diversity, equity, inclusion, belonging, and justice efforts, to strengthen its support for folks from all career stages and across a greater breadth of ornithological careers,

and to continue its legacy of ornithological research and conservation support. Further, my experience as an academic from a non-R1 institution would bring a different perspective to discussions traditionally had by AOS council and, together with other diverse perspectives, can enhance AOS's ability to elevate folks from a broader range of the ornithological community and deepen AOS's impact on ornithological research and conservation.

What key interests, experience, or skills would you bring to this position?

Over the last several years, I have served AOS as well as other ornithological societies/communities (e.g. Wilson Ornithological Society, North American Banding Council) in various capacities including as committee member, committee co-chair, task group member, and voting councilor. I have gained experience working with and on committees, working groups, and society voting bodies. Through this work, I have deepened my understanding of the mechanisms through which professional societies function and can make progress and the hurdles that can stall impactful change. Throughout my 20 years of ornithological field and lab work, I have come to understand how vitally important it is for individuals new to either field or lab research to have support and mentorship. I am a staunch advocate for mentoring as a crucial element to ornithological research and have served as a mentor in several capacities (e.g. research supervisor, NABC Trainer). In addition to bringing this perspective, I am interested in enhancing AOS's impact by broadening participation in AOS and ornithological research across career types.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

I apply a Diversity, Equity, Inclusion and Justice (DEIJ) framework to my teaching, scholarship, and service. This is evident in my service work (committee participation), scholarship (co-author on multiple DEIJ-related publications), mentoring (barrier-reducing inclusion), and teaching (inclusive teaching pedagogies). In all these areas, I seek to not only "do DEI" (e.g. specific efforts) but to also improve my ability to consider perspectives beyond my own, to deepen my understanding of systemic barriers, and to engage in meaningful change both in my own actions and by pushing groups and institutions with which I engage to lessen systemic barriers to inclusion, a sense of belonging, and meaningful participation. I currently serve on the AOS Diversity and Inclusion committee, have undertaken several DEI-related efforts both within and outside of AOS, regularly undertake DEI-related pedagogical training, am a member of the LGBTQIA+ community (and AOS's Out to Innovate Caucus, The Rainbow Lorikeets), and am a parent who must balance family and field work. Finally, I also assisted in the development of AOS's successful application to the NSF grant program Leading Cultural Change Through Professional Societies of Biology (BIO-LEAPS). I currently serve as one of three 'senior personnel' on the project titled "Co-creation of affinity groups to facilitate diverse and inclusive ornithological societies".



CAMILA GÓMEZ

Title: Director of Education and Training, SELVA

BIO: Colombian biologist, with a PhD from Universidad de Los Andes, where I studied the ecology and stopover behavior of migratory birds. I was a Rose postdoctoral fellow at the Cornell Lab of Ornithology from 2018 to 2021. I am a founding member of the science and conservation group SELVA, and currently work there as

director of education and training. I have published papers in *Biota Colombiana*, *Ornitología Colombiana*, *Biological Conservation*, *Journal of Applied Ecology*, *Conservation Biology*, *Proceedings of the Royal Society B*, *Ecology*, *Ecological Monographs*, *Journal of Ornithology*, *Journal of Biogeography*, *Oecologia*, *Bird Conservation international*, *Scientific Reports*, *Avian Conservation and Ecology*, *The Wilson Journal of Ornithology*, *Ornitología Neotropical*, *ibis*, *The Auk*, *The Condor*, *Journal of Field Ornithology*. I am an associate editor for *Ornithological Applications*, and for *Ornitología Colombiana*.

I joined the AOS as a PhD student in 2017, and have attended meetings in Washington 2016, Michigan 2017, Costa Rica 2018, and the virtual meeting in 2020. My service to the AOS includes participating in the student mentorship talks, and participating in the Conservation Committee, particularly contributing to design and evaluate the recently launched Latin American and Caribbean Conservation Research Awards. My research interests include Ecology and evolution of migratory behavior; Enhancing productive landscapes for biodiversity and people; Historical changes in bird communities, and Understanding drivers and consequences for ecosystem function.

Why are you interested in serving the American Ornithological Society in this leadership position?

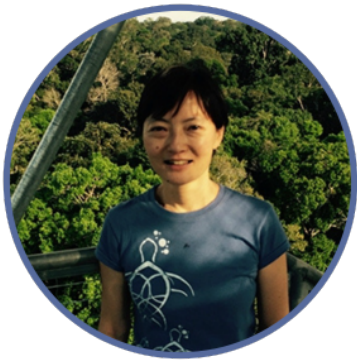
I hope that by doing so I can contribute to increase the impact of the AOS in the Neotropics. I would try to do this by including a voice with a Neotropical perspective where needed, and by reaching out to all my colleagues and contacts in the Neotropics to participate and take part in this dynamic and growing network.

What key interests, experience, or skills would you bring to this position?

I have ample experience of ornithological work in the Neotropics, including academic research, student and professional training, and working closely with local communities by building bridges to share scientific knowledge with broad audiences. I may also bring insights as to how rigorous science can be achieved from outside academia.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

One of the reasons that has led me to work in the research and conservation world, is the belief that most conservation and social problems are a result of lack of knowledge and unfortunate or untimely acting caused by a long history of exclusion, discrimination and violences among different groups of people. I work every day to contribute to eliminate these inequalities, to celebrate and promote diversity in all its forms, and to share my knowledge as well as learn from all those around me, so that together we can find ways to make the world a bit better.



CRISTINA YUMI MIYAKI

Title: Associate Professor, Universidade de São Paulo, São Paulo, Brazil.

BIO: Associate Professor of the Universidade de São Paulo (USP) and head of the Departamento de Genética e Biologia Evolutiva. Ph.D. 1996, USP. M.S. 1993, USP. Published in *Ornithology/The Auk*, *Nature Communications*, *Science Advances*, *Evolution*, *Journal of Biogeography*, *Molecular Ecology*, *The American Naturalist*,

Molecular Phylogenetics and Evolution, *Current Biology*, *Systematic Biology*, *Proceedings of the Royal Society of London*, and *Molecular Biology and Evolution* among others. AOU Honorary Fellow 2005. AOS Elective Member 2015. AOS Fellow 2019. AOS Committee for the Nomination of Fellows and Elective Members 2020-2022. President of the Brazilian Society of Ornithology 2011-2013. Corresponding member of the German Ornithologists Society. Member of various working groups for the conservation of endangered species for the Brazilian government. Member of the Conservation Genetics Specialist Group for the International Union for Conservation of Nature (IUCN). Focal point of contact for the Species Survival Commission of the Brazilian IUCN Committee.

My main interests are in Conservation Genetics and Biogeography of Neotropical birds. In our lab we use genetic and genomic data to help plan actions for the conservation of endangered species (especially psittacids) and to infer micro and macro evolutionary processes that may be associated with the diversification of taxa. We are fortunate to have had many collaborators around the globe to learn and discuss ideas. I supervised 14 undergraduate, 17 M.S., and 12 Ph.D. students and 12 postdoctoral scholars, and co-supervised 2 M.S. and 2 Ph.D. students.

Why are you interested in serving the American Ornithological Society in this leadership position?

I enjoy to collaborate with people and institutions with values that are similar to mine. When I read the documents in AOS' webpage about codes of conduct, policies, non-discrimination policy, and diversity statement, I was very well impressed and decided to participate more in the AOS.

What key interests, experience, or skills would you bring to this position?

I have organized various meetings, including the 2010 International Ornithological Congress in Brazil with around 1,200 participants. I was President of the Brazilian Society of Ornithology (2011-2013) and second Treasurer of the Brazilian Society of Genetics (2014-2016). As I believe the general scenario (and specially the research scenario) in Brazil is different from that in the USA, I may be able to bring a different view for discussions in the AOS.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

I attended my first meeting organized by the Brazilian Society of Ornithology when I was a Ph.D. student. Our small lab group was seen as the "strange geneticists" at that time, but soon Brazilian ornithologists understood that genetics wasn't competing with other areas of research, but could be complementary. This is an example of how new views, different ways of thinking, and diversity of background can enhance collaboration. And I do not see how science can improve without collaboration.

Councilors – Terms ending 2025

Chris Balakrishnan

Nancy Chen

Dan Mennill

Allison Shultz



CHRISTOPHER N. BALAKRISHNAN

Title: Associate Adjunct Professor, East Carolina University

BIO: Program Director, Division of Environmental Biology, National Science Foundation. Associate Adjunct Professor, East Carolina University (Assistant/Associate Professor 2012-2021). Research Associate, National Museum of Natural History. Ph.D., 2005 Boston University. Published in *The Auk*, *Emu*, *Ibis*, *Wilson Journal*, *The*

American Naturalist, *Behavioral Ecology*, *Current Biology*, *G3: Genes, Genomes & Genetics*, *Genes, Brains & Behavior*, *Genome Biology*, *Genome Biology & Evolution*, *Molecular Ecology*, *Nature*, *PNAS*, *Proceedings of the Royal Society Series B*, *Science*, *Systematic Biology* and others. AOU/AOS member since 2000, Elective Member (2016), Fellow (2020) AOS Diversity and Inclusion Committee, 2016-present. Diversity and Inclusion Travel Awards Committee Leader, 2016-2019. Regular AOU/AOS poster/presentation judge.

My research focuses on the evolutionary biology of birds with an emphasis on the mechanisms of speciation, behavior and genome evolution. As a graduate student I studied the mechanisms of speciation in brood parasitic indigobirds in West Africa. Through my postdoctoral work, I helped develop genomic resources for birds using the zebra finch as a model system. Since then, my lab has worked to apply these genomic tools to better understand some of the intriguing oddities of the bird world (e.g, white-throated sparrows, manakins, and brood parasitic birds).. I am very active in outreach as the founder of Nerd Nite, a public lecture series held at venues around the world. I also work closely on outreach and education efforts with Sylvan Heights Bird Park, a renowned bird-focused zoo and captive breeding center in rural, eastern North Carolina. I recently moved from a faculty position at East Carolina University to take on the highly service-oriented work of the National Science Foundation.

Why are you interested in serving the American Ornithological Society in this leadership position?

The AOS has been my home society since I began graduate school. More than any other academic society, the AOS and its members have helped support me through my career. I know, however, that this positive experience has not been shared by all. With this in mind, I am eager to give back to the society that served me so well, better serve the current membership, and help make the AOS a better place for future members.

What key interests, experience, or skills would you bring to this position?

I have served on Diversity, Equity & Inclusion committees at the AOS, ECU and NSF, starting with the AOS in 2016. Whereas in 2016 I'll admit I had a lot of learning to do, through my experiences I feel that I've become an effective voice for culture change. I have worked at multiple different kinds of institutions (R1, non-R1, government). My research and current work at NSF is highly

collaborative, and I would bring my collaborative nature to this role in the AOS. My ornithological interests are also diverse, from conservation-oriented to mechanistic and neurobiological, and I would work to attract this scientific diversity to the AOS.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

I have been a part of the AOS Diversity and Inclusion Committee since its inception in 2016. In this role I've been able to witness some of the proactive, progressive steps we've taken to improve the society and also, some of the growing pains and conflict associated with this type of culture change. I would come into this position with a clear sense of the work left to be done. At NSF I have been deeply involved in developing new programs aimed at broadening participation, and I'd look forward to bringing this experience to my role on council.



NANCY CHEN

Title: Assistant Professor, Department of Biology, University of Rochester

BIO: Ph.D. 2014, Cornell University. Published in *Emu*, *Nature*, *PNAS*, *Current Biology*, *PLOS Genetics*, *Nature Genetics*, *Genetics*, *American Naturalist*, *Evolution*, *Molecular Phylogenetics & Evolution*, *Molecular Ecology Resources*, and others. James G. Cooper Young

Professional Award, 2017. AOS Elective Member, 2019. AOS Diversity & Inclusion Committee, 2017–present; AOS Diversity & Inclusion Travel Awards Committee Chair 2019–present; AOS/AOU Early Professionals Committee, 2014–2021; AOS Scientific Program Committee, 2018–2019.

My lab studies the evolution of natural populations on short timescales by integrating evolutionary genomics and pedigree data from long-term demographic studies of vertebrates. We aim to characterize the evolutionary processes shaping genetic variation through space and time, and to link genetic variation to variation in individual phenotypes, fitness, and eventually, population dynamics. We are also interested in elucidating the genomic consequences of population decline, and our research on inbreeding and the importance of gene flow helps inform conservation efforts for the Federally Threatened Florida Scrub-Jay. I have supervised 3 postdoctoral scholars, 2 Ph.D. students, 1 M.S. student, 6 rotation Ph.D. students, and over 20 undergraduate students. I have a strong commitment to promoting justice, equity, diversity, and inclusion in science. Currently, I am the Chair of the American Society of Naturalists Diversity Committee, an active member of the diversity committees for my current department and the AOS, and I co-founded and co-lead the Diversity and Inclusion in Biological Sciences group on campus. My efforts include educating others and myself on equity and inclusion issues, organizing events or creating resources that foster safe, diverse, and inclusive communities, and advocating for systemic change at multiple institutions and scientific societies.

Why are you interested in serving the American Ornithological Society in this leadership position?

AOS has played a formative role in my development as a scientist, mentor, and advocate for justice, equity, diversity, and inclusion in STEM. The first few conferences I attended as a graduate

student were AOU meetings, where I felt welcomed and inspired by the ornithological community. My first service opportunities were also through the AOS, first as a judge for student presentations, then as a member of the Early Professionals Committee and the Diversity & Inclusion Committee. I would be honored to increase my involvement with the society, and continue to help AOS build a more equitable and inclusive society for people of all identities and support its members in pursuing diverse career options and impactful, cutting-edge research.

What key interests, experience, or skills would you bring to this position?

I have a long track record of service in AOS and extensive experience leading justice, equity, diversity, and inclusion (JEDI) in STEM efforts. I have been a member of the AOS Diversity & Inclusion Committee since 2017, the Chair of the AOS Diversity & Inclusion Travel Awards Committee since 2019, and a member of the Early Professionals Committee for 7 years. I have co-organized multiple JEDI trainings and symposia at AOS meetings as well as contributed to efforts to quantify society demographics, create funds and events to support historically excluded groups, improve society policies, and much more. Also, I am working to create sustained change in ecology and evolution as the current Chair of the Diversity Committee for the American Society of Naturalists (ASN) and an ex officio member of the ASN Executive Council (both terms end December 2022). These roles involve leading JEDI efforts for the entire society, coordinating with the Diversity Committees of our sister societies SSE and SSB on several tri-society initiatives, and participating in general society governance. At my university, I am a member of the Department of Biology Diversity Committee, and a co-founder and coorganizer of the Diversity and Inclusion in Biological Sciences group.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

Eradicating systemic racism and other inequities in our fields requires sustained engagement across multiple fronts. I am deeply committed to promoting justice, equity, diversity, and inclusion (JEDI) in science, and I prioritize JEDI work in my research, teaching, mentoring, and service activities. Through my multiple leadership and Diversity Committee roles at different scientific societies and my university, I have experience successfully tackling a range of issues at multiple levels. For instance, I have organized multiple JEDI events and trainings at conferences and schools. I have helped increase resources and networking opportunities for historically excluded groups, implement climate surveys to assess the impact of JEDI efforts, and change nomination and application policies to make the process more transparent and equitable. I have been collaborating with JEDI consultants and other scientific society leaders to develop a JEDI action plan and to create an inclusive leadership program and learning community. I am continually learning from readings on evidence-based strategies for culture change, from attending JEDI trainings, from interacting with people of diverse perspectives and backgrounds, and from working with organizations with different policies and practices. I am excited to continue working with AOS to make our community more inclusive and diverse.



DAN MENNILL

Title: Professor, Associate Dean of Science, Graduate Studies and Research

BIO: Professor of Ornithology and Associate Dean of Science, University of Windsor, Canada. Ph.D., Queen's University (2003). Editorial Board of *Condor* (2015-2019), *Acta Ethologica* (2017-2019), and *Biology Letters* (2009-2015). 160 publications in

ornithological journals (including 10 papers in *Ornithology/Auk* and 7 papers in *Ornithological Applications/Condor*) and other journals (*Science, Current Biology, Evolution, Ecology, American Naturalist, Proceedings B, Animal Behaviour*, etc.). Elective Member (2006) and Fellow (2013) of the AOS/AOU. Lifetime member of the Society of Canadian Ornithologists (SCO) and the Animal Behaviour Society. Elected Councilor of the SCO (2014-2018). Chair of the AOS/AOU Student Membership Awards Committee (2005-2022).

I study acoustic communication in temperate and tropical birds. Together with a team of undergraduate students, graduate students, and postdocs, I use a field-based approach to study wild birds in Canada, the United States, Mexico, and Costa Rica. In the temperate zone, we study vocal learning and network-based vocal behaviours, especially in chickadees, sparrows, and warblers. In the tropics, we study duetting and other vocal behaviours, especially in wrens. I have helped to pioneer new technologies for bioacoustic studies of wild birds, including multi-channel array recording, passive acoustic monitoring, multi-speaker playback, and interactive playback. I have attended 13 AOS meetings over the past 20 years. My favourite ornithological activities are collecting field recordings, analyzing those recordings with my students and collaborators, and sharing that work through publications and conference presentations.

Why are you interested in serving the American Ornithological Society in this leadership position?

I have been a member of the AOS/AOU since my first meeting 20 years ago, and I value our society very highly, especially our journals, our annual meetings, and our student awards. I am standing for election as councilor so that I can take a turn sharing in the service of overseeing our society. If I am elected as a councilor, I will take the role seriously. I am interested in continuing to emphasize high-quality scientific journals, promoting outstanding meetings that are accessible to everyone, and growing student awards for membership, research, travel, and presentations. As a Canadian, I have always felt welcome within the AOS/AOU; I am interested in working to ensure our society welcomes people from all countries, especially in Central and South America. I am also interested in supporting our society's ad hoc committee on bird names, recognizing that the issue of exclusionary bird names is a vitally important ornithological issue of our times.

What key interests, experience, or skills would you bring to this position?

I oversaw student membership awards for the AOS/AOU between 2005 and 2022. I was very happy to use my organizational and communication skills to administrate an award that recruited many new members to our society, from around the globe. Through that experience, I became familiar with the administrative structure of our society. I served as an elected councilor of the Society of Canadian Ornithologists between 2014-2018, and therefore I have experience

-serving as a councilor for an ornithological society. I have served as an Associate Dean of Science at my home university for the past five years, and I have developed considerable administrative skills through that experience.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

As a professor, a graduate student supervisor, and as an Associate Dean, I have prioritized equity, diversity, and inclusivity, in principle and in practice. As an Associate Dean, I created new scholarships and awards programs to make my university more accessible for international students. I assisted with new efforts within my university to support LGBTQ+ students in the Faculty of Science, and I have worked to promote EDI considerations on par with research- and teaching-considerations among our university's administration. In organizing scientific and administrative meetings, I have worked to increase accessibility for parents of young children, especially mothers. I would like council to focus on taking concrete steps towards making our society's journals, meetings, and operations more accessible to diverse people throughout North and South America.



ALLISON SHULTZ

Title: Assistant Curator, Natural History Museum of Los Angeles County

BIO: Pronouns: she/her. Assistant Curator, Ornithology Department, Natural History Museum of Los Angeles County. Ph.D. 2017, Harvard University. M.S. 2011, San Diego State University. Published in *The Auk*, *The Condor*, *Elife*, *Biology Letters*, *Molecular Phylogenetics and*

Evolution, *Proceedings of the Royal Society B: Biological Sciences*, *Evolutionary Applications*, *Ecology and Evolution*, *Evolution*, and *Ibis* among others. AOS Member 2007 - present. AOS Elective Member, 2019. Member, Collections Committee, 2019-present; Member Meeting Coordination Committee, 2018-2021; Accessibility Subcommittee 2020-2021; Scientific Program Subcommittee 2020-2021; Student Presentation awards judge, 2019-present.

For my research, I seek to understand the evolution of bird diversity, focusing on two major areas. First, I focus on how birds are responding to human-caused environmental changes from both an ecological and evolutionary perspective. Second, I focus on how feathers (especially their colors) are shaped by selection for multifunctionality given underlying mechanistic constraints. In my position, in addition to research, I am responsible for overseeing the bird collection and representing birds across all other areas of the museum (e.g., education and public programs, exhibitions, and advancement). I interact with many students and researchers across the LA area, nationally and internationally, by guest lecturing, giving tours, assisting with research, collaborating, providing support, or formally mentoring (supervisor for 1 postdoctoral fellow, committee member for 6 graduate students, mentor for 6 undergraduates). A substantial part of my job involves informal science education, public outreach, and community science. I am passionate about increasing diversity, inclusion, access and equity in the sciences, and inspiring a love of nature in everyone.

Why are you interested in serving the American Ornithological Society in this leadership position?

The AOS has been my home society since I went to my first meeting as an undergraduate in 2007. I have regularly attended meetings, but only really became engaged in service to the society upon finishing my PhD in 2017. Since that time, I became involved in several AOS committees, but most deeply involved in the Meeting Coordination Committee (MCC). The MCC touches upon many other committees and aspects of the organization, and provided insights into the inner workings of the AOS. My experience on this committee, particularly in hosting the two first two virtual conferences, left me excited to take what I learned, and to apply them to broader AOS efforts. The last two years have seen tremendous change, and AOS has shown that it values diversity and has begun the process of changing to better serve members (or future members), especially those from historically excluded groups. In a leadership position, I would continue and strengthen these efforts to create a society where all feel welcomed and valued, and feel that they can participate in many different ways.

What key interests, experience, or skills would you bring to this position?

A key interest and skill that I would bring to this position would be taking advantage of technology to better serve our members, create new opportunities for engagement, and increase accessibility. For five years, prior to getting involved in AOS service work, I was chair of the technology committee at Graduate Women in Science, where some major achievements were revamping their website and fellowship application process. In AOS, my major role on the Meeting Coordination Committee began as the person responsible for the meeting app, which evolved into running the platform of the entire conference when the meeting went virtual in 2020. I am interested in considering how we can continue to incorporate technology into not only AOS annual meetings, but throughout the organization. This has the potential to lower the barrier for participation not both nationally and internationally. Additionally, I would like to use my experience engaging many different types of stakeholders (e.g., academic institutions, conservation organizations, community organizations) to better understand how AOS can expand its reach as an organization, and become relevant for a broader community.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

A scientific society that values diversity aligns well with my personal values and passions. Since becoming a graduate student, I have participated in, or held leadership positions in organizations promoting women or other underrepresented genders in science. Shortly after starting my current position as a museum curator, I started a group promoting gender diversity in museum ornithology (Underrepresented Genders in Museum Ornithology). I recognize that gender diversity is only one axis of diversity, and that there is a great need to increase diversity along other axes (e.g., racial, ethnic, sexual orientation, ability, etc.), especially recognizing the struggles associated with intersectionality. To address these issues within my institution, in November, 2020, I joined the NHMLAC Inclusion, Diversity, Equity, and Access (IDEA) working group as a Co-lead of the team in charge of Content. Together, we created a Transformational Framework which was unanimously approved by the board of trustees and governors. This document is the guiding light for all subsequent IDEA work of the institution and has prepared me well for continuing this work as an AOS leader.

Student Representative on Council

Jacob Drucker – Term ending 2025

Faiza Hafeez – Term ending 2026



JACOB DRUCKER

Title: Ph.D. Candidate, Committee on Evolutionary Biology, University of Chicago, Research affiliate, Field Museum of Natural History

BIO: Pronouns: He/him. M.S. 2021, University of Chicago, B.A. 2015, Hampshire Published in Behavioral Ecology, Caribbean Ornithology, Cotinga, Boletín de la Unión de Ornitólogos del Perú, and contributing author of Birds of the World species accounts.

AOS member 2019 - present, AOS Student Affairs Committee Co-chair, 2021-2023.

I am interested in how birds interact with tropical climates over ecological and evolutionary time. My dissertation has two distinct focuses: I study how intraspecific variation in diet, foraging behavior, and home range size contribute to the assembly and vulnerability of bird communities along the slopes of the Ecuadorean Andes. I also ask how tropical climatic regimes structure migratory bird flyways in space and time by using a network of weather surveillance radars and acoustic monitoring stations across Colombia. Prior to graduate school, I conducted extensive bird-related research and outreach for various government, academic, non-profit, and commercial institutions in the US and Latin America for over a decade.

Why are you interested in serving the American Ornithological Society in this leadership position?

Serving on the AOS council strikes me as the best opportunity to have a direct effect on the ornithological community in the Americas. I am keen to pay forward the support I have been given throughout my career but also value the chance to improve the central society for bird work in the Western Hemisphere. Specifically, I want to expand AOS's reach in Latin America for scientists between academic degrees and outside of academia and contribute to overhauling American institutions to make them more accessible to historically underrepresented people. Meeting these goals will result in better science in a field that depends on integrating different skills and fields of expertise at a global scale.

What key interests, experience, or skills would you bring to this position?

I would bring to the AOS council further perspective from active engagement with the student affairs committee, as well as my own background in and outside of academia. I am currently an academic interested in basic questions about ecology, evolution, and animal behavior, but have worked full-time on projects with direct actionable goals ranging from efforts to begin captive breeding programs of endangered species, to land stewardship in metropolitan areas, to public engagement about migratory birds, to ecotourism. These diverse professional experiences inform my perspective on the ornithological community in the Americas.

How have your background and experiences prepared you to be effective in a professional scientific society that values diversity?

Using my privilege as a cis het white male to empower diverse communities has become central to my career in the U.S. and abroad. At home in Chicago, I have partnered with various local stakeholders to lead natural history walks, train new community leaders, and facilitate research projects. On campus, I helped draft an original document advocating for official compensation from the University for work on diversity and inclusion that has since come to fruition in the form of “DEI- ships”, and have been organizing a tri-quarterly seminar on the history of oppression in the life sciences. In the greater ornithological community, I served as one of the co-chairs of the AOS’s Student Affairs Committee, where I voiced the Society’s student body’s needs by helping to coordinate mentor-mentee events during conferences, facilitating virtual programming throughout the year, and aided an effort to install permanent, voting student members on the Society’s Council. Three cumulative years of fieldwork in Latin America have exposed me to the needs of latinx scientists from various backgrounds and career stages. These experiences continue to grow my ability to be effective in a professional scientific society that values diversity.



FAIZA HAFEEZ

Title: Ph.D. Student in Evolution, Ecology, and Behavior at the University of Nebraska-Lincoln

Bio: Pursuing Ph.D. in Evolution, Ecology, and Behavior at the University of Nebraska-Lincoln, M.S. 2020, SUNY University at Buffalo, M.Phil. 2017, Quaid-i-Azam University, Islamabad, Pakistan, B.S. 2014, Government College University, Lahore, Pakistan, AOS member since 2021-present, AOS Student Affairs

Committee Co-chair, 2023-present.

I am interested in exploring the properties and functions of acoustic information networks and complex behavioral interactions in wild birds, and how anthropogenic noise impacts these interactions by disrupting information flow in avian communities. During winter, I study mixed-species flocks and during summer, I work with the breeding colonies of red-winged blackbirds at Cedar Point Biological Station in Nebraska. I have also spent a few months at the Palomarin Field Station and the Southeast Farallon Islands in California monitoring songbirds and seabirds during grad school. I am very grateful to the non-profit organization Point Blue Conservation Science for hosting me as an NSF INTERN and providing training. Although my primary interest lies with birds, I have been very fortunate to have worked with various animal systems both captive and wild during my academic career.

Why are you interested in serving the American Ornithological Society in this leadership position?

I joined AOS in 2021 as a Ph.D. student and attended the 2022 AOS meeting in Puerto Rico which has been a very rewarding experience. I joined the Student Affairs Committee at AOS to prioritize student needs and to increase student engagement in the society. I appreciate that AOS is making progress towards fostering a diverse community of ornithologists and I would like to contribute

towards this aim. I am interested in improving the representation of students from marginalized communities in AOS and hope to grow a network of Asian and Muslim women ornithologists from around the world.

What key interests, experience, or skills would you bring to this position?

I am very good at communicating with and identifying specific needs of diverse student groups and building strategies to address their concerns. At UNL, I have been involved with the graduate student government and advocating for student needs and concerns. I have some experience in organizing events and community outreach activities. I have attended many conferences and actively participated in discussion forums about resources required to improve student experience. During graduate school, I have been involved with D&I committees in professional societies and universities working towards improving visibility of minorities in STEM fields.

How have your background and experiences prepared you to be effective in a professional scientific society that values fostering an inclusive ornithological community?

I have worked with various advisors and mentors during my undergraduate and graduate years. I have some job and internship experience in governmental and non-profit organizations both in my home country and in USA. While working with a diverse group of people and in different organizations, I have personally experienced the pros and cons of inclusive and exclusive practices on my career and mental health. My journey towards becoming a Muslim woman field ornithologist would have not been possible without ample support, mentorship, and networking. I am dedicated to increase the accessibility of these resources for fellow students. I understand that students from diverse backgrounds, non-linear academic paths, and minorities face a lot of barriers and personal struggles before they reach a desired stage in their career. And I believe that providing a strong sense of belonging and creating a network of support for such students through professional societies like AOS can be very effective in increasing diversity, equity, inclusivity, and social justice in science; and this will not only improve their experience but also enable them to contribute to these societies in a meaningful way. My previous experiences and service have prepared me to make fruitful efforts towards bringing the change that I strongly believe in.