Minutes of the RAS Council 14 October 2016

1. INTRODUCTIONS AND APOLOGIES

PRESENT

Professor John Zarnecki, Professor Ian Crawford, Dr Nigel Berman, Professor Yvonne Elsworth, Professor Martin Bureau, Miss Jane MacArthur, Dr Stacey Habergham, Professor Mike Bode (via Skype), Dr Paul Daniels, Professor Brad Gibson, Professor Giovanna Tinetti, Professor Michael Watson, Dr Catriona Jackman.

IN ATTENDANCE

Dr Robert Massey (Deputy Executive Director), Dr Kim Clube (Editorial Office Manager, via Skype)

APOLOGIES

Ms Pamela Mortimer (Executive Director), Dr Mandy Bailey, Professor Chris Pierce; Professor Lyndsay Fletcher, Professor Mike Edmunds, Dr Sara Russell, Professor Stephen Serjeant, Professor Don Kurtz, Professor Hiranya Peiris

The President welcomed everyone to the meeting, and invited those present to introduce themselves, and to describe their background.

2. MINUTES (& MATTERS ARISING)

The minutes of the meeting of 30th June 2016 were, with minor corrections, approved as a true and accurate record.

On Brexit, the Deputy Executive Director had circulated the letter from Nicola Blackwood MP, the then chair of the Science and Technology Select Committee, to Rt. Hon George Osborne MP, the then Chancellor of the Exchequer.

The Deputy Executive Director had also sent a letter to all Fellows, stating the position of the Society on the EU referendum result, and asking them to contact MPs to highlight the concerns of the astronomy and geophysics communities.

Prof. Bode explained that Liverpool John Moores University had reached the final round of (two) candidates under consideration as the host for the 2018 European Week of Astronomy and Space Science. If their bid is successful, the RAS will merge EWASS with NAM, as happened most recently in 2009.
Post-Council update: the bid from Liverpool John Moores University has been approved, so discussions will take place between the university, RAS and EAS to make plans for EWASS 2018. The Society will ask UCL, who were expecting to host NAM in 2018, to defer this until the following year.

**Action:** Executive Director to contact UCL to make this request

3. **PRESIDENT’S BUSINESS**

The President gave a brief update to Council.

He has contacted the UK Space Agency to request that Tim Peake attend NAM in Hull in June 2017. The Agency has yet to make a final commitment, but acknowledge the importance of the conference. (For information, RAS Education, Outreach and Diversity Officer Dr Sheila Kanani made the same request to Jeremy Curtis, who heads the Agency’s education programme.)

The President has spent some more time familiarising himself with the work of the Society. The previous Tuesday (11 October) he attended both the lunchtime and evening public lectures, given by Prof Tinetti, and is pleased to report they were both ‘sold out’. He commended the work of Burlington House staff and officers for running this successful series of lectures over the last few years.

The President also noted that he receives occasional complaints from people whose submissions to MNRAS and GJI are rejected, and that he replies stressing that these decisions are made through the peer review process. (The Deputy Executive Director reminded Council that complaints should be directed to Editorial Office Manager Dr Kim Clube.)

On Brexit, the President is in contact with his counterpart at the Institute of Physics. He sees this as a ‘pan-science’ issue where the interests of the different parts of the science community align. The President noted that the Royal Aeronautical Society is running a one day meeting on this topic (albeit at a cost of £225 per delegate) and he suggested that the RAS could do the same.

On Brexit more generally:

- The Science Council is active in this area, and evidence from Council members to support the RAS contribution to the discussion would be welcome.
- UUK report that the number of EU students in UK universities is declining as a result of the vote, with concerns about the validity of UK degrees in the rest of the EU, and a possible large increase in tuition fees.
- Some Fellows have now contacted their MPs as a result of the call from the RAS; one had a response from David Davis, the Secretary of State for Exiting the European Union.
- The cost of ESA and ESO subscriptions will rise in Sterling terms as a result of the decline in the value of the pound; this is offset by Treasury but nonetheless reduces the scope for other spending on science.
- All foreign nationals need reassurance given the rise in xenophobia, and uncertainty over their future status.

**Action:** Deputy Executive Director to contact STFC, NERC, the UK Space Agency and the Geological Society, and develop a proposal for a Brexit meeting
4. **TREASURER’S BUSINESS**

The Treasurer gave a report on the financial status of the Society.

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Council noted the financial and legal status of the Society, as set out in the report.

**Defined benefit pension scheme**

The defined benefit pension scheme is now closed, and has no currently employed RAS staff as active members. There are four deferred members, who will be beneficiaries on retirement, and some who receive income from the scheme via previously purchased annuities.

Recent valuations, carried out by Stuart Cowan of Royal London, indicate that the scheme has sufficient funds to continue operation. The triennial valuation at 31 December 2015 indicated a surplus of £233,000. A buy-out valuation, which takes into account the cost of closing the scheme and purchasing benefits for the four deferred members, was carried out in September 2016, and indicated a deficit of £174,000.

The options for the Society are to wind up the scheme, or to leave it in place as it stands. If the scheme is wound up, the Society would need to find a purchaser prepared to take on the liability of deferred members.
Although the scheme is almost certainly in surplus at present and managing it is a drag on the efficiency of the Society, winding it up would also incur a significant cost, in making up any shortfall and covering expenses.

The Treasurer advised Council not to wind up the scheme at this point, but to prepare a ‘flight plan’ so that if circumstances change the wind up can be completed more quickly.

**Council agreed with this recommendation, and instructed the Treasurer to maintain the status quo in managing the defined benefit scheme, and to prepare a ‘flight plan’**.

**Restricted funds**

The Treasurer gave an overview of the restricted funds available to the Society, i.e. those designated for specific purposes, after a bequest. He reminded Council of the distinction between endowed funds, and those that can be exhausted. The approach of the Society in the past has been to treat all of these as endowments.

As some of these are now low in value, the Treasurer is examining ways to rationalise them, a long term process that depends for example on establishing the original intention of the donor, examining the investment performance of the original asset, and understanding how long the original wishes of the donor should be adhered to. If the funds are large enough for a significant endowment, then this can continue, but that approach is inefficient for smaller funds.

**Research fellowships**

The Treasurer has been looking at the approach for maternity, paternity, parental and long-term sick leave for university staff holding RAS Research Fellowships. He proposes creating a letter of intention setting out the approach and position of the Society on this, taking on board advice from a specialist employment lawyer at a cost of around £1k.

For Fellowships, the host university is the employer, and the RAS covers staff costs up to a point, after which the institution picks up the additional overhead. The Treasurer wishes to see the financial risk to the Society restricted.

Council members made a number of points in discussion:

- A pertinent example is the Ogden Trust, which does not cover the cost of absences, as the grant is deemed to be in abeyance over that period
- STFC have a similar approach in funding some positions, but do support these costs for Postdoctoral Fellows
- There is a reputational risk if the Society adopts a very different approach to other organisations

**Action: the Treasurer will investigate this further, and approach funding organisations, administrators in universities and a lawyer who has experience of academic employment, possibly from the University and College Lecturers’ Union, and report back on this at a future Council meeting.**

[Prof. Bode left the meeting at this point to attend to business in Liverpool.]

**National Astronomy Meeting 2016**
NAM 2016 incurred a net cost to the Society of £22,407.

In discussion, Council requested information on the gender balance of speakers.  
**Action: Deputy Executive Director to investigate this**

**Leasehold for Burlington House**

The Treasurer gave an update on the discussions between the courtyard societies and the leaseholder. He expects to report on the outcome of the lease negotiations in December.

**Payment portal for RAS website**

The website portal for online payments is changing from PayPal to WorldPay.

**RAS 200**

The RAS 200 programme is essentially on course, but some recipients of grants are behind schedule and have yet to make claims. The Education, Outreach and Diversity Officer is working to support the different partner organisations to ensure that the delivery of projects continues on the basis agreed with the Society.

**5. ORGANISATION AND STRUCTURE**

5.1 Governance (Executive Director), for information/approval

**A. Trustee Paperwork**

Council members were reminded to complete the Conflict of Interest and Charity Trustee forms and to return them to the Executive Director via the Burlington House office.

**Action: All**

**B. Governance**

Council noted and discussed this paper, from the Executive Director, on recruiting to the committees that advise on different areas of Society activity. (See [http://www.ras.org.uk/about-the-ras/committees](http://www.ras.org.uk/about-the-ras/committees)). The following points were made in discussion:

- We could approach unsuccessful candidates for election to Council and ask them to serve on RAS committees.
- Can we make sure that up to date information on the different committees is on the website, and that members of Council and other appropriate candidates are made aware of vacancies?

**Action: Deputy Executive Director to talk to relevant staff members to ensure committee membership information is up to date**

**Action: President to discuss recruitment of unsuccessful election candidates to committees with Executive Director**

**C. Staff**
This paper discussed the provision of staff for different areas of Society activity, including reception and administration, IT and Information Management, Finance, the Library, Education, Outreach and Diversity work, and the Editorial team. Council was asked to consider the appointment of additional staff in administration and IT and Information Management (this might be on a temporary basis or a contract for a specific piece of work), and to make the Education, Outreach and Diversity Officer a permanent appointment.

Members of Council made the following points in the ensuing discussion:

- IT support is a big priority, and currently seems very overstretched
- The RAS website is old-fashioned and functional, but needs development as for example it is static and does not work on smartphones, and if upgraded would help with recruitment, public engagement, PR and general marketing for the Society. This is particularly important as we approach 2020
- Development of the A&G website was delayed, and at the moment the RAS website seems to be following a similar track
- We need to understand skill set of the existing IT and Information Manager, and recruit to complement and support their work. Approval for this will need to be on the basis of more detailed proposals.
- The pressures on staff could become a health and safety issue, and could lead to stress-related illness. The Society should either recruit additional people or have activity at an appropriate level for the current staff complement.
- There is a specific operational issue on the timing of the public lectures, as having them in the same week as the specialist and ordinary meetings leads to spikes in workload

[Post-Council update: the Office, Events and Buildings Manager had proposed a change to the timing of lectures. Discussions with the Geological Society indicate that this will be possible from 2018, when their lecture theatre is available for new bookings]

- Aspirations for growth need to match the resource budget and the paper from the previous Treasurer earlier this year on the affordability of new areas of investment. New proposals need to reflect this (the Treasurer indicated that Finance Committee will discuss this, so can help give Council a steer thereafter)

Council agreed that the Executive should develop detailed proposals for additional staff resources for administration and IT.

Council considered the Education, Outreach and Diversity Post in a separate discussion. Those present recognised that the postholder is carrying out this work to a very high standard, and encouraged the Society to continue its efforts to seek additional external funding for this post.

Council agreed to make the post Education, Outreach and Diversity Officer, currently a temporary contract, a permanent position.

D. Burlington House Lease

Council noted that the outcome of the arbitration on the lease for the apartments at Burlington House is expected before the end of 2016. An update on this should be available by the time of the next Council meeting in December.
5.2 Outlook: RAS Library (Executive Director), for information and approval

Council received a written update on the work of the Library team, including in the Annexe, setting out plans for the medium term.

Members of Council noted the summary of funding allocations in 2012, 2014 and 2015, and that a report on the 18-month programme of conservation will be submitted to Council by May 2017, including a proposal for further work on conservation and preservation measures over the next decade.

Council also approved the continuation of funding of £3,000 per year for special short-term projects to be carried out by professional staff (previously allocated to student internship)

Council then considered the recommendation to convert the Library Assistant position to a permanent post.

In discussion, members present suggested that the Society should instead consider a full time, short-term appointment, in order to tackle projects such as the reorganisation of the Annex more quickly. Council also suggested that the Librarian make use of the National Conservation Service, who can provide advice in this area.

In the light of this, Council amended the recommendation and agreed to renew the post of Library Assistant for a further year, at a cost of approximately £4800, and asked for a further paper before that term ends.

Action: RAS Librarian to contact the National Conservation Service

The President also asked for an induction tour for new members of Council, to include the Annexe.

Action: RAS Librarian to arrange a tour for the date of the December meeting of Council

5.3 Bicentenary planning: an update from the 2020 planning group (Executive Director), for approval

Council considered a paper from the 2020 planning group on plans for the 2020 celebrations, the 200th anniversary of the foundation of the RAS, setting out 20 suggested projects to commemorate this important year. Members of Council were invited to give in principle support for each outline proposal to be developed further, and presented to Council for final approval in a paper in February 2017.

In discussion, Council requested a budget envelope for the celebrations to clarify the decision making process. Members of Council also noted:

- Some proposals appear to relate to core work that should take place in any case
- So far there are no proposals related to solid-Earth geophysics
- There was support for the proposals being UK-wide, and this should include events outside London
- There is so far little of interest to younger people, and to redress this the Society could explore an event like the BlueDot festival
- The existing proposals look to the past too much and will not have a broad impact
• The Society should consider media partners such as In Our Time, Stargazing Live, the Sky at Night, and the Life Scientific

Proposal 1: Drinks Party or Celebratory Meal

Council agreed to this, but indicated that the events should be self-funding.

Proposal 2: Blue Plaque: RAS 200 years

Council supported the further development of this proposal.

Proposal 3: NAM 2020 celebrated in Bath, collaborative work with the Herschel House Museum

Council gave enthusiastic support to this proposal.

Proposal 4: Bicentenary stamp or stamp collection

Council supported the further development of this proposal.

Proposal 5: Involving a Royal

This proposal generated some debate in Council, and on balance those present felt this would not deliver sufficient added value, so should not be taken forward.

Proposal 6: Science and Art

Council supported the further development of this proposal.

Proposal 7: Collaborations with Royal Observatory Greenwich

Council supported the further development of this proposal.

Proposal 8: Exhibition: historical images

Subject to a successful bid for external funding, Council supported the further development of this proposal. Those present commented that this work, if supported by external funding, should be happening irrespective of the anniversary.

Proposal 9: Picnic plus

Council were divided on this proposal, and indicated that it should only go ahead if administered by Burlington House staff. There was no support for using RAS funds to purchase alcohol, and concerns were raised about how inclusive this event would be.

Proposal 10: Commission a piece of astronomy-themed classical music to be premiered at a Proms concert and/or have an astronomy-themed Proms concert

Council opposed the further development of this proposal using additional RAS funds, arguing that it incurred significant expense, but lacked a significant legacy. Members of Council noted that the proposal would form the basis of a bid for RAS200: Sky & Earth funds, so could be considered through that peer review process.

11. Commemorative history books (oral update)
The Deputy Executive Director explained that there had been limited progress on this to date. Council asked for a further update in due course.

12. Joint Celebrations with the RASNZ

Council supported the further development of this proposal.

13. Regional public lectures (oral update)

Council supported the further development of this proposal. The Office, Events and Buildings Manager will provide a paper on this in December.

14. Celebrating our publishing heritage for 2020

Council supported the further development of this proposal.

15. Branding the Bicentenary

Council strongly supported this project, and further asked for a more ambitious paper to be put forward, setting out the development of a new visual identity for the Society as a whole.

16. Organ Recital - the music of William Herschel

Council supported the further development of this proposal, and suggested that the Society consider the use of professional organists in addition to volunteers.

17. Celebrations with the South African Astronomical Observatory (SAAO), which is also celebrating 200 years (oral update)

The 2020 planning group did not recommend that this proposal be developed further, and after an oral update on this from the Deputy Executive Director, Council concurred.

18. Cataloguing the RAS Collections

Council supported this proposal, but argued that this work should be taking place in any case, subject to a successful bid for external funding.

19. Audio history possibilities for 2020

Council supported this proposal, and again argued that this work should be taking place irrespective of the anniversary.

20. A celebratory booklet for 2020

Council declined to support the further development of this proposal.

Action: Deputy Executive Director to advise members of 2020 Planning Group on Council decisions.

5.4 Council elections 2016/2017 including correspondence with the Fellowship (Executive Director), for approval

Letters (A) and (B) are included as appendices.
A. ELECTIONS TO RAS COUNCIL 2017

Letter (A) invites the Fellowship to make nominations for RAS Council, for the elections to take place in spring 2017. It includes ‘job descriptions’ for the more senior roles, namely the President, Vice-Presidents and Secretaries, with an indication of the workload associated with these posts, which is likely to be high in the run up to and including the Society’s 200th anniversary in 2020.

Council approved letter (A) for distribution to the Fellowship.

B. CORRESPONDENCE WITH THE FELLOWSHIP

Letter (B), presented at the meeting, invites the Fellowship to register with the new online members’ site, to confirm their preference for correspondence, their contact details, and giving them the option to share those details with other members of the Society. The dispatch of this letter was delayed as a result of a series of small problems with the new database, rectified after extensive testing by staff and officers.

Council approved letter (B) for distribution to the Fellowship.

Action: Burlington House staff to arrange dispatch of letters (A) and (B).

Post-Council update: both these letters were dispatched in the week beginning 17 October.

6. POLICY AND PUBLIC ENGAGEMENT

6.1 Report on NAM press coverage (Deputy Executive Director), for information

Council noted the successful effort to publicise the NAM 2016 conference, despite the meeting taking place the week after the Brexit vote.

6.2 Leaving the EU: Implications and opportunities for science and research inquiry (Deputy Executive Director), for information

Council noted this submission to the inquiry by the Science and Technology Select Committee. A copy of the written evidence is on the RAS website at http://www.ras.org.uk/images/stories/ras_pdf/Policy%20Papers/Leaving_the_EU_Sci_Tech_Committee_final.pdf

7. PUBLICATIONS

(This was discussed between items 4 and 5, as the President varied the order of business to allow the RAS Editorial Office Manager to join the meeting.)

7.1 Policy on institutional affiliations in MNRAS, for approval

Dr Kim Clube, RAS Editorial Office Manager, joined the meeting via Skype. Council considered the paper, which recommended that addresses of author institutions in MNRAS papers use the official UN designation, i.e. meeting the standards set out in ISO 3166-1 and 3166-2. The paper sets out a policy response to an issue raised by the Ukranian Embassy, where an author in Crimea used the address ‘Crimea, Russia’.
Although Crimea is currently occupied by Russia, the territory is internationally recognised as being part of Ukraine.

In discussion, Council members made the following points:

- How would authors in Taiwan be described? The ISO standard describes the island as Taiwan, Province of China, and there is a dispute between the UN and Taiwan over this.
- Can OUP include footnotes including the correct designation?
- Following the ISO standards offers reputational protection

Council asked for the decision on designations to be deferred pending a discussion with OUP on provision of the footnotes acting as disclaimer.

**Action:** with the Executive Director, the Editorial Office Manager will clarify the ISO standards, explore the option of the author using a self-described address corrected at the proof stage, and consult with other societies and publishers to establish the approach used elsewhere.

*Post-Council update: Responses have now been received from the AAS, the Geological Society and OUP.*

*The AAS decided their policy this year: "While the AAS journals adhere to and respect UN resolutions regarding the designations of territories (available at [http://www.un.org/press/en](http://www.un.org/press/en)) it is our policy to use the affiliations provided by our authors on published articles."*

*The GSL do not yet have a set policy on this as the problem has not arisen in their journals.*

*The Senior Publisher at OUP is concerned about the idea of a footnote disclaimer, and believes this would be seen as an aggressive way of noting that the author’s affiliation runs against the preferences of the Society / journal. He favours a statement along the lines of that used by the AAS, enabling the RAS to reaffirm its own position while avoiding the need to intervene in individual author affiliations.*

**7.2 MNRAS Embargo – a paper by OUP, for approval**

Council considered a paper by Adam Leary, Senior Publisher at Oxford University Press, on changing the embargo time for free access to papers in MNRAS from 36 to 12 months. The Editorial Office Manager updated Council on background to the report, including the views expressed by the journal editorial board, which is in favour of this change.

Following a lengthy discussion, Council agreed to support the status quo recommended in the report i.e. to maintain the embargo period for MNRAS at 36 months. Council asked the Editorial Office Manager to monitor submission and subscription trends, and agreed to review the policy in 12 months’ time.

**Action:** RAS Editorial Office Manager to prepare submission and subscription data as part of a paper to Council in October 2017.

**7.3 Request for an additional MNRAS Editor, for approval**

Council agreed the proposal to appoint a new MNRAS editor.
The RAS Editorial Office Manager left the meeting.

8. OTHER

8.1 American Astronomical Society meeting January 2017 (Exec. Dir.), oral update, for information

The Deputy Executive Director explained that the RAS and the AAS have an agreement whereby the AAS Russell Lecturer presents at NAM each year, and the RAS Gold Medal winner presents at the AAS winter meeting. The RAS Executive Director and President normally also attend the meeting, and host a drinks party for RAS Fellows.

The Gold Medal winner for this year is not able to attend the January 2017 AAS meeting, so approval was sought from Council for A&G Editor Dr Sue Bowler to attend in their place, host a party, and engage with AAS and RAS Fellows to solicit input for A&G. In late October the AAS will give the name of the Russell Lecturer to Prof Gibson for NAM 2017.

Council agreed that the A&G Editor should represent the RAS at the coming AAS meeting.

8.2 Code of conduct (Dr Stacey Habergham, for discussion)

Dr Habergham described the actions of a speaker who had used inappropriate images in a talk at a recent scientific meeting sponsored by the RAS. 50 attendees have signed a petition making a complaint about this incident to the meeting organisers.

The RAS Code of Conduct covers this kind of behaviour, but the code is not visible outside of the members’ area of the website.

Council agreed that the Code of Conduct should be public, and that following it should be a condition of grant funding. Conference organisers should also inform speakers and other delegates that they are expected to abide by the code.

Action: Deputy Executive Director to discuss this with the RAS Office, Events and Buildings Manager, and to arrange for the Code to be placed on the ‘grants and awards’ section of the RAS website.

Post-Council update: the Office, Events and Buildings Manager confirmed that recipients of conference grants are now sent a copy of the code of conduct for meetings when their award is confirmed.

8.3 Criteria for eligibility for RAS Research Fellowships (Dr Caitriona Jackman), for discussion

Dr Jackman agreed to present a full paper on this to the December meeting of RAS Council.

8.4 Officers’ Reports: July/August/September 2016

Council approved the following candidates for Fellowship:

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The Deputy Executive Director drew the attention of Council to the Patron’s Fund, commemorating the Queen’s 90th birthday. The Society is able to bid for a grant of up to £2,000 from this fund.

Council discussed possible projects that could be supported, and agreed that the RAS Librarian should identify an object that could be conserved using this fund.

**Action:** RAS Librarian to prepare a bid for the conservation of a specific and noteworthy object in the care of the Society.

Council rose at 3.45 p.m.

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**AOB**

9th December 2016

Professor J. Zarnecki