



Early-career Social Learning Researchers

Association of Early-career Social Learning Researchers

Constitution

Abbreviations

ESLR: The Association of Early-career Social Learning Researchers

Revisions

Adopted Friday 22nd June 2018

§1 Name

The Society shall be called the Association of Early-career Social Learning Researchers, hereafter called 'the Society'.

§2 Formation

Formation of the Society capitalises on a series of conferences on social learning (Association for the Study of Animal Behaviour Meeting 2015) and cultural evolution (Culture Conference 2016) that brought together early-career researchers of a diverse backgrounds. Participants at these meetings expressed a strong interest in the formation of a new association that has a special focus on early-career researchers with an interest in the study of social learning and cultural evolution in humans and non-human animals, in theory and in practice. The Society represents a community who wishes to meet regularly, to present and discuss their research, and to collaborate. The Society was officially formed at the second ESLR Workshop on June 22nd 2018, in accordance with a resolution at the first general meeting of the Society.

§3 Mission Statement & Values

- a. It is the proclaimed mission of the Society to:
 - i. Provide a platform specifically aimed at early-career researchers (offering recurring member meetings for scientific outreach and networking, as well as information relevant for this career stage).
 - ii. Promote all approaches to the study of social learning and cultural evolution in humans and non-human animals, in theory and in practice.
 - iii. Encourage collaboration amongst members, especially across disciplines and countries.
 - iv. Promote ethical and fair research practices.
 - v. Support of and take part in outreach activities that promote the understanding of and engagement in the field.
- b. The Society is committed to a broad, and interdisciplinary perspective, which brings together all researchers from behavioural ecology, psychology, cultural evolution and gene-culture co-evolution, ethology, behavioural genetics, anthropology, archaeology, the comparative method, as well as relevant fields of physics, mathematics, economics, medicine, population studies, and other human sciences.
- c. The Society encourages rigorous science, with strong theoretical foundations and integration across disciplines, which it supports through the organization of conferences and workshops.
- d. The Society is committed to providing an environment that encourages the free expression and exchange of scientific ideas. The Society is committed to the philosophy of equal opportunity and respectful treatment for all regardless of national or ethnic origin, religion or religious belief, gender, gender identity or expression, race, colour, age, marital status, sexual orientation, disabilities, or any other reason not related to scientific merit. All Society meetings and Society-sponsored activities promote a working environment that is free of inappropriate behaviour and harassment

by or toward all attendees of Society meetings and Society-sponsored activities, including scientists, students, guests, exhibitors, staff, vendors, and other suppliers.

§4 Powers of the Society

The Society has the power:

- i. To acquire, hold, deal with, and dispose of any real or personal property;
- ii. To open and operate bank accounts;
- iii. Accept donations, grants, and gifts in accordance with the objects of the Society;
- iv. Print and publish any information by any media including newsletters, newspapers, articles or leaflets for promotion of the Society;
- v. Provide gifts and prizes in accordance with the objects of the Society;
- vi. Organise social events for members and the promotion of the Society; and
- vii. To enter into any other contract the Society considers necessary or desirable.

§5 Membership

- a. Full membership shall be open to researchers (including but not limited to Master students, PhD students, and Post-docs) with an interest in social learning and cultural evolution research, who wish to further the interests of the Society.
- b. Individuals will be required to pay an annual subscription fee to join the Society. The subscription for full membership shall be an amount decided by the Committee, and must be paid in full before any person becomes a member.
- c. Benefits to full members include reduced fees for and prioritised access to workshop and conferences organised by the Society, as well as access to the Society's mailing list and journal archive (Cultured Scene).
- d. Honorary life members may be elected at a general meeting by a majority vote and thereafter shall not pay membership fees. Honorary life members have no voting rights.
- e. The Alumni membership can be requested by any person, who has payed the subscription fee for a full membership for at least five years in total. Alumni have access to the Society's newsletter and Cultured Scene. Alumni have no voting rights.
- f. The Committee shall appoint a member of the Committee to maintain an up to date register of members of the society.
- g. Any person's membership may be terminated by the following events: resignation, expulsion, or a member's annual membership fee remains unpaid after 2 months falling due.
- h. The Committee shall have the power to suspend or expel any member of the Society for breach of any rule, regulation or by-law of the Society, or by any act detrimental to the Society or its members, after having undertaken due inquiry.
- i. Any member who is expelled, suspended or has their membership terminated, shall have the right to appeal against their suspension or expulsion by presenting their case to a general meeting called for such purpose, and the decision of the general meeting shall be final.

§6 Officers and Committee

- a. The smooth running of the Society and all Society related business, will be the responsibility of the Committee. The Committee will be the formal decision-making body of the Society. All major decisions associated with ESLR activity will be made by the Committee, and the Committee is required to ratify any steering group decisions. The Committee has the power to make, amend and rescind rulings and by-laws.
- b. In general, ordinary Committee members will be expected to take on a fair share of the Society's workload and manage it. Individual Committee members will take on various roles.
- c. The officers of the Committee shall be: Chairperson, Vice-Chairperson, Treasurer, Secretary, Social Secretary, Website Secretary, and Journal Secretary (2 Posts).
- d. The roles of the Officers of the Committee are defined as the following:
 - i. The **Chairperson** shall take the chair at all meetings at which they are present, and shall be available in person when necessary to ensure the smooth running of the Society. The Chairperson will be the principal figurehead and publicist of the Society, as well as having oversight of its work. The Chairperson will chair the Annual General Meeting held at each annual workshop or conference.
 - ii. The **Vice Chairperson** will stand in for the Chairperson when the Chairperson is absent. In addition to steering group activities, the Vice Chairperson will support the Chairperson in his/her activities and will take over such activities in the Chairperson's absence. The Vice Chairperson will act as the primary liaison between the Committee and the local organisers for each annual workshop or conference.
 - iii. The **Secretary** shall keep a record of all the proceedings and attendances at all meetings and shall keep the membership records. They will also keep the Website Secretary informed of any additions required to the mailing list. In addition to steering group activities, the Secretary will act to coordinate information and convene meetings of the Committee, which may be conducted using electronic media, such as Skype. The Secretary will also minute Committee as well as general meetings and archive these materials at the same time as producing and distributing copies to the Committee in good time.
 - iv. The **Treasurer** shall keep the books and accounts and enter therein all financial transactions. The Treasurer is the sole authorised signatory in all bank matters. The Treasurer shall also handle subscription monies, any grant income and payments to the Society conference/workshop organisers, financial reports on grant expenditure from local organizers and any other benefactors. The Treasurer will also take the lead in fund-raising activities, and play a key role in the day-to-day running of the Society. They must be prepared to produce a financial statement at any general meeting or Committee meeting at least once every six (6) months.
 - v. The **Social Secretary** shall organise social events before, at, or after conferences or workshops relevant to the Society. The Social Secretary shall be responsible for publicising upcoming conferences or workshops relevant to the society, for example, on the Society's website or. As part of the outreach activities the Social Secretary is also responsible for drafting the regular mailing list newsletter to which all Committee members can contribute.
 - vi. The **Website Secretary** shall be responsible for the maintenance and development of the Society's website, implementing and maintaining new

features, as well as maintaining and editing the society's mailing list, job offers and publications site.

- vii. The **Journal Secretaries** shall be responsible for editing, contributing, and formatting of the Society's journal. The Journal Secretaries can recruit contributors and editors to the journal both from members and non-members of the Society.
- e. Any person can stand for, and hold multiple positions. This is dependent upon their secondary position(s) being uncontested at the general meeting. In addition, a maximum of one position from: Chair, Treasurer or Secretary may be held by a single person.
- f. All officers and Committee members will be elected for a period of two years. As far as possible, the election of officers and Committee members will be staggered to ensure the whole-scale changes in the composition of the steering group and Committee do not occur in the same year, and the Committee shall have the collective right to re-appoint officers and Committee members for a further year (i.e. delaying the election of a replacement) to assist in this smooth running.
- g. All members will be notified of vacant and soon-to-be-vacant positions and of the due date for nominations. Any ESLR member will be eligible to stand for office or Committee member, provided they are nominated by another ESLR member, with nominations sent to the Secretary by the published date.
- h. Where more than one nomination is received for a given position, elections will take place. Election of officers and Committee members will be by postal or electronic ballot of members, with the final decision ratified by the Committee. The Committee's decision will as far as possible reflect the views of the members but should balance those views against the greater interests of the Society, as laid down in the constitution. While the Committee hold the right to appoint Committee members and officers contrary to those selected by the membership, this procedure should only be deployed in rare circumstances.
- i. The Committee shall have the power to co-opt a maximum of three additional persons onto the Committee to perform a specific duty until such time as their specific duty is completed. Co-opted members shall not contribute to quorum and shall not be allowed to vote at Committee meetings.
- j. Not less than six Committee members shall be full members of the Society.

§7 Committee Meetings

- a. The quorum at Committee meetings shall be half of the Committee plus one.
- b. The chairperson shall, in the case of equal voting on any matter, have the casting vote.
- c. There shall be at least one Committee meeting every six months.
- d. All Committee meetings shall be open to any Society member to attend and speak, but not to vote, on any matter.
- e. Any Committee member who is absent from three consecutive meetings without offering an acceptable reason shall be deemed to have resigned from their post.

§8 General Meetings

- a. The quorum at a general meeting shall be twenty members, including officers, or one third of the full membership, whichever is the smaller.
- b. Notice of meetings shall be plainly placed on the Society's website, announcing the date, time and place of the meeting and the agenda thereof – at least seven (7) days before a general meeting and three (3) weeks before the Annual General Meeting.
- c. The Annual General Meeting shall transact the following business:
 - i. Opening of Meeting
 - ii. Apologies
 - iii. Approval of the minutes of the previous Annual General Meeting and any subsequent general meetings.
 - iv. Presentation of the Chairperson's annual report
 - v. Approval of the chairperson's annual report
 - vi. Presentation of Treasurer's accounts report
 - vii. Approval of the annual accounts presented by the treasurer.
 - viii. Thanks to outgoing Committee members
 - ix. Notice/s of Motion
 - x. Any other business the meeting wishes to conduct.
 - xi. Closure

§9 Amendments to the Constitution

- a. No alteration, repeal or addition shall be made to the Constitution except at the Annual General meeting, or General meeting, called for that purpose and notice of all motions to alter, repeal or add to the Constitution shall be given to members fourteen (14) days prior to the Annual General meeting, or seven (7) days prior to a general meeting called for such purpose.
- b. Alterations, repeal or addition of the Constitution requires a two-thirds majority at a general meeting and requires endorsement by a majority of the Committee.
- c. The secretary shall forward such notices of motion to each Committee member at least fourteen (14) days prior to the Annual General Meeting or seven (7) days prior to a general meeting.

§10 Finance

- a. All funds of the Society shall be deposited into the Society's accounts at such bank or recognised financial institution as the Committee may determine.
- b. All accounts due by the Society shall be paid by cheque, direct debit or cash after having being passed for payment at the Committee Meeting and when immediate payment is necessary, account/s shall be paid and the action endorsed at the next Committee Meeting.
- c. The Treasurer shall not spend more than a set amount Petty Cash without the consent of the Executive Committee, and shall keep a record of such expenditure in an electronic Petty Cash Book.
- d. A statement of Income and Expenditure, Assets and Liabilities shall be submitted to the Annual General meeting.
- e. The financial year of the Society shall commence on January 1st each year.

- f. The signatories to the Society's account/s will be the Treasurer and any one (1) from the following: Chairperson, Vice Chairperson, Secretary.
- g. All property and income of the Society will apply solely to the promotion of the objects of the Society and no part of that property or income shall be paid or otherwise distributed, directly, or indirectly, to members, except in good faith in the promotion of these objects.

§11 Property & Dissolution

- a. In the event of dissolution of the Society, the said property, subject to the payment of any liabilities of the Society and a right of the Treasurer to indemnify himself/herself against any liabilities properly incurred by him/her as Treasurer, be distributed:
 - i. To another incorporated society having objectives similar to those of the Society; or
 - ii. For charitable purposes, which incorporated society or purposes, as the case requires, shall be determined by resolution of the members at a general meeting.
- b. The Society can be dissolved, or joined with another society, by two thirds majority vote carried out in accordance with sections 7 and 8 of this constitution.