

**USENIX Association
Board of Directors Meeting
April 1, 2011
Sheraton Boston Hotel
Minutes 8/3/11**

Attendance:

Board:

Clem Cole, Chairman

Margo Seltzer

Brian Noble

Matt Blaze

Alva Couch

David Blank-Edelman

John Arrasjid – via telephone

Niels Provos – via telephone

Staff:

Ellie Young

Casey Henderson

Anne Dickison

Jane-Ellen Long

Tony Del Porto

Toni Veglia – via telephone

Dan Klein – by telephone 2:18 p.m.

Guests:

Glenn Samson – via telephone

The meeting began at 9:15 A.M.

Minutes of the Previous Meeting. It was moved by Seltzer, seconded by Noble that the Board approve the minutes of the November 2010 meeting. Passed: All in favor.

Changes to the Agenda.

An Executive Session was added to the agenda at the end of the regular meeting.

Report on USENIX Endowment Portfolio. Samson reported that the first-quarter had been better than expected, and was the best first-quarter in four years, with a gain of 2.9% to date, which represents almost half of 2011's budgeted investment income. Samson said that the reserve equity allocation had been rebalanced to 50%, and this worked out well in light of current international events. He said that it looked like the Fed might increase interest rates, in which case he would suggest dropping equities to 45% and

putting funds into fixed accounts with short term maturity, and them possibly back to bonds once the interest rates are higher.

Action Items. Most items are covered under agenda items herein.

Arrasjid reported that the sysadmin salary survey was moving forward; Long said there was a version for him and Couch to review, and it should go live soon.

Blaze said the conversation with ICAR continues, they are interested in our publishing policy, and will talk more after their conference in May.

Cole said that possibilities of a MeeGo event were dead.

Couch reported that CHIMIT is advertising for 2011. He attended the CRA meeting, CRA wants to sponsor a WOWCS event, possibly at Snowbird 2012. He said that the NSF was funding efforts to support women in computing and research paths for undergraduates.

Blank-Edelman said LOPSA's regional events were happening, and that they've launched a mentoring program.

Noble said that HotStorage has 70 submissions in the review cycle.

Seltzer said the submission deadline for TaPP was soon, and that it had huge potential. HotOS had good submissions, there would be no WOSN this year, and OSDI'12 is fine.

Report on Budget FY'10 and Revised FY'11 Budget. Young said that the 2010 Review and Audit will be completed in May. The 2010 financials show that the budgeted deficit in operations was almost halved. Mulligan did a great job getting sponsorships and exhibitors; there were still more NSF stipend sponsorships, though those might cease in 2011; FAST and Security revenue was higher than expected; and booklet sales were much higher than expected. USENIX Federated conferences week deficit was lower than budgeted but was still \$198K. Cole said that the staff did an outstanding job of deficit control in 2010.

Draft Budget F/Y 2011. Young said that the 2011 revised budget included additional detail and adjustments based on the Board's changes and new information. The database and web revamp project is budgeted at \$293K, \$225K of which is a one-time expense. Young noted that catering costs for LISA'11 are high, and that she'll get back to the board about a registration fee increase. The 2011 budget's net deficit is about \$400K, but if conferences and investments do well, we may see a break-even year.

Executive Office Report.

Young reported that staff was stable and most were doing extra work on the systems project. She's been working on contracts for future events, some with dates further out as this is a good time to negotiate. Young suggested that Flame awardees receive complimentary lifetime memberships. **It was moved by Noble and seconded by Seltzer**

that USENIX grant complimentary lifetime USENIX memberships to all Flame Award recipients. Passed: All in favor.

Young talked about the NSDI Steering Committee's idea to add and award for best "open" paper. Noble said that the winning paper would make its useful content, code, or tool public, and that there should be a process in place to make sure the results are reproducible. Cole asked that the Committee submit a detailed proposal for this award. Young said the FAST SC was thinking about adding a "test of time" award, and possibly an industry "lifetime contribution" award.

Regarding the republication of USENIX conference papers in journals, Young noted that the best papers from FAST are included in the ACM TOS Journal, and that its editor, Darrell Long, also wanted papers from OSDI and ATC. Seltzer suggested that Long could contact the authors directly concerning the republication of their papers.

10:44 a.m. - Break

11:04 a.m. - Resume; all present except for Noble

Office IT and systems: Long reported that Amazon was selling the Short Topic Booklets, and they would be available in an e-pubs format. Henderson said the expected December 2010 launch of the new systems was delayed due to continuous challenges with Cvent data integration, which affects all systems. She reported much progress has been made with the new website and aligning design with development. Dickison said the design is very modern and usable, and the process took longer because our website was very complicated. Cole asked if we were getting what we needed from Cvent, and Henderson said we're getting data in the ways Cvent makes available, but much of the process is manual. Del Porto said that there was a time lag of up to two hours for getting data from Cvent to update Sales Force.

Provos asked about services if there are outages. Del Porto said there were concerns about Cvent, that Casey has climbed to the top of the escalation path, but service isn't great since USENIX not a large customer.

Henderson said that staff would like to change the registration system for LISA'11, since last year's registration process was difficult. To simplify registration, we would not require people to sign up for specific tutorials; attendees will choose a package that will specify the number of days of tutorials, and they will choose to attend any tutorials on those days.

11:14 a.m. - Noble returns

Cole said that this solution could work as long as it didn't affect income. Seltzer asked if we should consider a custom solution that would put all the data we need into Sales Force directly. Cole asked for a concept of the cost for either using Cvent or creating a custom solution.

Marketing Report.

Dickison said that all of the FAST Conference videos were posted, and that people like the RSS feeds for the YouTube videos. She said that USENIX had sponsored two LOPSA events, and had promoted LISA at them.

The staff suggested that USENIX open all conference videos to the public immediately after they become available. This would be in keeping with our open access policy, and would put USENIX in front of a lot more people. Couch said that providing free stuff helps build USENIX membership.

12:19 p.m. - Del Porto left the meeting

Couch asked if videos could be linked to text of papers. **Blaze moved and Seltzer seconded that USENIX untie video access from membership. Passed: 7 in favor, 1 opposed (Provos).**

12:30 p.m. - Break for Lunch

1:35 p.m. - Meeting resumes.

Dickison said she'd like to do a membership campaign. She wants to promote the community aspect of USENIX. Cole said it was a good idea and suggested we target professionals who've graduated in the last 5-10 years. Seltzer said it should address younger members, and that we should provide a discount for former students to upgrade to regular USENIX membership. She suggested we target Grace Hopper attendees, and ask students on campus what they'd like to see in USENIX. Board members with contacts to students should be encouraged to participate in the effort.

The staff also proposed that membership be decoupled from conference registration. Blaze said this could emphasize the value of membership, Young said the attendee would have to be proactive to join. Dickison said people could still join with their registration fees, through a different link, and could save money as member registration discount would be more than the cost of membership. Blaze felt that we would need to make it easy and inexpensive to retroactively join or renew membership after registering. The attendee could get a discount code to use for the discounted membership. **It was moved by Noble and seconded by Seltzer that USENIX decouple membership from conference registration, and provide a method for attendees to inexpensively go back and join because they paid the regular conference registration fee. Passed: All in favor.**

HackKid. Blank-Edelman said this was a conference for kids and parents which USENIX sponsored. There were about 200 kids there to make things and learn about technology, safely in social networks, etc. Seltzer said it sounded great, and if USENIX sponsors again, we need to inform members so they can go. She also suggested that as a HackKid sponsors, we appear on the event's website, and that we distribute USENIX information the event.

Awards. Cole reported that there were many submissions.

CRA Meeting. Couch said he attended the February Board meeting, and there will be another meeting in July at Snowbird. He said that the CRA was focusing on women and minorities, but there was no proposal for sponsorship to vote on. He said he'd keep going to meetings until 2012.

Report on ;login:. Farrow said there was good feedback on the new design. He said he was targeting more sysadmin topics, and engaging more industry-style people for articles.

2:18 p.m. - Dan Klein joins meeting by phone

Farrow said that he feels good about ;login: articles because of the high number web hits they've received. He said he would appreciate more feedback, especially on SysAdmin articles. Farrow is interested in possibly putting together an "advisory board" to help with ;login: topic selections.

Education Director's Report. Klein said there would be both vendor and regular tutorials at Federated Conferences Week, as well as the most popular tutorial from LISA'11, Linux Performance Tuning. The vendor tutorial speakers will receive half of the registration revenue collected for their tutorial.

2:48 p.m. - Break

2:56 p.m. - Resume meeting

Report on USENIX Conferences.

Young said that attendance at 2010 events was up from the previous year, with OSDI having the highest attendance ever. She said the LISA'11 organizers were doing a good job, and she expected an excellent program.

FAST. Seltzer said FAST was in good shape, she's met with the 2012 chairs, the steering committee is actively involved, and there is a real community around FAST. She said that most people preferred this year's two-day format. Seltzer also suggested that for the 10th FAST Conference USENIX could present a "test of time" award. Noble said we could use the term "think FAST" to remind authors that FAST is where industry goes. Seltzer suggested getting quotes from industry people about their experience of attending FAST.

NSDI & Workshops. Noble said the steering committee wanted to know whether the timeline between first submission and final deadline for accepted papers could be shortened. Long said that once all the final files were received, it would take about three days to get the papers online. Couch said Hot-ICE attendees were excited about the event, and satisfied with its being co-located with NSDI, rather than moving to co-locate with HotCloud. He thought that HotCloud was doing well on its own at ATC. Young said LEET submissions were down this year, and suggested that next year's program chairs reach out earlier.

HotOS. Seltzer said there were lots of good submissions.

HotPar. Cole said there were fewer submissions than last year.

Federated Conferences Week. Young said that ATC submissions were up, there will be four invited talks per day, and the keynote will be held as a joint session with WebApps. WebApps submissions were down, 13 papers were accepted, and two of those were later withdrawn. Seltzer suggested that in order to encourage industry participation, other types of submissions could be sought for talks, etc, and that part of the program be modeled according to these interests. She said that academics could help solve real problems, but needed to know from industry what those were.

Young said that HotCloud had 72 submissions and would likely expand to two days. She said HotStorage had 56 submissions and the program was due shortly, and WIOV had 13 submissions.

Security. Provos said that the Security program committee was using a double-blind review process. Young said that workshop calls for papers were either out or in the works. Noble will be the FOCI liaison. Seltzer suggested getting the Berkman center involved with FOCI.

OSDI. Young said the OSDI'12 program chairs were putting together their program committee.

Strategy/Brainstorming. Couch suggested bringing together many Cloud topics into one event that would encourage management, industry and academic participation. Arrasjid asked about combining WebApps with Cloud apps. Cole said Cloud seemed like a way to get to services, not to be a service. Seltzer said there could be a talk on "software as service". Couch thought USENIX should move into the Cloud space in a big way, after seeing the high response to HotCloud, Hot-ICE and value oriented computing. He suggested that Hot-ICE stay with NSDI, as the prestige of that event would draw more participation. Seltzer said that overlap of submission deadlines for NSDI and HotCloud was not good for speakers. She expects that HotCloud will get bigger, and that USENIX should ask the community about how they would like this event to grow.

Noble said perhaps USENIX should try to cultivate people rather than topics, and help develop talent within the organization. These people would be encouraged to pitch event topics. Each Board member would be responsible for getting a person who is passionate about a specific topic involved with planning an event.

Seltzer thought it was important to have an event on Social Networking. Blaze said we should think again about having a journal. He said conference proceedings weren't the totality of academic publishing, and people who want to publish outside of a conference currently go somewhere else. Couch said this might take off again.

Arrasjid wants USENIX to ask younger members to send ideas for tutorials, presentations, etc. He suggested that Dickison could send this request using types of media favored by younger members. Arrasjid also said he thought USENIX conferences should include both industry and academics, and that members should tweet and blog about USENIX events in advance. Dickison said that was already happening.

Next Meeting: Friday, August 12.

**It was moved by Noble and seconded by Blaze to approve the revised budget.
Passed: All in favor.**

4:55 P.M. – End of regular meeting

Executive Session.

Actions taken by the Board after the April 1, 2011 Board Meeting:

On April 14, 2011 it was moved by Seltzer and seconded by Noble that the board should approve the addition of a Flexible Spending Account (hereafter called the FSA), available for all employees, to its existing Flexible Benefit Plan effective as of May 1, 2011. USENIX will contribute funds to the FSA on behalf of certain classes of employees not covered under our group health insurance, to reimburse their qualified medical expenses.

These classes of employees will also receive reimbursement for other medical expenses, incurred prior to May 1, 2011 and thus not covered by the FSA, and the estimated taxes due on them, through their payroll. The total medical reimbursements for these classes of employees will be approximately the same as has been paid in previous years, and will not exceed a cost equivalent to that of group health insurance. Passed: 7 in favor, 1 absent (Couch).

On April 22, 2011 it was moved by Noble, seconded by Cole, that for USENIX Security 2011 we charge \$750 for Beijtlich's 1-day tutorial, and \$500 per day for the others; change the technical session fees to \$780 for 3-day member fee; and change the co-located workshop 1-day fee to \$260. Passed: All in favor.

On June 6, 2011 , it was unanimously approved to sponsor EuroBSD Con 2011 at the Gold Level of \$7,000.

On July 25, 2011, it was moved by Arrasjid, seconded by Noble, to accept the LISA '11 registration fees and packages as proposed by the staff in the following two attachments. Passed: 8 in Favor.

	Early Bird	Nov 14
Daily Rates	Member Rate	Non-Member Rate
1 Day of Technical Sessions	\$355	\$525
1 Day of Training	\$660	\$830
SAVE! Choose One of Our Special Discount Packages		
3 Days of Technical Sessions <i>(Members Save \$420)</i>	\$815	\$985
2 Days of Training <i>(Members Save \$195)</i>	\$1,295	\$1,465
3 Days of Training <i>(Members Save \$245)</i>	\$1,905	\$2,075
4 Days Training <i>(Members Save \$320)</i>	\$2,490	\$2,660
5 Days Training <i>(Members Save \$420)</i>	\$3,050	\$3,220
6 Days Training <i>(Members Save \$520)</i>	\$3,610	\$3,780
3 Days Tech Sessions & 3 Days Training <i>(Members Save \$500)</i>	\$2,715	\$2,885
Golden Passport - Choice of 6 Days Tech & Training	\$3,775	\$4,120

2011 Tech & Training Member Fees					
# Days Registered	Training Days	Tech Days	Training Fee	Tech Fee	Total 2011 Package
2 days	1	1	\$660	\$355	\$1,015
3 days	1	2	\$660	\$710	\$1,370
3 days	2	1	\$1,295	\$355	\$1,650
4 days	1	3	\$660	\$815	\$1,475
4 days	2	2	\$1,295	\$710	\$2,005
4 days	3	1	\$1,905	\$355	\$2,260
5 days	2	3	\$1,295	\$815	\$2,110
5 days	3	2	\$1,905	\$710	\$2,615
5 days	4	1	\$2,490	\$355	\$2,845
6 days	3	3	\$1,905	\$810	\$2,715
6 days	4	2	\$2,490	\$710	\$3,200
6 days	5	1	\$3,050	\$355	\$3,405

