

FEMS ANNUAL REPORT 2018

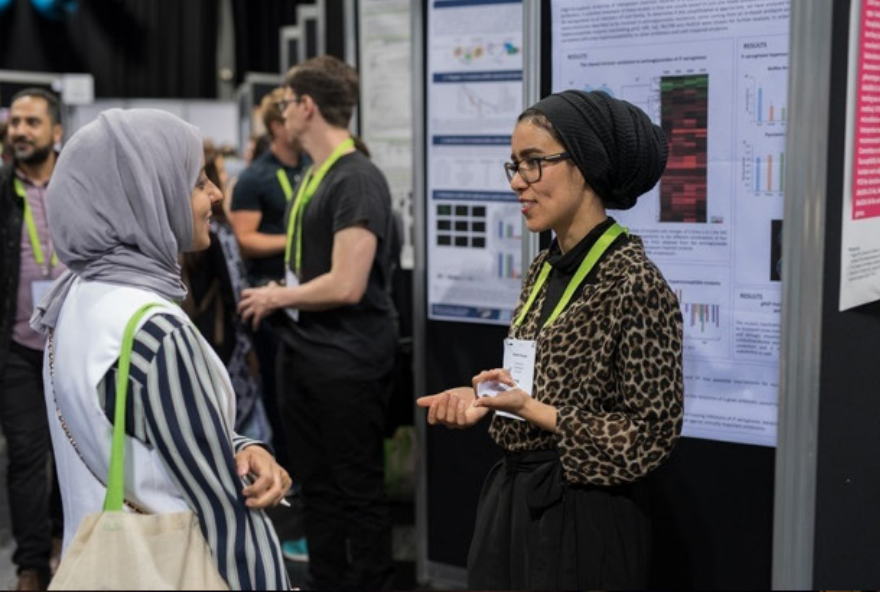
BUILDING COMMUNITIES

CHARITY NUMBER: 1072117



CONTENTS

Message from the President	4
2018 at a Glance	6
Who We Are	9
Our Governance	10
Our Membership	13
Publications	14
Events	16
Grants and Awards	18
Projects	19
Communications	20



MESSAGE FROM THE PRESIDENT

2018 was another year in which FEMS continued to grow and develop to meet the evolving needs of our Members, the wider scientific community and the world at large. We made an impact beyond our small size thanks to the team in Delft and much larger group of volunteers from across the world.



Many of these initiatives originated within a Member society and the European scope of the Federation enables us to support and share these across borders. Promoting successful national activities and collaborating with our Members on projects that nurture talent are some of our key functions. International Microorganism Day is a fantastic example of both, with the 2018 event the biggest yet, and I am confident it will continue to grow.

There were many other examples of collaborations that deserve recognition, including the ALAM translation project which recruited Spanish and Portuguese speaking volunteers to translate abstracts from our Journals for the ALAM 2018 conference in collaboration with our partners Oxford University Press (OUP) and the Asociación Latinoamericana de Microbiología (ALAM), the Latin American Association of Microbiology, helping to extend our reach beyond Europe.

In many ways 2018 was a year of volunteers and many of the achievements you will read about in the following pages would not have been possible without the generous contribution of those who offer their time and expertise because of their passion for microbiology.

There was also continued success in our core activities, publications and grants, with over 3.5 million downloads of FEMS Journal content in 2018, up more than a third on the previous year. Authors from 139 countries published with us, supported by a network of 148 editors and 2040 reviewers from Europe and beyond who generously contributed time and effort towards supporting scientific excellence and integrity.

This research was promoted through 16 Thematic Issues, 8 Virtual Special Issues, and 4 Thematic Series, Editors Picks, stands at conferences and the work of our new volunteer Journal Social Media Editors. As always, revenue generated by our publishing activities helps provide grants to microbiologists in every stage of their career. Our 122 awarded grants totalling more than €330.000, supported 608 early career scientists and 137 conference speakers.

It was a pleasure, to meet many Delegates from Member Societies in person during our Council meeting, hosted in 2018 by the Polish Society of Microbiologists in Warsaw, during the centenary of an independent Polish state. As well as our Annual General Meeting we held sessions to seek input from our Members on the future direction of FEMS and microbiology in general.

These achievements and our continued growth are only possible with a help of a huge number of individuals, some of whom left for pastures new in 2018. I wish to thank Cath Cotton, our former CEO; Editors in Chief Alain Filloux (Reviews) and Jens Nielsen (Yeast) for their dedication and significant contributions and say farewell to Riks Laanbroek (Ecology) after many years of serving the Federation. Their passion helped make FEMS what it is today, and we stand on their shoulders.

On a final note, my time as President will end in 2019, so this will be my last annual report. I'd like to take the opportunity to thank all those I have worked with during my time. Your new President, Prof. Hilary Lappin-Scott is well known to you and will provide the drive, expertise and enthusiasm to ensure that FEMS continues to support, promote and improve our Members, the microbiological community and beyond.

Dr Bauke Oudega

FEMS President

To the army of volunteers, interns, editors, reviewers and Member Societies, thank you for your tireless work to help put microbiology firmly on the map.



2018 AT A GLANCE

Grants and Awards



€337,480

total amount given in grants



**We supported
122 grantees**



€5,250

given in awards

Sponsored Meetings

**42 meetings, 23
countries**

provided support across Europe



524

*early career scientist enabled to
attend the best science in Europe*

Re-investing in the microbiology community across Europe

Publications



3.5 million

*total article downloaded across 5 FEMS
Journals*

**Authors
from 139
countries**



**148 editors, 2,040
reviewers**

our international set of dedicated volunteers

Projects

FEMS Opportunities Board



119,000 visits

*making it the most visited part of
FEMS website*

Growing international reach and networks of opportunities

Membership

International Microorganism Day
Portuguese Society

10

FEMS Societies held events across Europe

1300 tweets

across the 8 days of events



EuromicroMOOC - worlds first online microbiology course
Spanish Society



3 million users from over 50 countries

unique users of EUROMicroMOOC hashtag

Supporting Member Society projects grow

Communications



13,000

visits on average per month to FEMS web content

44% increase



in web traffic compared to 2017

Congress



Gold sponsor

our first event for a FEMS event



29 exhibitors

already signed up to showcase at
FEMS2019



A 32% increase

in FEMS Social Media followers

Communicating more science, attracting more audience

**Supporting a coalition
of 54 societies based in
and around Europe, our
goal is to work closely
with our Members
and their dedicated
volunteers to build and
harness our collective
influence to advance
microbiology.**

WHO WE ARE

Our Board of Directors represent countries across Europe, with our international team based in Delft:



Dr Bauke Oudega
PRESIDENT
(THE NETHERLANDS)



Dr Hilary Lappin-Scott
VICE PRESIDENT (UK)



Dr Stefano Donadio
SECRETARY-GENERAL
(ITALY)



Dr Colin Harwood
TREASURER (UK)



Dr Jozef Anné
GRANTS DIRECTOR
(BELGIUM)



Dr Andriy Sibirny
DIRECTOR EDUCATION
& PUBLIC ENGAGEMENT
(UKRAINE)



Dr Vaso Taleski
DIRECTOR EVENTS &
INTERNATIONALIZATION
(NORTH MACEDONIA)



Dr Patrik Bavoil
DIRECTOR RESEARCH &
PUBLICATIONS
(FRANCE/USA)



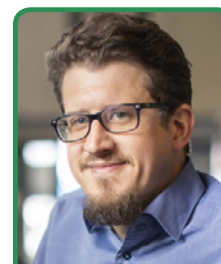
Matthew Harvey
MANAGING DIRECTOR



Dr Eveline van den Berg
PROJECT MANAGER



Lotte Nielson
MEMBERSHIP OFFICER



Dr Corrado Nai
PROJECT MANAGER



Manon de Gier
HR ADVISER



Cameron Wright
PROGRAMME MANAGER



Dr Erwin Ripmeester
INTERIM PUBLICATIONS MD



Martijn van Veen
PROJECT MANAGER



Carianne Buurmeijer
DIVISION COORDINATOR



Joseph Shuttleworth
COMMUNICATIONS



Heather Lawrence
ACCOUNTANT (UK)

COMINGS AND GOINGS

2018 saw the arrival of Cameron, Corrado, Eveline and Joseph. It also marked the departure of Cath Cotton and Goda Sporn. We are incredibly grateful for their commitments to FEMS.

OUR GOVERNANCE

FEMS is a UK Registered Charity and Not-for-Profit Company¹. It is governed by a Board of Trustees that are elected by the FEMS Council. The Council, which meets annually, in turn consists of elected representatives from each of our Member Societies and Affiliated Organizations.

Board Meetings in 2018, topics discussed:

February (Delft)

Succession issues
Arrangements for this year's Council and Council 2020
Review of Council consultation inputs

May (Delft)

Approval of 2019 budget and 2017 Annual Trustees report
Consideration of new proposals, Summer Schools

September (Warsaw)

Discussion with the community on what FEMS 50th anniversary goals should be and the future of scholarly publication



Council 2018 – Warsaw, Poland

33 Member Societies attended the 45th Council meeting. Thank you to our hosts the **Polish Society of Microbiologists** for organizing this event and for their warm welcome and hospitality.

Topics discussed included what FEMS should look like in 2024. These inputs by our Members will be reflected in our new Strategy for 2020 - 2024.



¹ Limited by Guarantee and Not Having a Share Capital



FEMS Council attendees, September 2018, Warsaw, Poland

Welcome to our new FEMS Member Societies

Luxembourg Society for Microbiology

Established in 2015, the Society aims at grouping all the actors dealing either directly or indirectly with microorganisms in their professional life, studies or leisure activities. Its aim is to help federate microbiology topics in Luxembourg and beyond, promoting collaboration, training and best practices and supporting students.

**LUXEMBOURG
SOCIETY FOR
MICROBIOLOGY**



'Given that Luxembourg is a very small country, we depend on international networking especially in the European context. Being part of the FEMS family is therefore very important for us.'

Prof. Paul Wilmes, FEMS Delegate for Luxembourg Society for Microbiology

Italian Society for Virology

Established in 2016, the Society aims to promote and sponsor studies, research and cultural initiatives in the field of Virology. It brings together researchers and experts from the different areas of Virology, in order to promote their role and develop all fields of research and application, involving all areas of Virology.



For more information on our Members and how to apply, visit our website here.
Our Annual Trustee's report can be found here on the UK Charity Commission website.



OUR MEMBERSHIP

Our Member Societies serve the microbiology community by providing resources and stimulating collaborations. FEMS seeks to support our membership to do their activities better.

We collaborated with 8 Member Societies for Microbiology in Action II Virtual Special Issue

Representing a combined portfolio of 20 Journals



We now provide project support to assist Member Society projects



Members receive, on average, x15 in FEMS grants than they give in membership fees

International Microorganism Day

Started in 2017 by the Portuguese Society for Microbiology, in 2018 FEMS helped support the Societies efforts to make this event bigger than ever.

FEMS was proud to help sponsor the event, via our Grants awards program, which allowed early career scientists the chance to attend the events in Lisbon. FEMS help promote the event activities through our newsletters, social media and networks before, during and after the event – providing promotion material to be used by Member Societies across Europe to help with their own IMD day activities.



Estonia – 140 participants taking part in hands-on workshops/presentations with early career scientists.

Lithuania – 800 visitors to a range of lectures, interactive workshops.

If you would like FEMS support to internationalize your project, please submit a proposal [here](#).

PUBLICATIONS

The five FEMS Journals offer access to high quality peer-reviewed science. Journal content, curated by editors and reviewers from around the world, helps generate income which FEMS re-invests back into science, through our grants, awards and events.



3.5 million downloads

full text downloads that represents a 36% increase from 2017



€10,250

*Given out in Journal prizes, awards & grants
to recognise and support great science*



**FEMS Journals are great places
to publish science**



*Average author satisfaction
rate of 4.3/5*

2130

*Institutions with access to
Journal content via OUP
collections*



*Increasing download and content engagement rates
across all 5 Journals*



**Introduction of our new Journal
Social Media Editors**

*Volunteers who have helped to bring
more Journal content to our followers*

Asociación Latinoamericana de Microbiología (ALAM) 2018

FEMS and OUP attended the ALAM 2018 to help promote FEMS, learn what was hot in microbiology research in Latin America and to expand the reach of FEMS through new society connections.

To mark this, FEMS coordinated the ALAM Translation Project, translating abstracts of Latin American authors into Spanish and Portuguese using a team of volunteers, for a ALAM Virtual Special Issue - a collection of recent, influential articles published by Latin American authors.

Continuing this connection, FEMS and ALAM are pleased to announce a collaboration to support early career scientists to attend FEMS2019 Congress in Glasgow.



**The ALAM Virtual Special Issue saw a: 89% increase in usage compared to other Journal content at the time.
Interested in finding out more about our publications? Then click here.**

Our Journals

This year our thematic issues had a 203% higher download rate on average compared to our normal article content. This reflects our focus on marketing and discoverability, alongside the best science and engaging topics.



FEMS Microbiology Ecology - Full text downloads: **803,386**

Thematic Issues (click the links below to access):

The Environmental Dimension of Antibiotic Resistance

Subsurface Microbiology

Eurobiofilms (Jointly with Pathogens and Disease)

Anaerobic Biological Dehalogenation

Polar and Alpine Microbiology



FEMS Microbiology Letters - Full text downloads: **1,118,859**

Thematic Issues (click the links below to access):

Secreted and Signalling RNAs of Bacteria

Industrial Microbiology

New Insights into the Nitrogen Cycle

Bacterial Protein Secretion

Pseudomonas: Part II

Climate Change and Microbiology



FEMS Microbiology Reviews - Full text downloads: **792,057**

Thematic Issues (click the link below to access):

Archaea



Pathogens and Disease - Full text download: **432,294**

Thematic Issues (click the links below to access):

Eurobiofilms (Jointly with FEMS Microbiology Ecology)

Bacterial Toxins

Molecular Effectors of TB Pathogenesis



FEMS Yeast Research - Full text downloads: **379,566**

Thematic Issues (click the links below to access):

Susan Lindquist

Yeast Ageing and Cell Death

EVENTS

Our Events ensure that we are putting the right people “in the same room” together to advance scientific learning and promote microbiology.

We support a range of Member Societies and research communities Via our Meeting Organizer Grants each year.

In 2018, we sponsored a total of 42 of these type of meetings.

Did you know that 60% of each Meeting Organizer Grant must be used to support the attendance of early career scientists, ensuring young scientists can attend the best events?

Example: Bacterial Protein Export 2018

We provided a range of support for this meeting to connect scientists, encourage scientific excellence, raise the profile of a specific topic and commission content for FEMS journals.

Our Grants - enabled 14 early career scientists and 8 speakers to attend.

Our Journals - produced a Thematic Issue in FEMS Letters to help promote the event and topic.

Our Awards - we organised a Journal Poster prize at the event recognising scientific excellence among the attendee early career scientists.

Our Communications - actively promoted the event via our Affiliates newsletter, on Social Media, and on our Opportunities Board.



Interested in how FEMS can support your meeting or event?

Visit our Opportunities Board here to find microbiology events around the world.

FEMS Congress

Even though it takes place in 2019, a massive amount of work has already gone into making FEMS2019 in Glasgow the best Congress yet.

2018 has seen a full scientific programme developed, alongside an exciting speaker list including the Lwoff Awardee nomination.

2018 has also seen the implementation of our longer term advertising and marketing campaign for Congress, covering major microbiological events this year. You are likely to have seen us at one event or another!



FEMS2019, 7-11 July, SEC Centre, Glasgow, Scotland, UK

- Speakers from over 23 countries
- 32 symposia and 23 workshops, covering 11 topics
- Our first ever set of Gold sponsors: Oxford Nanopore, and QIAGEN
- 29 exhibitors already signed up to exhibit in the Glasgow SEC Centre
- A full social programme, including poster networking sessions & public events

The location for FEMS2021 has also been decided, and preparations are underway with our professional conference organisers, CAP Partner:



**11-15 July 2021
Hamburg · Germany**

Visit the FEMS2021 website here
and subscribe to keep up-to-date with
Congress news

GRANTS AND AWARDS

Our Grants support early career scientists as well as supporting the projects of our Member Societies, who have access to all our Grants, to organize impactful events. FEMS also recognises both new talent and established researchers through our programme of awards.



Samuel Hickman, University of Oxford (UK)

'Being a member of FEMS provides great exposure to opportunities getting involved and volunteering within the microbiology community, particularly outside of the lab'

Member Society: Microbiology Society (UK);

Event Attended: Bacterial protein export 2018, Leuven (Belgium)

Aleksandra Barac, University of Belgrade (Serbia)

'Unfortunately, I live in a country with very low average monthly salaries, and I am more than thankful for the support I received from FEMS for conference attendance. I used this opportunity to meet experts in the field, to make new collaborationsas well as to present results of my work. I had an oral presentation of my accepted abstract, on 30 June, during Young ISHAM day.'

Member Society: Serbian Society for Microbiology;

Event Attended: 20th Congress of the International Society for Human and Animal Mycology, Amsterdam (Netherlands)



Jerónimo Rodríguez Rodríguez Beltrán, Ramon y Cajal Institute for Health Research (Spain)

'Attending this conference has been key to my career development, as I was awarded the Karen Ippen-Ihler Memorial prize to the best young researcher in plasmid biology after my oral presentation. Therefore, I am more than thankful to FEMS for giving me the opportunity to attend this meeting, I learned a lot about plasmids and obtained such a prestigious award.'

Member Society: Spanish Society for Microbiology (SEM)

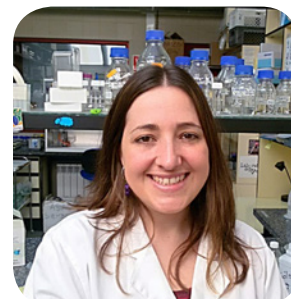
Event Attended: Plasmid Biology 2018, Seattle (USA)



Diana Gutierrez, Instituto de Productos Lacteos de Asturias (Spain)

Awarded €1000 as part of the 2018 FEMS-ESCMID Award for her paper 'Artificialisation to improve antibacterial activity of phage lytic proteins against Staphylococcus aureus'

Member Society: Spanish Society for Microbiology (SEM)





Would you like to apply for a FEMS Grant or nominate someone for a future award?
Visit our Grants and Awards pages for more information and to apply.

PROJECTS

FEMS looks to create environments where the producers, curators, users of microbiological knowledge can better do their collective work. A good example of this is our Opportunities Board.

Opportunities Board

**119,000 visits**
Making it the most visited part of our website



- 3 collaborating Member Societies
- 110+ average view rate for monthly posts
- 2 'Jobs of the week' advertised on social media

Find your next job, event or grant here

Got an event, job, project or funding opportunity you want to advertise? Post it here

The Opportunities Board provides a platform for Member Societies and the wider microbiology community to post and view worldwide opportunities on events, jobs and funding. Developed with our Opportunities Board volunteers, the German Society for Hygiene and Microbiology (DGHM), the Youth Organization of the Spanish Microbiological Society (JISEM), and the Danish Microbiological Society (DMS). More partnerships are being sought for 2019.

Key Features:

Free and Open - anyone can post an opportunity, pending review by administrators, and anyone can access all the opportunities posted on the board

Intergated into Communications - bi-weekly social media posts to our followers, and monthly updates provided to those subscribed to our newsletters on the latest jobs, events, etc.

Local Languages - dual-language postings provided from the Youth Organization of the Spanish Microbiological Society (Spanish and English) with potential for more

The FEMS Opportunities Board links with wider FEMS activities:

Early Career Scientists

Find your next job in microbiology with a simple interface and worldwide coverage

Spot an event on the Board you would like to attend? - then apply for a FEMS Meeting Attendance Grant to support your travel

Meeting Organisers

Advertise your event online to the community

Want support for your event? - apply for our Meeting Organizer Grant

COMMUNICATIONS

Our communications bring together our many international microbiologists, spread the research from our journals, grow our reach, and aim to give microbiology a global voice.

This year has seen a strategic move to integrate social media into all FEMS activities, with the groundwork prepared for many projects to be delivered in 2019: *a revamp of all social media accounts with a pivot to video content; the #52Microorganisms video project; a planned reboot of the FEMS YouTube channel with extensive high quality FEMS2019 video content; the start of the FEMS instagram account; and much more in the pipeline.*

In 2018, an internal communications review resulted in upgrades to our office communications, updates to all our social media practices, and optimisation of our main newsletter format. Continuous data analysis now takes centre stage in measuring our communications efficacy.

There were also a number of communications projects that involved our volunteers and researchers:

Journal Social Media Editors (JSMEs)

A team of volunteer microbiologists from across the world who now work with the aim of keeping our community up to date about the latest articles and collections from the FEMS Journals. Each JSME is paired with one of the FEMS Journals, and each trained to use the journal colour branding in their work to preserve the individual journal identity.

World Antibiotic Awareness Week (12th – 18th November)


- Our JSME's helped promote Journal content on antibiotics on Facebook and Twitter
- It was seen by 35,000 users
- It helped ensure overall usage of Journal content increased by 88% in November.

Microbiological Hero

The teacher that nudged you to study life sciences, the pioneer that saved many lives... We are surrounded by so many unsung heroes. Through recording the microbiology hero of many of our microbiologists we hope to provide them a place in history. This was linked to the Award nomination process for the Lwoff Award and for FEMS2019.

The #OnThisDay project

The #OnThisDay project aims to assemble a collection of historically important microbiology events for the days of the year. These facts will be digested into social media content for the purposes of science communication, public engagement, and to grow our followers. A team of 5 microbiologists has been assembled to work on this project across 2019.



“Working for FEMS Journals has taught me a mindset that differs from the mindset you see at commercial publishers. In all we do we also ask ourselves the question: how can we facilitate our members’ work?”

*Eveline van den Berg,
Project Manager*

**BUILDING
COMMUNITIES**

FEMS

WITH EVELINE

“We invest in science by publishing scientific articles, showcasing the best in world microbiology. Of course, the publishing of an article is the most visible result of the research. Researchers also need the opportunity to share ideas with peers and learn about other research at conferences, sometimes get a training or use a lab abroad in order to do research they cannot do in their own institute. For all of these areas, FEMS invests the profits of our Journals to facilitate these through grants, awards and meetings we both support and organize.

Working for FEMS Journals has taught me a mindset that differs from the mindset you see at commercial publishers. In all we do we also ask ourselves the question: how can we facilitate our members’ work? I really like working with that big question in mind and am therefore excited to be part of the team developing the upcoming Open Access journals. Entitled *FEMS Microbes*, we aim to make this journal a real community platform, reflecting the needs and wishes of researchers.”

