

DOGAN meeting minutes 23rd February, 2025

Meeting started at 9:02 PM Eastern standard time. Meeting was attended by Aamir Ehsan, Danish Seed, Adil Ahmed, Naushad Noorani, Syed Tariq Bin Sagheer, Tariq Jawed Alam, Arshad Khan, Nur-e-Ain Mirza, Nadya Mehdi, Ilyas Yamani, Shahid Hasnain, Zaffar Iqbal, Bilal Hameed.

Absent: Haroon Burhanullah

Guest: Dr. Sohail Rao – Chair Communication Committee

Quorum: Present

Dr. Aamir Ehsan, President

Dr. Tariq Bin-Sagheer, Secretary

Dr. Tariq asked if everyone had a chance to review the January meeting minutes. Dr. Aamir said he had removed some names. Dr. Tariq asked if he could make the changes in red for council members to review. Dr. Aamir said he will do that. Dr. Danish said we can then review and approve over the WhatsApp group.

The Chicago annual retreat was discussed by Dr. Aamir including price of tickets on Friday \$140 and Sat \$175. hotel room price was also mentioned as \$139/night with block of rooms of 50 for Friday and 80 for Saturday

Dr. Danish Saeed recommended a short meeting in Ramadan to go over the retreat. An effort to do class reunions was also suggested. Council members have traditionally placed an ad in the magazine including a page of our classmates who have passed away.

Dr. Aamir mentioned registration will start when booking link provided by the hotel. Music theme for Friday and Sat was mentioned by Dr. Aamir.

Dr. Nadya Mehdi asked for any benefits for life-term members, Dr. Aamir mentioned their registration is free.

Dr. Arshad raised concern that change in retreat dates was posted in other WhatsApp group without knowledge and approval from the CC. He pointed out CC should approve before changes go out. Dr. Aamir agreed. Dr. Nadya raised the same issue of changing dates without CC knowledge.

Dr. Tariq asked if CC would discuss artists, food, agenda etc. Dr. Aamir responded agenda will be approved by the CC rest is at the discretion of the host committee. The final program needs to be approved by the CC.

Dr. Naushad Noorani asked who the MC of the retreat will be, is it going to be Tariq. Dr. Aamir replied too early to say let us not get into the details. Dr. Naushad replied usually the secretary does. Dr. Danish said precedent is secretary always runs the meeting. The host committee chair is a speaker and their team is recognized on the stage.

Dr. Aamir replied he is thinking of other things and will discuss the details later.

Dr. Adil enquired hotel minimum, Dr Aamir replied \$28,500

Dr. Arshad reminded that annual retreat and summer meeting with APPNA are conducted through the secretary and Dr Aamir conducted the meetings during Dr. Samia's presidency. This is what the constitution says and that is the precedent. We should not try to change that for this year. Dr. Aamir replied, "OK, will check the constitution and discuss it".

Dr. Zaffar Iqbal then presented the minutes of membership committee. Committee suggested decreasing the membership costs from \$250 to \$200 for 4 months. Dr. Adil objected that decreasing by \$50 will not increase the number of members. Dr. Zaffar passed a motion to decrease the membership due to \$200 for next 4 months. Dr. Adil seconded it. Dr. Aamir suggested extending the lower fees one more month. Dr. Adil suggested July 31st. Motion was approved unanimously.

Dr. Zaffar mentioned APPNA is planning to decrease their annual membership fees to \$900 and were asking if DOGANA can give as an incentive to become free lifetime members.

Dr. Adil mentioned about \$10,000 is raised by membership fees typically in a year.

Dr. Arshad suggested giving a 50% discount if they become lifetime members of both.

Dr. Aamir mentioned members bring revenue from other sources like sponsorships etc.

Dr. Nadya mentioned increasing Dow members in APPNA will give more Dow leverage in APPNA.

Dr. Bilal suggested if membership is given free it decreases its value.

Dr. Arshad asked if APPNA asked the DOGANA president officially to decrease the membership price, if not we should not discuss it. Dr. Aamir said then we should table this motion.

Dr. Naushad raised a point to improve the membership form on the website. Dr. Zaffar said committee is working to improve the form.

Dr. Tariq Bin-Sagheer then explained SOCH which DOGANA is supporting. Dr. Aamir had a question about payments by Samia and Adil. This was clarified by Dr Tariq Bin-

Sagheer. Dr. Bilal also had a question about funding and Dr. Tariq clarified it is already funded by a donor.

Dr. Arshad then made a statement that he does not think it is an actionable item as it is already approved by CC. Dr. Adil mentioned half the amount is already paid. Dr. Aamir said whatever is due we can pay and close this.

Dr. Danish and Dr. Adil gave an update about bank account access of DOGANA. It was mentioned CC members having difficult time to be on the account.

Dr. Sohail Rao who is the chair of the communication committee was invited by the president to present his minutes and vision. Dr. Sohail presented the survey results of DOW and DIMC. He also mentions creating a WhatsApp group of DOGANA members. Dr. Sohail also discussed establishing DEN/ Leadership academy (which is Dr. Aamir's Presidential initiative) and leadership academy of DMC and DIMC students. Dr. Sohail also mentioned opening DOGANA office in the admin building in DMC.

Academy will be free for the students. Dr. Adil asked about conflict of interest. Dr. Sohail responded there is no conflict of interest.

Dr. Tariq Alam asked was the survey sent to DOW students. Also Dr. Tariq Alam mentioned if WhatsApp group is started there should be a policy. Also, will CC be involved in content of the group. Dr. Sohail mentioned it would be a one-sided message only. Dr. Adil asked if the internship program is free, Dr. Sohail responded yes.

Dr. Aamir clarified it is a DUHS survey and policy needs to be adopted for the WhatsApp group.

Dr. Arshad then asked in WhatsApp will there be a liability for DOGANA and how Pakistani laws will affect this WhatsApp group. Dr. Rao responded if a group is not negatively impacting the government they do not have any objection.

Dr. Aamir clarified initial target of the WhatsApp group is DOGANA members in North America. We will draft the policy to be reviewed and approved by CC.

Dr. Tariq Bin-Sagheer asked how members would join the group. Dr. Sohail mentioned by email blast by DOGANA. Dr. Tariq Alam raised a concern about sharing the link with different individuals. Dr. Rao mentioned it will be difficult to control that.

Dr. Tariq Alam raised concern about this group as can be used in smear campaigns and be politicized. Dr. Sohail clarified content will be approved by the communication committee. Dr. Tariq Alam also emphasized the policy should protect and indemnify the central council.

Dr. Naushad and Dr. Tariq Bin-Sagheer agreed to pursue this idea of WhatsApp group further.

Dr. Tariq Alam mentioned about DOGANA Academy and mentioned all the lectures and programs recorded and be available for future members to view.

Dr. Tariq Bin-Sagheer asked if there is a person in DOGANA office, whether there is a financial obligation to DOGANA and who will that person be accountable to. Dr. Aamir mentioned financial obligation to DOGANA would be around \$ 3000/year or 70,000 rupees per month

Dr. Arshad enquired if there is any financial obligation for DOGANA for DEN. Dr. Sohail responded yes and there will be 3 cohorts/year and each cohort costs about \$1,100. Dr. Aamir mentioned there are some Dowites who are willing to help and would not burden DOGANA.

Dr. Danish and Dr. Aamir then discussed Kathleen who is willing to stay. Initially, wanted to increase pay from \$25 to \$35 and now wanting \$50. Dr. Nadya enquired what is the current rate for her kind of services. Dr. Aamir responded \$25-\$38. Concern was raised for her 100% increase in salary. It was decided to make a counteroffer. Members acknowledge she has been with DOGANA for a long time and bring value. Her last raise was 2 years ago. Dr. Adil suggested not to increase salary more than \$35.

Dr. Tariq Alam and Dr. Aamir agreed to have a meeting and go over the bank account. Dr. Tariq Alam mentioned he has looked at 2023 taxes. Dr. Tariq Bin-Sagheer mentioned he has emailed the accountant if 2024 books are closed but has not heard back from him. Dr. Aamir mentioned 1099 was provided to Kathleen for 2024.

Dr. Naushad enquired about the accountant and bookkeeper name and location, which Dr. Aamir responded.

Question was raised in Jan CC meeting to make sure all committee members were DOGANA members. Dr. Tariq Bin-Sagheer asked Kathleen to check the status. There were two committee members which were not members and some YPC members who were trainee members. All nonmembers became members. Dr. Tariq Bin-Sagheer asked all trainee members who need to be verified if they are still in training, some graduated 10 years ago. Dr. Aamir said he will look into this. Also, Dr. Tariq pointed out that trainee members cannot be voting members.

Dr. Arshad raised a concern that committee members were not vetted for membership before assigning them to the committee. Even when he raised a question in Jan meeting that all committee members are DOGANA members, and answer was yes from the president and now we found out some are not. Also, he recommended as per bylaws all committee chairs should be notified that trainee members are not voting members. Dr. Tariq Bin-Sagheer suggested next year committee members should be checked beforehand if they are DOGANA members.

Dr. Arshad then talked about DOGANA/DUHS/UMD rotation. This initiative needs funds and Dr. Arshad requested an email be sent to the general membership requesting additional funds. In the email there will be a link where members can pay directly to the University of Maryland. Dr. Aamir suggested if CC is OK, Dr. Arshad can draft an email which can be sent to the general public. There was a discussion about whether DOGANA should collect money and give to University of Maryland or money will go directly to University of MD. It was decided by CC that Dr. Arshad will check with Dr. Mansoor Mohiuddin to see what the best option is.

Dr. Aamir then mentioned APPNA spring meeting in Oklahoma - Dowites are having a lunch event expecting 70 plus Dowites and family members that is not a DOGANA event.

In the end it was decided there will be a short meeting of CC in Ramadan, if schedule permits

Meeting adjourns at 1045PM EST

Respectfully submitted by,

Dr. Syed Tariq Bin-Sagheer

Secretary DOGANA