

Approved by Council on March 1, 2019

AUGUST 14-15, 2018 COUNCIL MEETING MINUTES

American Sociological Association

August 14-15, 2017

Philadelphia

Participants August 14: Eduardo Bonilla-Silva (President), Mary Romero (President-Elect), Michèle Lamont (Past President), Christopher Uggen (Vice President), Grace Kao (Vice President-Elect), Kathleen Gerson (Past Vice President), David Takeuchi (Secretary), Nina Bandelj, Mabel Berezin, Daniel Chambliss, Cynthia Feliciano, Kimberly Ann Goyette, Erin Kelly, Monica McDermott, Mignon R. Moore, Wendy Ng, Andrew J. Perrin, Zulema Valdez, Rhys H. Williams; **Staff:** Nancy Kidd (Executive Officer), Les Briggs, Teresa Ciabattari, Karen Gray Edwards, Mark Fernando, Naomi Paiss, Michelle Randall, Jean Shin, Margaret Weigers Vitullo. **Guests:** Kelly H. Chong, Nancy López, Joya Misra, Wendy Leo Moore, Jennifer Reich, Sara Shostak, Christine Williams.

President Bonilla-Silva called the meeting to order at 2:35 p.m. on August 14.

1. Agenda

A motion was made by Lamont to approve the agenda as presented. Seconded by Bandelj. Motion carried unanimously.

2. Announcements, Updates, and Reports

Council made introductions. Bonilla-Silva indicated that written reports were provided on Executive Office activity, membership, department affiliates, sections, journal subscription fees, the election, the Task Force on Membership, the Task Force on First Generation and Working-Class People in Sociology (FGWC), and the fundraising campaign. Some additional detail was provided by Perrin on the Task Force on Membership and McDermott on the Task Force on FGWC. Kidd provided updates on the planned amicus brief and the publications contract. Discussion ensued.

3. Consent Agenda

President Bonilla-Silva presented the consent agenda which included approval of March 10, 2018 Council meeting minutes; May 9, 2018 Council report of ballot vote; July 9, 2019 Council report of ballot vote; a policy for compensating the operating budget for section journal work; extension of the one-year gift membership for new PhDs; a complimentary registration policy; a revised mission statement for *Teaching Sociology*; extension of the moratorium on new sections; a change to the subtitle of *Contexts*; and a page increase in JHSB's annual page allocation.

A motion was made by Perrin to approve the consent agenda as presented. Seconded by Moore. Motion carried unanimously.

4. Sexual Harassment (part 1)

Council moved into executive session at 3:05 p.m.

Council moved out of executive session at 5:25 p.m.

Council decided to send a communication to the membership that reflects the outcome of discussion over the last several hours. An initial draft was crafted at the meeting and Kidd was asked to revise it for formal consideration the next day.

Kidd introduced some proposed revisions to the ASA Anti-Harassment Policy, and discussion ensued.

A motion was made by Kelly to add a clause to the anti-harassment policy stating explicitly that there can be consequences, including removal from the meeting, to violating the policy. The motion also includes approving some modest word changes to the policy. Seconded by Romero. Motion carried unanimously.

Kidd introduced some proposals from the Committee on Awards for Council consideration, and discussion ensued.

A motion was made by Bandelj to add an ethics question to our awards nomination requirements. Seconded by Romero. Motion carried unanimously.

A motion was made by Bandelj to amend our policy on carryover nominations for awards as follows: There will continue to be no carryover nominations for the Dissertation Award and the Distinguished Scholarly Book Award. For all other awards, nominations will have to be renewed each year to be considered. For five years, ASA staff will call nominators to ask if the nomination should be renewed. If so, nominators will be asked if any materials need to be updated and will be asked to answer the ethics question again. Seconded by Romero. Motion carried unanimously.

5. Investment Review

Council was provided with a recent report from our investment adviser, and Director of Finance Les Briggs presented an overview of the results. Discussion ensued.

6. Report of the Independent Auditor

ASA hires an outside accounting firm to perform an audit of our financial statements at the end of each fiscal year. Council was provided with the report of the independent auditor. The auditor's opinion states that ASA's financial statements present fairly, in all material respects, the financial position of the Association as of December 31, 2017, and the change in its net

assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the U.S. We had a clean audit with no management letter.

The Committee on Executive Office and Budget met with the auditor in July, and Secretary Takeuchi shared the details of that meeting with the Council.

A motion was made by Romero to accept the report of the independent auditor. Seconded by Kelly. Motion carried unanimously.

7. 2017 Year-end Budget Report

Kidd reported that we ended the year with a modest net surplus of \$95,836 which means ASA had a balanced budget for the first time since 2013. Council was provided with a line-by-line account of income and expense. Discussion ensued.

8. Year-to-date 2018 Budget Report

Kidd provided a summary of year-to-date revenue and expense for 2018. Overall, we are on target to meet our budget projection, though there are some areas of concern and some areas that are better than anticipated on both the revenue and expense sides. Discussion ensued.

9. Amending Timing for Budget Approval

Council currently approves the annual budget several months after the beginning of the fiscal year, which creates obvious challenges. Council discussed a proposal to begin having Council conference calls in the fall to allow for earlier budget approval.

A motion was made by Williams that in 2020 we will begin approving the budget prior to the start of the fiscal year, with a plan to revisit this after two years of implementation. Seconded by Uggem. Motion carried unanimously.

Council also discussed other ideas about amending timing and structure of meetings and decided not to make any changes at this time.

10. Pronoun Proposal

Council discussed a proposal submitted by Sociologists for Trans Justice's Committee to Promote Trans, Non-binary, and Intersex Inclusion at Sociology Conferences to include preferred pronouns on Annual Meeting badges.

A motion was made by Kelly to approve the proposal as presented, with the exception that we will collect the information through the Annual Meeting registration process. Seconded by McDermott. Motion carried unanimously.

11. Outgoing Member Appreciation

Council extended gratitude to Michèle Lamont for her exemplary service as President of the Association, Kathleen Gerson for her exemplary service as Vice President, and Dan Chambliss, Cynthia Feliciano, Mignon Moore, and Wendy Ng for their exemplary service on Council. President Bonilla-Silva adjourned the meeting at 6:00 p.m. on August 14.

Participants August 15: Mary Romero (President), Christine Williams (President-Elect), Eduardo Bonilla-Silva (Past President), Grace Kao (Vice President), Joya Misra (Vice President-Elect), Christopher Uggen (Past Vice President), David Takeuchi (Secretary), Nina Bandelj, Mabel Berezin, Kelly H. Chong, Kimberly Ann Goyette, Erin Kelly, Nancy López (non-voting), Monica McDermott, Wendy Leo Moore, Andrew J. Perrin, Jennifer Reich, Sara Shostak, Zulema Valdez, Rhys H. Williams; **Staff:** Nancy Kidd (Executive Officer), Les Briggs, Teresa Ciabattari, Karen Gray Edwards, Mark Fernando, Naomi Paiss, Michelle Randall, Jean Shin, Margaret Weigers Vitullo.

President Romero called the meeting to order at 8:38 a.m. on August 15.

12. Revised Agenda

A motion was made by Valdez to add to the agenda. Seconded by Leo Moore. Motion carried unanimously.

13. Sexual Harassment (continued)

Council discussed a draft statement to be sent to the membership regarding sexual harassment.

A motion was made by C. Williams to send the following statement. Seconded by Shostak. Motion carried unanimously.

Message to ASA Members from Council

Harassment, exploitation, and discrimination are violations of the ASA [Code of Ethics](#) and can be fundamentally damaging to the wellbeing of our community.

The ASA Council is aware of allegations that have been raised about Professor Michael Kimmel and has voted unanimously to defer delivery of the Jessie Bernard Award until more is known about those allegations.

In the coming months, members of Council will be working with the ASA [Working Group on Harassment](#) (formed in 2017) to conduct a thorough review of awards policies, nomination and appointment processes, and the process for reporting and responding to ethical violations.

A motion was made by Kelly to charge the Harassment Working Group with developing a proposal for an alternative to COPE that will be more informal and address some of the key limitations of COPE for responding to harassment and related issues. Seconded by Bonilla-Silva. Motion carried unanimously.

Council took a break at 10:00 a.m. and reconvened at 10:10 a.m.

14. Unions

Council discussed some concerns about ASA's site selection in non-union hotels that were raised at the ASA business meeting and in some section business meeting discussions.

A motion was made by Moore to approve the following statement. Seconded by McDermott. Motion carried unanimously.

The American Sociological Association is a professional society of sociologists who meets annually for a conference of more than 5,000 participants. Our scholarship shows that many workers in the hospitality industry do not earn a living wage. As sociologists, we know the consequences of such inequality are detrimental to the workers themselves as well as our broader communities. We, therefore, express our strong support for fair labor practices and the right of hotel workers to organize.

Council also committed to a more extensive discussion of this issue in March.

15. Solicitation and Gift Acceptance Policy

It is good practice for an organization to have a policy that stipulates which gifts it will and will not accept and under what conditions. Kidd presented a draft policy and discussion ensued.

A motion was made by Kelly to approve the ASA Solicitation and Gift Acceptance Policy as presented. Seconded by Bonilla-Silva. Motion carried unanimously.

16. Authority and Responsibility of Sections

Council had a discussion about the relationship between ASA and its sections. Clarifying the relationship is critical for better supporting section activity and protecting section members from risk. Kidd introduced several points of clarification or small tweaks to existing section policy that were recommended to Council by EOB and Committee on Sections. Kidd indicated that EOB and Committee on Sections also recommended that some additional policies should be crafted in consultation with the Committee on Sections. Finally, a policy was recommended by Committee on Sections regarding the removal of section officers. Discussion ensued.

A motion was made by Perrin to approve clarification or minor revisions of section policies regarding contracts, grants, and ASA logo usage as presented and to authorize development of new policies regarding section partnerships and communications. In addition, the ASA staff is authorized to develop a policy for removal of section officers that can be used as a default if section bylaws are silent on the issue. Seconded by Valdez. Motion carried unanimously.

17. Incorporation Status

Kidd provided an overview of a memo from ASA's attorney recommending that the association consider moving from the pre-1962 "Old Act" to the "New District of Columbia Corporation Act" of 2010. Discussion ensued.

A motion was made by R. Williams to proceed with plans to move onto the New Act. Seconded by Bonilla-Silva. Motion carried unanimously.

18. 2019 Annual Meeting Fees

Council discussed EOB's proposal to adjust all 2018 Annual Meeting pre-registration fees by an inflationary increase and to maintain the current price difference between pre-registration and regular fees. Fees for sister societies were presented for comparison. An inflationary increase was also proposed for child care fees. No increases were proposed for other non-registration Annual Meeting fees. Discussion ensued.

A motion was made by Kelly to approve the 2019 Annual Meeting fees as presented. Seconded by Shostak. Motion carried unanimously.

19. 2019 Membership Dues

Council discussed several proposals for 2019 membership dues along with EOB's recommendation. Dues for sister societies were presented for comparison.

A motion was made by R. Williams to increase dues for the top three income categories of membership by the cost of living and increase dues for the remaining categories of membership by 1%. Seconded by Kelly. Motion withdrawn.

A motion was made by Valdez not to increase any dues and to provide members with an option to make contributions to offset the cost to the organization of the zero increase. Seconded by Reich. A friendly amendment was proposed by Kelly to include dues increase for the top three income categories of membership. Friendly amendment was rejected.

Council moved into executive session at 11:45 a.m.

Council took a break for lunch at 12:05 p.m.

Council reconvened at 12:42 and moved out of executive session.

3 for, 11 against, 3 abstentions. Motion fails.

A motion was made by R. Williams to increase dues for the top four income categories of regular membership (\$85,000+) by the cost of living and to freeze dues for all other categories. Seconded. Motion carried unanimously.

20. Policy for Membership Requirement for Leadership Positions

Council discussed the question of whether there should be membership requirements for different leadership positions.

A motion was made by Kelly to approve a policy whereby membership in ASA is required for all appointed and elected leadership positions and membership is required to be on the ASA election ballot. There will be no exceptions to the membership requirement, but comped membership can be offered to non-sociologists who want to serve in leadership roles, with editors making such a request for potential editorial board members and other such decisions at the Executive Director's discretion. Associate or high school teacher membership are acceptable for editorial boards if appropriate for the individual. Exceptions to the full membership requirement, either for associates or high school teacher members, can be made for other non-elected positions at the discretion of the Executive Director. Seconded by Reich. Motion carried unanimously.

21. Executive Session on Report from the Committee on Committees, Committee Appointments, and External Representation

Council moved into executive session at 1:17 p.m.

Council moved out of executive session at 1:40 p.m.

22. Gender Studies in Hungary

Romero reported that we have been approached with a request to advocate against a draft decree from the Ministry of Human Resources and the Ministry of Justice in Hungary that calls for the abolishment of gender studies programs.

A motion was made by Perrin to authorize Romero and Kidd to familiarize themselves with the situation and move forward with a letter if appropriate. Seconded by Takeuchi. Motion carried

President Romero adjourned the meeting at 1:46 p.m.