

Approved by Council, August 13, 2019

# MARCH 1-2, 2019

## COUNCIL MEETING MINUTES

American Sociological Association  
Arlington, VA

**Participants:** 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 (March 1 only), Teresa Ciabattari, Karen Gray Edwards (March 1 only), Mark Fernando, Michelle Randall, Jean Shin, Margaret Weigers Vitullo. **Guests:** Nicholas Jones (census discussion only), and Jennifer Kim (census discussion only)

President Romero called the meeting to order at 8:40 a.m. on March 1.

### 1. Agenda

*A motion was made by Bonilla-Silva to approve the agenda as presented. Seconded by Uggen. Motion carried unanimously.*

### 2. Conflicts of interest

President Romero asked if anyone on Council has conflicts of interest related to the meeting's agenda. None were reported

### 3. Announcements, Updates, and Reports

Romero indicated that written reports were provided on Executive Office activity, membership, department affiliates, sections, journal subscriptions, the Task Force on Membership, and the Task Force on First Generation and Working-Class People in Sociology (FGWC). Some additional detail was provided by Perrin and Vitullo on the Task Force on Membership and McDermott on the Task Force on FGWC.

### 4. Consent Agenda

President Romero presented the consent agenda which included approval of the August 14-15, 2018 Council meeting minutes; the October 22, 2018 Council report of ballot vote; the November 22, 2018 Council report of ballot vote; the two-year Council meeting calendar; conflict of interest disclosures; amended implementation of early budget approval; section bylaws amendment and dues change proposals for the ballot; Student Forum Advisory Board bylaws amendment proposal for the ballot; Opportunities in Retirement Network bylaws

amendment proposal for the ballot; an appointment process for the Federal Statistics Working Group; a default policy for removal of section officers; and a press policy revision.

*A motion was made by Moore to approve the consent agenda as presented. Seconded by Bonilla-Silva. Motion carried unanimously.*

## **5. Investment review**

Director of Finance Briggs directed the Council's attention to the most recent quarterly report from our investment manager and engaged the Council in a discussion of the performance of our portfolio.

## **6. 2018 budget report**

The 2018 calendar year has ended, but we are still a couple weeks away from closing the books as a few final payments are still being received. Executive Director Kidd provided a summary of year-to-date revenue and expense through November 2018 as well as projections for the close of the year. Overall, we are on target to meet our budget projections and have a balanced budget for the second year in a row. Discussion ensued.

## **7. Proposed 2019 budget**

Kidd explained that the meeting materials contain a spreadsheet with the proposed 2019 budget as well as a detailed narrative version of the proposed budget. She highlighted some specific aspects of the proposed 2019 budget and provided some context for the future. Discussion ensued.

There is recognition that our traditional financial model will likely have to shift in the coming years as the landscape for scholarly publishing is rapidly evolving.

*A motion was made by Kelly to ask Takeuchi and Kidd to explore how best we can begin looking toward our financial future. Seconded by Bandelj. Motion carried unanimously.*

*A motion was made by Bonilla-Silva to approve the 2019 budget as presented. Seconded by Reich. Motion carried unanimously.*

## **8. Editorial budget benchmarking**

Over the last couple of years, we have very carefully evaluated every single line item in our budget to ensure that we are spending appropriately. The one set of expenses we were ill-equipped to review in-house was editorial budgets since we do not have access to relevant benchmarking data, nor do we expert have knowledge of how best to normalize different models for comparison. Council, therefore, approved engaging a consultant to help us assess our current spending on editorial offices for ASA journals. Director of Publications Edwards presented the consultant's report for Council consideration. The report suggests that we do not need to consider any changes to our current model at present. Discussion ensued.

## **9. Condominium sale proposal**

Director of Finance Briggs presented a proposal to sell the 5<sup>th</sup> floor of 1430 K Street and consolidate operations on the 6<sup>th</sup> floor. Council was asked to provide thoughts on this proposal for EOB consideration in June. Discussion ensued. Council requested some additional analysis for EOB's evaluation.

Council took a break at 10:15 a.m. and reconvened at 10:24 a.m.

## **10. Section policies**

Director of Governance and Administration Fernando introduced the Committee on Sections' (COS) proposed revisions to our section lifecycle policies, including formation, assessment, and dissolution. Council asked COS to do a comprehensive review of the process from beginning to end to ensure consistency across the lifecycle, especially with respect to numerical thresholds. Discussion ensued.

*A motion was made by Misra to require that proposals for sections-in-information include a statement about how they will work toward diversity and inclusion. In addition, diversity and inclusion will be added to the criterion for section vitality and we will add a question to section annual reports about recent work on diversity and inclusion. Seconded by Perrin. Motion carried unanimously.*

*A motion was made by Perrin to approve the edits to the section lifecycle policy text as presented. Seconded by R. Williams. Motion carried with 17 for and 1 opposed.*

## **11. Awards policies**

Committee on Awards chair Rhys Williams presented several recommendations from the committee to Council. Discussion ensued.

*A motion was made by Kelly to approve a new award selection timeline as presented. Further, as a transitional measure we will temporarily expand the book award committee in 2021 and 2022 by three members to provide support for the larger workload. Seconded by Shostak. Motion carried unanimously.*

*A motion was made by Kelly to approve the new policy regarding membership requirements for nominees, nominators, and winners as presented. Seconded by Uggen. Motion carried unanimously.*

*A motion was made by Bandelj to add "self-nominations are encouraged" to all award calls except the Dissertation Award. Seconded by Berezin. Motion carried with 17 for and 1 opposed.*

*A motion was made by Bonilla-Silva to codify that the third year Council Member-at-Large on the Committee on Awards will serve as the chair of the committee. Seconded by Valdez. Motion carried with 17 for and 1 abstention*

*A motion was made by Moore to approve the proposed changes to the Dissertation Award, Distinguished Contributions to Teaching Award, Jessie Bernard Award, Public Understanding of Sociology Award, and W.E.B. DuBois Career of Distinguished Scholarship Award and to approve the proposed changes to the Excellence in Reporting of Social Issues Award as amended in conversation. Seconded by Perrin. Motion carried unanimously.*

## **12. Update from Working Group on Harassment**

Kidd summarized a progress report from the Working Group on Harassment regarding their educational efforts and their work on developing policy proposals for the association. The working group will have a full set of proposals ready for Council in August and asked Council for comment on their ideas to date. Discussion ensued.

Council discussed one immediate recommendation. The sex and gender section suggested that ASA develop best practices for mentoring that address power differentials for exploitation that go beyond the issue of sexual harassment, and the section offered to work on this effort. *A motion was made by Bandelj to ask the sex and gender section to develop best practices for mentoring. Seconded by Reich. Motion carried with 15 for and 3 abstentions.*

## **13. Societies Consortium on Sexual Harassment in STEMM**

Kidd provided background on the development of the Societies Consortium on Sexual Harassment in STEMM, and discussion ensued regarding whether ASA should join the consortium.

*A motion was made by McDermott to not join the Societies Consortium on Sexual Harassment in STEMM. Seconded by Goyette. Motion carried with 17 for and 1 abstention*

Council took a break at 11:54 a.m. for lunch and reconvened at 12:58 p.m.

## **14. Strategic discussion: Census 2020 and beyond**

Census Bureau staff members Nicholas Jones and Jennifer Kim joined the Council for a discussion about Census 2020.

## **15. 2018 Jessie Bernard Award Committee letter**

Council discussed a letter sent to them from the 2018 Jessie Bernard Award Committee regarding the 2018 award.

Council moved into executive session at 2:04 p.m. and moved out of executive session at 2:31 p.m.

Further discussion ensued, and a plan for crafting a response letter was developed.

## **16. Working Group on Harassment appointments**

When the HWG was initially formed, the mandate was narrowly defined and there was not an expectation of long-term service. As our concerns about this issue have evolved, Council discussed the possibility of extending the service of the group.

*A motion was made by C. Williams to extend the terms of all sitting members of the Harassment Working Group through December 31, 2020, consider the future of the group in March 2020. Should the group's life be extended, we will use the standard advisory committee appointment process to appoint members in the future. Seconded by Bandelj. Motion carried unanimously.*

## **17. Site selection: unions**

Director of Meeting Services Randall provided some background regarding policies on contracting our Annual Meeting in unionized locations. Discussion ensued.

*A motion was made by Moore to identify the union status of our Annual Meeting sites on the ASA website. Seconded by Uggen. Motion carried unanimously.*

*A motion was made by Perrin to confirm our 2023 meeting location in Philadelphia and to make an effort to add a unionized hotel to our contracted block. Seconded by R. Williams. Motion carried unanimously.*

*A motion was made by Takeuchi to develop a member survey about perspectives on site selection. Seconded by Berezin. Motion carried unanimously.*

Council took a break at 2:58 p.m. and reconvened at 3:16 p.m.

## **18. Event accessibility policy**

Deputy Director Vitullo introduced a policy proposal to ensure that our meetings are fully inclusive to people with disabilities. Discussion ensued.

*A motion was made by Kelly to enact a policy that all official events of the American Sociological Association will be held in accessible venues. Seconded by Bonilla-Silva. Motion carried unanimously.*

## **19. Statement on appropriate use of student evaluations of teaching**

Director of Research, Professional Development, and Academic Affairs Ciabattari shared with Council a request we received to write a statement on the appropriate use of student evaluations of teaching, with recognition of the biases involved in the current prevailing approaches.

Discussion ensued. Council agreed that the ASA staff should draft a statement for Council consideration in August.

## **20. Section journal policies**

ASA's policy documents for editors of ASA-wide journals are clear and detailed, but it has become clear that it is important for ASA to provide clearer and better information for our section journal editors. Director of Publications Edwards provided a few examples to illustrate the ways in which we can better support our section journal efforts. Discussion ensued. Council agreed that the ASA staff should draft revised policy documents for future Council consideration which incorporate section journals into ASA's publications policies.

## **21. Executive session: editor selections**

Council moved into executive session at 3:52 p.m. to discuss editor selections.

Council moved out of executive session at 4:30 p.m.

## **22. Contingent Faculty in Sociology Task Force Report**

Director of Minority and Student Affairs Shin introduced the final report of the Task Force on Contingent Faculty in Sociology, and discussion ensued.

*A motion was made by R. Williams to devote staff time to recruiting contingent faculty/adjuncts to become members of the association and to addressing their needs. Seconded by Bonilla-Silva. Motion carried unanimously.*

*A motion was made by R. Williams to accept the spirit of the recommendation that ASA should create an official internal entity that will continue to address contingent faculty issues after the Task Force's term ends, with staff and/or the membership task force charged with developing a specific mechanism for future Council consideration. Seconded by Bonilla-Silva. Motion carried unanimously.*

*A motion was made by Bonilla-Silva to coordinate with other scholarly associations in high-profile public efforts to address the issues confronting contingent faculty, and to facilitate improved data collection on the nation's population of contingent faculty, and on their pay and working conditions. Seconded by Kao. Motion carried unanimously.*

*A motion was made by R. Williams to accept the spirit of the recommendations to provide reduced membership dues and Annual Meeting registration fees for adjuncts/contingent faculty, with the staff and/or the membership task force charged with developing specific mechanisms for implementation. Seconded by Bandelj. Motion carried with 14 for and 4 abstentions.*

*A motion was made by Bandelj to expand affordable Annual Meeting accommodation options for contingent faculty and other low-income sociologists. Seconded by Valdez. Motion carried unanimously.*

*A motion was made by Takeuchi to add a high-profile space on the ASA website dedicated to contingent faculty issues and to cover contingent faculty issues regularly in Footnotes. Seconded by Reich. Motion carried unanimously.*

*A motion was made by Bonilla-Silva that workshops and/or sessions focused on contingent faculty issues should be regularly included in ASA Annual Meeting programs. Seconded by Takeuchi. Motion carried with 13 for, 2 against, and 3 abstentions.*

*A motion was made by R. Williams to sponsor and moderate a listserv for members interested in discussing contingent faculty issues. Seconded by Bonilla-Silva. Motion carried unanimously.*

*A motion was made by Takeuchi to make efforts to include contingent faculty in nominations for ASA awards, as well as nominations for Council members and other elected positions. Seconded by Bonilla-Silva. Motion carried unanimously.*

*A motion was made by Moore to express appreciation for the work of the Contingent Faculty in Sociology Task Force. Seconded by Bandelj. Motion carried unanimously.*

Council adjourned for the day at 5:30 p.m. and reconvened on March 2 at 9:12 a.m.

### **23. Contingent Faculty in Sociology Task Force Report (continued)**

*A motion was made by Perrin to endorse and publicize the report's recommended practices for universities and sociology departments. Seconded by Misra. Motion carried with 11 for, 5 opposed, and 2 abstentions.*

*A motion was made by Misra to endorse the report of the Task Force on Contingent Faculty in Sociology. Seconded by Kelly. Motion carried with 17 for and 1 abstention.*

### **24. Letter to Council regarding the relationship of ASA to Native Nations**

A letter was sent to Council by a group of members asking Council to consider several proposals related to the relationship of ASA to Native Nations. Discussion ensued.

*A motion was made by Bandelj to institutionalize the practice of opening annual meetings with territorial acknowledgement and to create visible acknowledgement of Indigenous territoriality in ASA materials. Seconded by Valdez. Motion carried unanimously.*

*A motion was made by Shostak to express Council's support for the program committee's recent decision to move the Indigenous People topic from the every other year regular session list to the every year list for annual program committee consideration and to rename the topic Indigenous Peoples/Native Nations. Seconded by Bonilla-Silva. Motion carried unanimously.*

*A motion was made by Kelly to encourage program committees to consider how they can incorporate Native scholars and scholarship on Indigenous peoples into meeting programming,*

*to encourage members to submit a workshop proposal for 2020. Further, Council asks staff to develop targeted outreach for this topic in TRAILS. Seconded by Shostak. Motion carried unanimously.*

*A motion was made by Takeuchi to convey to the group that Council carefully discussed the request for the immediate establishment of a section on Indigenous Peoples/Native Nations and the main points of that discussion. Specifically, it is Council's view that the process of creating a proposal and gathering names for a petition in support of a new section are in themselves capacity- and support-building activities. Council would like to see the formation of this section happen in a way that reshapes the discipline, which Council believe will be made more likely by following the process for proposal submission. This process is a critical step in ensuring that the section is incorporated fully into the larger body of the association as it will bring visibility to the work. That said, Council recognizes that there are few Indigenous scholars and the historical and structural reasons for that. Nonetheless, Council remains enthusiastic about the development of this section and believes it can be successful. If there is any way in which Council can be helpful in developing a proposal, Council is glad to provide that support. Seconded by Valdez. Motion carried unanimously.*

*A motion was made by Bandelj to invite a few representatives from this group to come to the next Council meeting to discuss the complex issues raised in the letter and how they impact scholars and the discipline. This meeting would also provide an opportunity to discuss possibilities for ongoing mechanisms to continue to work on the relationship of ASA to Native Nations and Indigenous scholars. Seconded by R. Williams. Motion carried unanimously.*

President Romero adjourned the meeting at 10:44 a.m.