

Minutes of the Second Meeting of the 2004-2005 ASA Council

February 5-6, 2005
The Churchill Hotel
Washington, DC

Council Members Present: Rebecca Adams, Kathleen Blee, Michael Burawoy, Esther Ngan-ling Chow, Troy Duster, Cynthia Fuchs Epstein, Jennifer Glass, Deborah King, Rhonda Levine, Nan Lin, Ann Shola Orloff, Caroline Hodges Persell, Bernice Pescosolido, Lynn Smith-Lovin, Diane Vaughan, Bruce Western, Franklin Wilson, Min Zhou.

Council Members Absent: Eduardo Bonilla-Silva.

Staff Present: Janet Astner, Les Briggs (Saturday), Karen Edwards (Saturday), Lee Herring, Sally Hillsman, Carla Howery, Michael Murphy, Mercedes Rubio (Sunday), Roberta Spalter-Roth (Sunday).

1. Call to Order

ASA President Troy Duster called the winter meeting of the 2004-2005 Council to order at 8:36 am in the Kalorama East Room of the Churchill Hotel in Washington, DC. Following introductions of all members and staff present, Duster outlined the overall plans for the meeting.

Council members had met the previous evening for dinner. Following dinner, Bernice Pescosolido led Council in an informal discussion on the selection process for editors of ASA journals.

A. Approval of Agenda

Duster presented the proposed agenda for the meeting and invited amendments. Hearing no requests to move, add, or delete items, he called for acceptance of the agenda as presented.

Council voted unanimously to approve the proposed agenda for the February 5-6 meeting.

B. Approval of Minutes

Minutes of the August 17, 2004 and August 18, 2004 Council meetings were presented for approval. Rebecca Adams noted that she had attended the August 17th meeting as an observer and asked that her name be added to the attendance list for that meeting.

Council voted unanimously to approve the minutes of the August 17, 2004 Council meeting as amended, and the August 18, 2004 Council meeting as presented.

2. Report of the President

ASA President Troy Duster updated Council members on planning for the 2005 Centennial Annual Meeting. The local arrangements committee is hard at work assembling a package of tours and a guide to local restaurants.

Given the recent worldwide focus on the Indonesian tsunami, Duster reported that he was adding a session dealing with the response to disasters. Duster reported that he had persuaded Kai Erickson, author of the 1978 book on natural disasters and their aftermath *Everything in its Path*, to put together a session on tsunamis and a sociological analysis of post-tsunami issues affecting that part of the world. Panelists will include people from Indonesia and other areas affected by tsunamis.

Another evolving session will focus on comparative fundamentalisms will look at Hindu, Moslem, Christian and Jewish fundamentalism and politics. The session will examine developments over the last 10-15 years where politics and religion have come together to affect the world in important ways. A related session will look at "the hard turn right" and will focus on right-wing movements.

3. Report of the President-Elect

President-Elect Cynthia Fuchs Epstein reported on plans for the 2006 Annual Meeting, but began her remarks by comparing the present Council with the composition of Council when she first served as a Council member in the late 1970's. She indicated that she was pleased to see the present Council reflect the diversity of the membership and was proud of that change.

Epstein noted that election to office in ASA brings with it both opportunities and responsibilities. The chief responsibility she has as President-Elect is constructing a meaningful Annual Meeting for 2006. With that goal in mind Epstein reported that she has invited several prominent public figures to participate in the meeting and was working to meld the academy with the real world as much as possible.

4. Report of the Secretary

ASA Secretary Franklin Wilson reported on the current status of ASA membership and Section membership.

A. ASA Membership

ASA ended the 2004 membership year ended with 13,712 members, an increase of 545 over the 2003 count of 13,167. This represents the third consecutive year of growth and the highest membership in more than 25 years.

Several factors contributed to the membership growth, including the availability of online renewals and applications. The percentage of members joining and renewing online has grown rapidly and substantially. In 2002 only 5.6% of members renewed online; in 2004, 67.43% of members renewed online. In addition to making the process easier for members, online renewals have also helped to reduce the cost of printing and mailing renewals and manually entering membership renewals.

Retention is always a focus in membership efforts. The rate of retention in 2004 was 74.78%, which was down slightly from 76.39% in 2003. EOB was pleased to see that members in the highest income categories continue to be the most likely to renew.

Members of Council echoed EOB's praise and complimented Karen Gray Edwards for her hard work on membership matters. They applauded her many efforts to retain current members and to recruit new members to join the association.

Executive Officer Hillsman reported that the staff is constantly engaged in thinking about how to better serve the members. The monthly electronic newsletter, *Member News and Notes*, has been well received by members. Hillsman noted that there are a large number of sociologists who have never joined the association, many with dual appointments in other disciplines. We need to know more about these people and their reasons for not joining the association so that we can craft services that reach out to these groups.

B. Section Memberships

As was the case in both 2002 and 2003, sections closed 2004 with another all-time high membership count. At the end of the 2004 membership year there were 21,366 section memberships, an increase of 1,097 memberships over the final 2003 count of 20,269.

The 21,366 section memberships were held by 8,561 individual ASA members, which translates to 2.37 section memberships on average per member that participates in Sections. In 2004, 65% of ASA members held one or more section memberships.

In addition to the overall positive news, several sections that have previously been losing members and/or been somewhat inactive have increased their activities and members. Four sections have moved back above 300 members in 2004, leaving only seven sections below the 300-level. Of the seven below 300 members, several have experienced growth for the first time in years.

At the close of the 2004 membership year the Section-in-Formation on Ethnomethodology and Conversational Analysis was successful in recruiting more than

300 members to join; with 306 members they achieved full section status. Starting with the 2005 membership year this group is now a full section of the association, bringing the count of full sections to 43.

5. Report of the Executive Officer

Executive Officer Sally Hillsman reported to Council on several matters.

A. ASA Staffing and Activities

While all organizations have staff turnover, ASA has been fortunate to retain a number of seasoned employees. Feedback from membership indicates that they feel well served by the executive office staff.

Several grants have been secured recently to fund research activities, including NSF renewal of the FAD program. Sloan Foundation has provided \$15,000 to support the study of PhD graduate cohort (now at PhD + 6). Ford Foundation just yesterday notified the office that they are awarding just under \$50,000 to study PhDs who are outside the academy. This study will focus initially on several cities and will rely on networking within those cities to help us gather information.

The Department Affiliates Program continues to provide valuable services to departments. Staff is thinking about ways to recruit additional departments to participate. Academic and Professional Affairs staff are also trying to reach out to teachers of sociology in high schools, looking for ways to provide them with an intellectual community to help them with their work and their struggles.

Member voluntary contributions continue to be strong. While Sections always receive a fair number of individual contributions and gifts, recently there have been several substantial gifts. Microsoft Corporation has provided \$5,000 to the Section on Communication and Information Technologies, a section that is growing and developing new activities. Also, the Section on Mathematical Sociology has received pledges of \$22,000 for the establishment of a dissertation fellowship in mathematical sociology.

B. Government Science Advisory Committees Appointment

During the August 18, 2004 meeting Council issued several statements regarding matters of national science policy. One statement urged the President of the United States to consider scientific expertise as the primary basis for soliciting and nominating or appointing advisors to government science advisory committees. This statement was placed on ASA's website and brought to the attention of the media. Subsequently the National Academy of Sciences released a report on scientific advisory positions; its recommendation #5 parallels the position taken by the ASA Council.

C. Vetting of Scientists for International Bodies

Council also authorized a statement regarding concerns raised in the press and among some learned societies about the alleged "vetting" by the US Government (USG) of

scientists asked to serve as advisors by WHO and UNESCO. Council's statement was placed on ASA's website and brought to the attention of the media. One part of Council focus on this matter last August was the allegation that former ASA President Douglas Massey was prevented by USG officials from writing a chapter in his area of expertise for a UNESCO publication.

In follow-up to that meeting, Executive Officer Hillsman made contact with UNESCO and with Massey to learn more about the situation. Conflicting accounts have been offered, but it clearly appears appropriate for the ASA Executive Office to continue to work closely with other science organizations to see if other situations develop.

6. Report on ASA Investments and Reserves

ASA Controller Les Briggs provided a full report on ASA investments and reserves. Briggs reported that a great deal of activity has occurred with investments and reserves over the last year, including the establishment of an investment sub-committee and selection of a new investment manager.

A. Status of Long-Term Investments

Long-term investments totaled approximately \$7.143 million as of November 30, 2004. Investment performance was only 2% for the 11 months through November 2004; December performance was stronger, increasing annual performance to approximately 4.3%. Of the \$7.143 million in investments, \$4.5 million is in restricted accounts. In addition, Sections hold approximately \$207,000 in reserves.

B. Investment Policy

Briggs reported that for the first time, all information on ASA investment policy has been pulled together into one coherent policy statement. This statement addresses a number of issues, including outlining objectives for investments, describing how investments are to be allocated, who is responsible for managing investments, and how income from the investments is to be used.

Council voted to approve the "Investment Policy of the American Sociological Association" as provided by the ASA Committee on Executive Office and Budget. (1 abstention)

See Appendix 1 for full text of investment policy.

7. Annual Meeting Issues

Janet Astner, Director of Operations and Meeting Services, updated Council on several issues related to future Annual Meetings.

A. Business Meeting Resolution Deferred from August 2004

In August 2004, ASA member Dan Clawson introduced the following resolution at the Annual Business Meeting:

RESOLUTION ON LABOR AND ASA CONVENTIONS

WHEREAS, hotel union representation raises wages, supplies benefits, and protects workers dignity, thereby insuring that economic growth benefits a workforce often composed of people of color, and particularly women of color; and

WHEREAS, the Association's decision to hold meetings in union or non-union hotels strengthens or weakens the ability of these works {sic} and their unions to secure better working conditions and contribute to equitable urban growth;

THEREFORE BE IT RESOLVED, that the Association will adopt, as part of its standing rules, a policy of union preference in negotiating hotel and service contracts for the Annual Meeting and for any other meetings organized by the Association; and

THEREFORE BE IT FURTHER RESOLVED, that those responsible for negotiating and administering said contracts shall, in accordance with this policy of union preference:

- (A) Select a union hotel and/or service provider if any such provider(s) respond(s) to a request for proposals; and
- (B) Take active measures to support workers in any labor disputes arising at a contracted hotel, such that meeting attendees will not be compelled to cross picket lines or violate a boycott; and
- (C) Add labor disputes to the standard escape clause in any ASA contract for convention hotels and meetings.

At the Council meeting later the same day in August 2004, several members noted that the resolution was generally consistent with past practice. However, there was agreement that Council needed guidance from Legal Counsel, especially on the third element about escape clauses in contracts. Council therefore voted to defer decision on the resolution pending consultation with ASA Legal Counsel. Executive Office staff have subsequently consulted with ASA Legal Counsel on this issue.

In the first "therefore" clause, the resolution calls for "a policy of union preference" in the Association's choice of hotel and service contracts. While there is no official policy statement of union preference from past ASA Councils, it is clear that ASA has previously taken action to support of workers and fair labor practices in specific situations. Several examples from minutes of earlier ASA Council meetings are cited below.

Staff noted that while Council has acted consistently to support workers and their right to collective bargaining, each action has been situation-specific. Astner advised

that Council issue an overall statement of policy that the Executive Office can then use in future contract negotiations.

Sections A, B, and C, of the proposed resolution define what actions negotiators on behalf of the Association shall take to be in accordance with a pro-worker policy. The first requires ASA to select a unionized hotel or service provider if any such provider responds to a request for proposal. There are some challenges with this as stated. First, it would require the Association to utilize a union hotel whether or not it is an appropriate facility; the hotel/facility qualifies simply by submitting a bid. Provider response is not an acceptable criterion for selection of an appropriate site. Second, this substantially reduces our ability to negotiate with hotels/facilities by having them compete against one another to provide the best prices for hotel room rates and service packages that benefit our members. Third, this section also does not recognize that some hotels have part of their work force unionized but not others, nor that some cities are in right-to-work states. A policy statement that indicates a preference for unionized facilities, providing other site selection criteria are met, would be more useful and workable.

Section B suggests that the Association take action to ensure that meeting attendees will not be compelled to cross a picket line or violate a boycott. The only way the Association can do this is by not holding the meeting in a hotel that is being struck. ASA attorneys therefore proposed that ASA attempt to negotiate a new, freestanding strike clause in future hotel contracts, recognizing, however, that it may be difficult for ASA to achieve this. The proposed clause is as follows:

Strike or other Labor Dispute. In the event of any strikes, work stoppages or other labor disputes, actual or threatened, involving the Hotel's employees, the Hotel shall promptly notify the Association, and the Association shall have the right to cancel this Agreement without any liability of any kind upon written notice to the Hotel if, in Association's reasonable judgment, such labor dispute may tend to disrupt or interfere with the Association's Annual Meeting. A labor dispute shall be deemed to disrupt or interfere with the Association's Annual Meeting if any portion of the Association's members refuse or can be expected to refuse to attend an Annual Meeting due to the fact that a portion of the Hotel's employees are on strike or involved in a work stoppage or other labor dispute, or are foreseeably on strike or involved in a work stoppage or other labor dispute.

Finally, Section C suggests that ASA add "labor disputes" to the *force majeure* clause ASA is currently using in our contracts. The clause favored by Dan Clawson has been recommended by Unite Here:

If either [Hotel] or [client] is prevented from or delayed in performing any act required of it hereunder and such prevention or delay is caused by disruption due to construction activities, strikes, labor disputes, Acts of God, government restrictions, judicial orders, fire or other casualty, civil commotion, or causes

beyond its reasonable control, or if performance hereunder would foreseeably involve either party in or subject it to the effects of a labor dispute and the party therefore withholds or delays performance, it shall have no liability therefrom. This agreement shall be construed and enforced in accordance with the laws of the State of [Your State Here].

ASA's lawyers see this as a reasonable approach *if* ASA cannot get the freestanding strike clause suggested above. However, this *force majeure* clause might be improved. According to ASA Legal Counsel "The key phrase, 'foreseeably involve either party or subject it to the effects of a labor dispute' is potentially ambiguous; it is not clear whether a party would be excused to the extent that a hotel was adequately able to provide services and facilities despite a strike. Nonetheless, the Unite Here language would be preferable to the current *force majeure* clause because it provides a justification for ASA terminating the contracts even if the hotels are able to provide adequate services during a labor dispute. ASA could propose a strengthened version of the Unite Here *force majeure* language if the hotels refused to include the free-standing clause."

Astner noted that it is important to recognize that labor disputes are already included in the *force majeure* clause of most Annual Meeting contracts. The viewpoints expressed by hospitality industry lawyers and hoteliers at recent industry meetings is that even including labor disputes in a *force majeure* clause does *not* sufficiently protect an organization which is at significant risk of member non-attendance in strike situations. Astner then suggested a revision of the Resolution from the Business Meeting:

Proposed Revision of the Resolution

WHEREAS, hotel union representation raises wages, supplies benefits, and protects workers dignity, thereby insuring that economic growth benefits a workforce often composed of people of color, and particularly women of color; and

WHEREAS, the Association's decision to hold meetings in union or non-union hotels strengthens or weakens the ability of these workers and their unions to secure better working conditions and contribute to equitable urban growth;

THEREFORE BE IT RESOLVED, that the Association will adopt, as part of its standing rules, a policy of considering the extent of unionization in negotiating hotel and service contracts for the Annual Meeting and for any other meetings organized by the Association; and

THEREFORE BE IT FURTHER RESOLVED, that those responsible for negotiating and administering said contracts shall, in accordance with this policy:

(A) Give special weight to hotel/facility or service proposals that include unionized employees; and

(B) Negotiate a free-standing strike clause in future hotel/facility contracts that would substantially reduce the likelihood that ASA meeting attendees would be faced with crossing picket lines or violating a boycott.

Council voted to adopt the revised Resolution on Labor and ASA Conventions, and therefore to direct the Executive Office to give special weight to hotel/facility or service proposals that include unionized employees, and to negotiate a free-standing strike clause in future hotel/facility contracts that would substantially reduce the likelihood that ASA meeting attendees would be faced with crossing picket lines or violating a boycott.

B. Site for 2006 Annual Meeting

Council met in Executive Session to discuss issues connected with the site of the 2006 Annual Meeting. In open session, Council decided to reverse the sites for the 2006 and 2007 meetings.

In order to serve the best interests of the ASA membership, Council directed the Executive Office to explore an opportunity provided by the Hilton Hotel to negotiate moving the 2006 ASA Annual Meeting to San Francisco and holding the 2007 and 2013 Annual Meetings in New York City.

Janet Astner will contact Hilton Hotels and begin the negotiation process.

C. Exhibits Policy

ASA member Kate O'Donnell of Hartwick College has submitted a request that ASA considering changing its exhibit policies and fee structure to permit a non-academic non-profit organization, Jolom Mayaetik, to sell its wares during the ASA Annual Meeting. Jolom Mayaetik is a Mayan women's weaving cooperative of 250 women in Chiapas, Mexico that is endeavoring to market its handmade, fair-trade textiles. Thus far, this co-op sells items across the US through solidarity networks and at anthropological conferences/meetings.

The current ASA policy governing exhibitors, advertising, and sales was last revised in 1992:

ASA Policy on Exhibits, Advertisements, and Sales

All items exhibited, advertised, and/or sold under the auspices of the American Sociological Association (e.g., at the Annual Meeting, in *Footnotes*, or in direct mailings to the ASA membership) must be of a nature that they can reasonably be considered to be (1) "tools of the trade" by sociologists acting in their professional capabilities as faculty, students, and/or sociological practitioners; (2) of benefit to individual members (e.g., insurance offered at competitive rates because of group membership); or (3) of benefit to the ASA while insuring that individual members have adequate information regarding costs to subscribers (e.g., credit cards, a portion of whose profits go to the ASA).

The character of the exhibits, advertisements, or sales is subject to the approval of the Executive Officer or her/his designee. The ASA reserves the right to refuse any application for exhibit space, advertising, or sales, and to curtail or cancel any such exhibit, advertisement, or sale which, in the sole judgment of the Executive Officer, does not conform to these guidelines. This policy applies to unacceptable displays, advertisements, or sales of novelties and souvenirs, as well as the personal conduct of exhibits or their representatives.

Astner reported that in determining access to exhibit space, the primary guideline that has been applied is the "tools of the trade" criteria; she did not recommend broadening the gateway. She noted that it is important to maintain the professional nature of ASA exhibits and ensure that the exhibit experience of the scholarly publishers, who have long supported the Association and the discipline, is not downgraded.

She noted, however, that handmade textiles and other craftwork from artisans in lesser-developed countries do constitute a different type of display that could appeal to a portion of the ASA membership on a personal basis. After considering ways to bring such vendors into the exhibit hall without jeopardizing the book exhibits, she recommended the following:

- When space is available after accommodating professional exhibits, poster sessions, and other ASA convention needs, Meeting Services staff will designate an area to be set up as a "market place" where non-academic non-profit groups that are offering fair-trade goods for sale may have access to display space at a reduced rate.
- The fee for Marketplace display space will be set initially at 50% of the standard professional booth rate.
- Marketplace vendors must abide by all exhibit policies and regulations, including working with appropriate unions for shipping/dragage and setup (see addendum A for exhibit regulations).

- Applications for access to the Marketplace must be approved by the ASA Executive Officer or her/his designee, as outlined in the current policy.

For the 2005 Annual Meeting in Philadelphia, it is uncertain whether there will be room to set up a "Market Place." The exhibit hall at the Philadelphia Marriott provides less space than ASA used in San Francisco, and the floor plan for that hall is still under development. It will be necessary first to accommodate up 95-100 standard exhibit booths, two poster areas, the ASA bookstore, and a centennial display area, before a marketplace for non-academic/non-profit fair-trade vendors is developed.

Michael Burawoy endorsed this recommendation, as did other members of Council. No formal Council action was required since this proposal is in keeping with the current Exhibits Policy.

8. Report on Journal Publications

A. Review of Journal Subscriptions

Secretary Wilson reported that the ASA has lost 20% of its institutional subscriptions since 1999 and that the losses continue. Some institutions that had previously purchased multiple print subscriptions to individual ASA journals are dropping all but one subscription. Since current journal content is now available online, libraries no longer see the need for multiple print copies.

Subscriptions from members increased in 2004, which is in line with the increase in membership. The previously reported trend of members dropping particular journals to pick up *Contexts* continues.

Nan Lin suggested that perhaps ASA should consider an entirely new concept of making journal content available to members and non-members. He suggested a system similar to iTunes, the successful model introduced by Apple Corporation allowing people to download individual songs for 99 cents per song, or an entire album. He suggested that perhaps ASA consider a similar system for journal articles, allowing members to download only the articles they wanted.

B. Survey of Journal Dropping and Retention

In 2004 the ASA Research Department undertook an e-mail survey requested by EOB of why members drop their subscriptions to ASA journals and why those who renew do so. The response rate was 38% due to the short time members had to reply; however, those replying reflected the profile of those surveyed.

The survey revealed that journal decisions are not related to any of the usual demographics (e.g., age, sex, ethnic identification, membership status). Rather, as member's interests change, the kinds of journals they select changes as well. Price of subscriptions was also not a factor in the decision to drop a journal. The availability of journals electronically, however, was a factor in subscription decision-

making; the era of individuals lining their shelves with back issues of professional journals appears to be declining.

C. Proposal on Electronic Journal Subscriptions

In January 2005, Secretary Wilson submitted a proposal to EOB to expand the free electronic access of journal content to members. He proposed that any ASA member who purchases at least two journals be given free electronic-only subscriptions to all other ASA journals.

Current policy is to provide all ASA journal subscribers with both a print and electronic copy for one price; there is no option for print-only or electronic-only subscriptions. In 2004, 13,712 ASA members purchased a total of 19,419 subscriptions, an average of about 1.4 subscriptions per member, which generated approximately \$568,850 in income. In 2004, 69% of members subscribed to fewer than two journals, 21% of members subscribed to two journals, and 10% subscribed to more than two journals.

Council members inquired about the potential financial impact of this proposal. There are two potential areas of impact from this proposal: (1) members who subscribe to more than two journals will likely drop their additional subscriptions beyond two, and/or (2) members who subscribe to one journal might increase their subscriptions to two in order to gain access to the remaining journal contents.

It is therefore difficult to project financial impact of this proposal, however, a range can be established. At the outside, potential loss of revenue could total \$69,000 (if all members with more than two journal subscriptions drop those in excess of two, and if all members pick the cheapest two journals rather than the more expensive journals). If all members who only subscribe to one journal add a second journal, this could provide an additional \$68,530 in revenue.

For this proposal to be budget-neutral some portion of the members who purchase three or more journals would have to retain at least three journals and some members who now purchase only one journal would have to purchase an additional journal.

Members asked if this proposal included Section journals; Hillsman clarified that this proposal is for ASA journals only, and that Section journals are not considered to be ASA journals. Council concurred with EOB's recommendation.

Council voted to approve the proposal that any ASA member who purchases at least two ASA journals be given free electronic-only subscriptions to all other ASA journals.

D. Publishing Issues Update

Executive Officer Hillsman reported to Council on several publishing issues some of which remain of great concern to the Association.

1. **Federal Prohibitions on Publishing Scholarly Material from Embargoed Countries**

In the fall of 2003 the Office of Foreign Assets Control (OFAC) in the Treasury Department announced its interpretation of federal law that made the publication of any informational material (including scholarly books and articles that had been peer reviewed and edited) in violation of federal laws that prohibit "trading with the enemy" during war and that embargo US exports and imports from specific countries in peacetime. The countries primarily targeted by embargoes are Cuba, Iran and the Sudan. The penalties for violation by editors and publishers are stiff: criminal liability and up to \$500,000 in fines and 10 years imprisonment.

Hillsman reported that ASA has worked with other scholarly associations, led by the AAAS, to persuade the OFAC that it should permit the peer review and editing of journals such as ours to be considered exempt under the so-called "Berman Amendment" of 1988. OFAC has just publicly announced that it considers such activities as exempt.

Part of the pressure for this reversal by the federal government comes from the filing of a federal lawsuit against the Treasury Department in September 2004 by the Association of American Publishers, the Association of American University Presses, PEN American Center and Arcade Publishing. The suit alleges that these publishing activities are exempt under the Berman Amendment that removed federal authority under the embargo laws from "publications, films, posters, phonograph records, photographs, microfilms, microfiche, tapes, or other *informational materials*" (emphasis added), and that the legislative history and case law support this.

While the plaintiffs have not yet decided whether to drop the suit, OFAC has reversed itself because non-print material (e.g., film) is not yet considered exempt by OFAC. However, ASA's literary attorney has examined this new ruling and ASA editors have been notified of the current ruling by OFAC.

2. **Faulkner v. National Geographic Amicus Brief**

ASA, along with many other scholarly groups, joined a JSTOR amicus brief in the Faulkner v. National Geographic case in 2004. The basic concern of the scholarly community is the interpretation of the 1976 US Copyright Act that permits owners of collective works (e.g., ASA and our journals; JSTOR) to reproduce the content of these works as part of a "revision" of the collective work under the copyright for the original work even if they contain new additions and deletions and are in electronic form.

In *Faulkner v. National Geographic*, which is under appeal before the Second Circuit in New York (the federal circuit covering JSTOR), the trial judge found in favor of the National Geographic which had argued that the addition of digitization and software enabling the electronic search of content that it had originally published in print did *not* represent new works that require new copyrights. The trial judge agreed that

such digitized collection are “revisions” under Section 201(c) and not new works, and relying on the U.S. Supreme Court’s decision in *New York Times Co., Inc. v. Tasini* as the basis for his decision. The Second Circuit panel has not yet rendered a decision on the appeal of this case.

3. “Open Access”

“Open access” means different things to different people but, in general discourse, it means that publications are: (1) Digital, (2) Online, (3) Free of charge to users, and (4) Free of most copyright and licensing restrictions.

Pressures for “open access” come from many sources: *libraries* whose costs for journals are rising (mostly those of profit-making publishers of specialized medical and biomedical journals) and who no longer wish to be the designated as the institutional preserver of content; *countries of the “global south”* that cannot afford print, and sometimes electronic, journals; *scholars* who want their intellectual products to be widely available electronically; and *scholarly publishers* including ASA that recognize electronic publication is the wave of the future. Each group, however, views the concept of “open access” somewhat differently because the concept raises many questions.

If open access means digital only (no print), whose responsibility is it to permanently preserve scholarly content? What electronic format will be sufficiently standardized and long lasting to ensure preservation? If open access means free of charge, who pays the costs of peer-review and editing and also of digitization and preservation? Similarly, if open access means free of copyright and licensing, what other method (besides restriction of access) will provide the revenue to cover these and other costs?

Currently, subscriptions (whether to print and/or electronic access) are what cover the cost of peer review, editing, and digitization. For example, for the ASA, like most non-profit scholarly as well as profit-making publishers, it is *library* subscriptions (not members or individual ones) that cover these costs. In addition, for the non-profit scholarly associations, library subscriptions also provide revenue for other association programs with and for members. This business model is typically called the *library-pays model*.

The primary advocates of “open access” have put forward an alternative business model, the *author-pays model*. The primary example of this is PLoS (Public Library of Science) led by Harold Varmus former head of NIH which currently publishes open access journals in biology and medicine. In this business model, each author publishing an article is charged; the PLoS fee is low among open access publishers at \$1,500 per article. However, foundation support covered the cost for the initial PLoS infrastructure, and PLoS is still not self-supporting.

Varmus has been quite clear that the target of the *author-pays* business model is the learned society journals. Three quarters of the top 200 ISI ranked titles (148), and

two-thirds of the top 500 (345), are owned by societies or nonprofit organizations and tend to have low cost library subscriptions.

However, according to Varmus, this open access business model is not really author-pays; he claims it is intended to be a *research-sponsor pays model*. That is, Varmus anticipates research grants from federal agencies, foundations, universities or corporations that finance research will pay the publication fees, not the author. Both the author-pays and the research-sponsor pays models, however, pose a problem for authors and disciplines whose research is not heavily supported by grants, and for scientific grant applicants and universities that are already experiencing the effects of a decline of outside research grant funds.

These are important concerns for ASA as a scholarly publisher as we move forward with electronic journal publication and consider ways to provide more *open* access than we currently have with our Ingenta and JSTOR arrangements. How more *open* access relates to *free* access, however, remains an open issue.

At the moment, however, the Congress and the National Institutes of Health (NIH) are pushing one model of "open access" publishing for 2005. A short paragraph was introduced into the 2005 NIH appropriations bill requiring the head of NIH, Elias Zerhouni, to put in place on NIH's PubMed Central, an electronic archive free public access of all peer-reviewed manuscripts to be published in a journal based in any way on NIH funding.

NIH's proposal, "Enhanced Public Access to NIH Research Information" requests all authors whose research was supported in any way by an NIH agency to submit to NIH a copy of all articles based on those grants and accepted for publication that are post peer-review. Six months after an article has been published by the journal, NIH will open the draft article to the public for free on PubMed Central where it will remain archived. Journal publishers will be asked to replace the author's draft with the final published copy or a free link to an electronic version of the published article. The NIH final plan remains the same, however, the period has been extended up to 12 months.

There are many concerns with the introduction by the federal government of a new, untested business model for scientific publishing without serious consultation, especially with non-profit publishers who currently publish approximately 50% of all peer-reviewed scholarship. NIH got over 6,000 comments on its proposal. Many were favorable, which not surprising; entirely free, electronic access to any desirable product that is currently not free to everyone, is hard to dislike. However, non-profit publishers have serious concerns for several reasons beyond the haste and lack of consultation in NIH's development of this model. These include among others: the association publishers—not NIH—are paying for peer review and editing; how will library subscription income be affected, especially if this model spreads to other federal funding agencies; is it appropriate for the federal government to be the permanent archive of scientific findings when scientific independence is an important

value; will NIH have to draw upon resources now funding research to sustain this system; and others.

The Open Access movement has implications for ASA and ASA journals. ASA has placed all *past* journal content in the non-profit JSTOR database, and has placed all *current* content in the Ingenta database. These are directions toward more *open* publishing (e.g., electronic and internet searchable). In addition, this has made more content (e.g., titles, authors, abstracts) *free to all*. However, while the full electronic content to which ASA holds the copyright is free to *many* individuals (e.g., those who have access to libraries with subscriptions), it is not free to *all*.

The ASA president and the Publications Committee are reactivating the ASA Committee on Electronic Publishing so we can better explore the different dimensions of electronic publication (e.g., open and/or free access to whom, permanently electronically archived by whom and how) and its implications for ASA, its members and scholars.

Meanwhile, ASA will watch how the NIH plan develops, especially because ASA journals have articles published by scholars funded by NIH. Because the NIH plan requires its grantees to place copies of their ASA peer-reviewed, edited and accepted articles in PubMed Central, and strongly suggests that they have an obligation to do so, ASA will have to decide what method of accommodating the NIH request is best for the Association.

9. Selection of Journal Editors

Council met in Executive Session Saturday afternoon to select editors for *Contemporary Sociology*, the Rose Series, and *Sociology of Education*. The Secretary will communicate Council decisions to individuals and negotiate any necessary agreements.

10. Centennial Activities

Following dinner on Friday evening, members of Council previewed a 19-minute video produced by Gale Largey on the founding of the organization in 1905 and the men and women who have served as President of the Association over the past 100 years. Largey is also in the final stages of producing a 90-minute documentary on the life and work of ASA's first President, Lester Ward. This video will premiere at the 2005 Annual Meeting along with an exhibit of photos, books, autobiography, biographies, and related materials regarding Ward.

A. Executive Office Activities

1. Website

ASA Staff have been actively engaged in a complete redesign of the ASA website (additional details below in Information Technology report). While work on this new

site is ongoing, a variety of Centennial content has been prepared and added to the current website, including for example, a history of sections in the ASA, biographical information on former officers of the association, and a complete index of materials published in Footnotes from 1972 to the present.

Other materials are in development including: (1) A bibliography by the History of Sociology Section containing lists of archival information, articles about primary and contentious issues in the ASA's history, the changing organization of ASA and the discipline, some history of its journals, and, especially, the changing status of women and minorities in the profession. The section is currently revising this bibliography. (2) Changes in the demographics of the profession, and (3) Changes in ASA membership trends over time.

2. Historical Panels

A design firm has been engaged to produce 10 fabric banner panels of key sociological events over the last 100 years. The banners will be unveiled and will be on display at the 2005 Annual Meeting, and then will be available to regional and state sociological associations, sociology departments and other groups that wish to display them.

3. ASA Centennial Volume on American Sociology

Editor Craig Calhoun has reported that the manuscript for the ASA Centennial Volume on American Sociology book is nearly completed with only a couple of chapters not yet submitted. He anticipates a contract with a university press as soon as all the chapters are in.

4. History of Sociology Section Centennial Volume on Diverse Histories of American Sociology

The ASA Executive Officer and the editor, Anthony Blasi, have a contract with Brill Academic Publishing of the Netherlands for production of a paperback volume to be ready at the 2005 Annual Meeting. The ASA has no financial obligation to this publication; however, with the agreement of the section and Publications Committee, we will allow Brill to use the ASA centennial logo and the title page will indicate that the volume is "Sponsored by the History of Sociology Section of the American Sociological Association." The forward will also acknowledge the section and the Association. ASA members will receive a 25% price discount.

5. *History of the American Sociological Association 1980-2004*

Author Katherine Rosich has completed this volume that contains a chapter on the 1980s and one on the 1990s as well as a final short epilogue that will briefly bring the history up to the end of 2004, the Centennial year and the Presidency of Troy Duster. In addition there are significant and detailed appendices that list pertinent events and elected and appointed persons as well as award winners. This volume will be released as an on-line publication and will be indexed and fully searchable. In addition, there will be a disk version of this volume for research purposes that contains full references to all ASA documents used in the writing of the history. The electronic volume will contain only references to material that is directly quoted.

Finally, the original Rhodes *History of the ASA, 1905-1980* has also been digitized and will be placed on the website in searchable format.

6. *The Sociologist's Book of Cartoons*

Published jointly by the ASA and the New Yorker CartoonBank, *The Sociologist's Book of Cartoons* is available on ASA's website has sold extremely well.

7. ASA Journals

Teaching Sociology is preparing a special centennial issue and Jerry Jacobs, editor of *American Sociological Review* is planning an "ASR's Greatest Hits" in the first issue of the 2005 centennial volume year. Several other editors will be using the centennial logo.

8. Centennial Logo

Executive Officer Hillsman has talked extensively with the Russell Sage Foundation about using the centennial logo on the Rose Series publications in 2005. In addition, they have discussed increasing the ASA "branding" of the series on the RSF website (which is under revision) and in advertising. ASA will also do more publicity on its new website. RSF has not yet come back with a plan.

B. Sorokin Lecture Series

The Executive Office has initiated the *ASA Award Winning Sociologists Sorokin Lecture Series* as directed by Council. An expansion of the current Sorokin Lecture, this outreach effort by the Association will provide state associations, colleges and department consortia with outstanding sociologists as speakers.

C. ISA/CAN Meeting

At its meeting in August 2003, Council agreed to co-sponsor a meeting of the International Sociological Association (ISA) Committee of National Associations (CNA) in the United States in conjunction with the ASA 2005 Centennial Annual Meeting. The CNA encompasses the 55 collective members of the ISA - national and regional members.

Douglas Kincaid of Florida International University, ASA's representative to the ISA, and Sujata Patel of Pune University, ISA Vice President for National Associations and chair of the CNA, have been organizing and fund raising for these meetings. ASA Council agreed to provide \$7000 to match the \$7000 provided by the ISA for this meeting, if Kincaid and Patel could raise the remaining funds needed. ASA Council also agreed to subsidize the Annual Meeting registration fees for the CNA participants, bringing ASA's contribution to approximately \$14,000. The 2005 Program Committee has provided space in the invited portion of the program for the participation of the CNA attendees who come to Philadelphia.

Council believed that hosting the CNA meeting in the US in conjunction with the ASA Centennial Meeting in Philadelphia offered an excellent opportunity to promote greater

scholarly exchange among sociologists around the world, inject a large and diverse contingent of foreign scholars into the Centennial Meetings and strengthen the ASA's ties with the ISA.

Kincaid reported that he has secured \$33,000 from the three graduate programs in sociology located in South Florida (Florida International University, University of Miami, and Florida Atlantic). A committee of ten sociologists from these universities will be guiding the CNA meeting arrangements in Miami. Kincaid believes that these funds will cover the Miami local event costs and the domestic Miami-Philadelphia flights. He anticipates that the ASA \$7000 and about \$3000 of the ISA funds will cover the Philadelphia hotel costs for the CNA participants.

D. 2005 Program Subcommittee

ASA Vice President Caroline Persell reported that the 2005 Program Committee had created a sub-committee on the Centennial, including Persell, Troy Duster, Patricia Collins, Jill Quadagno, and Sally Hillsman. The sub-committee has selected approximately 20 sessions that will be specific to the Centennial. In addition, the sub-committee is currently working on a series of special Centennial events including a party, displays and music.

11. Information Technology Report

ASA Director of Information Services and Technology, Kevin Brown, was unable to attend this Council meeting; Executive Officer Sally Hillsman presented the Information Technology update.

A. ASA Web Site Redesign

As previously reported, ASA staff are working with a contractor to redesign the ASA website. A goal of this redesign is to make the site easier to navigate and to make information more readily accessible to users. The project is in the building phase in which the site and content management software are being developed. One major consideration in web site redesign, particularly when moving to a content management system, is migration of existing content. Current plans call for a launch of the new site by March. While this work is underway, a variety of Centennial related content has been developed and added to the current website

B. E-Commerce for ASA Publications

Contractors have finished development of the ASA online bookstore and ASA staff is currently testing the software under different purchasing scenarios. This long-awaited member service should launch by mid-February.

C. Future Activities

The main infrastructure projects for 2005 are desktop computer replacement, desktop software upgrades, user training and phone system replacement. A major membership service project will be the development of an ASA Career Center on our website with a significantly upgraded electronic Employment Bulletin. ASA also

anticipates moving as many Editorial Offices as possible to the completed Journal Builder software during 2005. The Executive Office phone system, which is more than 10 years old, will be replaced in the first quarter of 2005.

12. Financial Reports

A. Review of 2004 Financial Performance

It is projected that the 2004 financial year will close with a \$139,000 positive bottom line (i.e., revenues will exceed expenditures by \$139,000). A significant increase in membership and in annual meeting attendance contributed to revenue gains above budget. At the same time, the association worked to generate significant savings in providing governance, membership and annual meeting services to members.

B. Proposed 2005 Operating Budget

The proposed 2005 budget is a balanced budget with revenue and expenditures both slightly above \$4.8 million, including a one-year increase in page allocations for ASR. Projected 2005 revenue of \$4,816,718 are approximately 3.8% above 2004 revenues, based on a 3% increase in membership over 2004.

Council voted unanimously to adopt the 2005 operating budget as presented.

C. Proposed 2005 Spivack Budget

The Sydney S. Spivack Program in Applied Social Research and Social Policy is one of ASA's core initiatives, providing a multi-faceted effort to advance the uses and contributions of sociology to social policy. Through policy briefings, special research efforts, publications, community initiatives and fellowship opportunities, the program links sociological knowledge to social policy development. Expenses for 2005 for the Spivack Program are projected to total \$114,400.

Council voted unanimously to adopt the 2005 Spivack budget as presented.

13. Report of the Audit Committee

At the August 2004 meeting, Council accepted a recommendation of the Committee on the Executive Office and Budget (EOB) and designated the EOB to carry out the functions and duties of an audit committee. At its January 2005 meeting the EOB convened as the ASA Audit Committee. In this capacity, and drawing upon written materials from our auditing firm, it began drafting a mission statement and some illustrations of the types of information the ASA Audit Committee may want from Executive Office managers. It will continue to work on this statement at its next semi-annual meeting, after the ASA Secretary discusses the functions of the Audit Committee further with our auditors during the 2004 audit in April 2004.

Secretary Wilson reported that the ASA Audit Committee mission is to provide members of and donors to the Association a sense of security that their contributions are being safeguarded and appropriately expended. The Audit Committee is responsible to the ASA Council, which has the ultimate authority for the organization's assets, and ensures that Council is appropriately discharging its oversight responsibility to the membership.

The Audit Committee has requested that the ASA Controller and Executive Officer review the ASA internal control system, assemble a written manual of policies and procedures for the internal controls currently in place, and explore areas of vulnerability that require additional control mechanisms.

Council voted unanimously to accept the report of the Audit Committee.

14. Reports from Status Committees

Two status committees had previously presented their five-year reports and secured renewal of their term for an additional five years. The two remaining status committees presented reports and renewed their mandate for an additional five years.

A. Report of Committee on Status of Persons with Disabilities

The Committee on the Status of Persons with Disabilities presented an extensive written report recapping activities over the last five years and outlining areas in need of continued focus.

Council voted unanimously to: (1) renew the Committee on the Status of Persons with Disabilities for five years; (2) accept the report of the committee; (3) suggest that the committee work with the Executive Officer to address the areas of concern in all of the recommendations to the extent that ASA is able to do so; and (4) make the report available on the ASA website.

B. Report of Committee on Status of Racial and Ethnic Minorities

The Committee on the Status of Racial and Ethnic Minorities in Sociology also provided a report on its activities over the last five years and recommendations for area in need of additional study and attention.

The Committee reported that sociology as a discipline has done reasonably well in the representation of minorities from 1980 to 2001, compared to other social sciences. The visibility of minorities within the field has trickled into the number of doctoral degrees received by Blacks, Latinos and Asians. Sociology overall leads the social sciences in the number of doctoral degrees granted to Blacks and Latinos, while Economics leads for the number of Asians. However, the data on relationships between race/ethnicity and income and rank distribution among sociologists reveal

that on average racial/ethnic minorities earn less and have lower rank levels than their white counterparts.

The Committee raised several areas of concern, most notably that there is the need for more data that examine the role of social context, country origin, language barriers, full-time versus part-time status and regional differences as factors that contribute to the disparities found in doctoral training and subsequent professional status.

Council voted to: (1) renew the Committee on the Status of Racial and Ethnic Minorities for five years; (2) accept the report of the committee; (3) suggest that the committee work with Executive Officer to address the areas of concern in all of the recommendations to the extent that ASA is able to do so; and (4) make the report available on the ASA website.

15. Reports from Task Forces

At present there are two Task Forces in operation, both of which provided written updates on their activities.

A. Task Force on Institutionalizing Public Sociology

The Task Force on Institutionalizing Public Sociology has begun work on two major tasks: (1) developing survey data about the types of public sociology members engage in, and (2) developing tenure and promotion guidelines based on best practices in US sociology departments. Sub-committees assigned to work on these tasks will meet in March.

B. Task Force on Assessment

The Task Force on Assessment has been working to develop materials to help departments undertake the assessment of student learning in their undergraduate programs. The Task Force has prepared an 80-page draft manual that was provided to Council. The manual is currently being revised and enhanced before final presentation to Council in August 2005.

16. Executive Office Reports

A. Academic and Professional Affairs Program

Director of the ASA Academic and Professional Affairs Program, Carla Howery, had lost her voice so Executive Officer Sally Hillsman presented the APAP report. The Academic and Professional Affairs Program (APAP) advances the discipline through work with academic departments at all types of institutions, with special collaboration with department chairs. APAP handles all the teaching and career publications and most topics relating to higher education. In addition to ongoing core activities (e.g., the Department Affiliate initiative, the Annual Chair Conference, the

Department Resources Group consulting service), since August several key priorities have been met:

- Completing the NSF-funded project on Integrating Data Analysis;
- Engaging with ASA Task Forces (Task Force on the AP Course in Sociology; Task Force on Assessment of the Major; Task Force on Public Sociology; and Task Force on the Undergraduate Major);
- Developing an Initiative on the Professional MA Degree.

B. Initiatives in High School Sociology

The Task Force on the AP Course in Sociology finished its work and presented a final report to Council in August 2004. However, Carla Howery, Caroline Persell, and other members of the task force continue to work on some of the initiatives from that task force that relate to high school sociology courses and teachers.

After years of conversations and persuasion, it appears that the College Board is not interested in an advanced placement exam in sociology unless ASA underwrites the large development costs. ASA is pursuing an alternate route: preparing materials as the foundation for an honors course in high school sociology. It would have no affiliation with the College Board and no exam (and thus no college credit *per se*). Students taking such courses would have their work assessed via portfolios. ASA has secured a pilot set of 12 state field representatives who will reach out to, work with, help train, and give workshops for high school teachers.

Council voted to support the principle of developing a college-level high school course assessed by means such as a portfolio of work.

C. Minority Affairs Program

Mercedes Rubio, Director of the ASA Minority Affairs Program, provided Council with a status report on the Minority Fellowship Program (MFP). In May 2004, ASA submitted a competitive five-year renewal for the T32 research-training grant to NIMH, a time-consuming and energy-intensive endeavor. The ASA was later asked to pull the grant and to resubmit it under a different Request for Application (RFA) with a due date of November 19, 2004. Both of these grant proposals reflected changes in policies at NIMH. The proposal shifted the ASA focus from mental health to mental *illness* and its related co-morbidities such as *drug abuse and alcoholism*. NIH has an increased interest in a training cadre of scientists who understand the role of science from the bench (the lab setting) to the bedside (practice, interventions and health promotion). The ASA proposal had to be sensitive to these new NIH initiatives, so the grant included language about the role of sociology in translational (bench to bedside) research. However, these changes make ASA's proposal more vulnerable. There will also be budgetary cuts made to the T-32 training program. Our competitive renewal grant was crafted so, if successful, funding could come from either NIMH or NIDA. This not only widens our funding base potential, but also broadens the areas of sociological scholarship for future MFP Fellows.

D. Department of Research and Development

Roberta Spalter-Roth reported on the work of the Department of Research and Development over the last six months.

- An exploratory study of “What Can I Do with a Bachelor’s Degree in Sociology?” under an NSF grant.
- An exploratory four-city study of PhD-level sociologists who are not employed in the academic sector, under a Ford Foundation grant.
- Continuing work on ASA’s longitudinal study of a cohort of PhD recipients in 1998, under a Sloan Foundation grant.
- Continuing development of a data base from ASA’s annual membership records as a basis to identify changes in membership and member preferences so that ASA services and programs can be designed to best meet member needs.
- Survey of a sample of members on why members drop subscriptions to ASA journals for EOB (see separate report of the results of this survey).

E. Fund for the Advancement of the Discipline

Spalter-Roth also reported on the ASA Fund for the Advancement of the Discipline (FAD) which is designed to nurture the development of scientific knowledge by funding small, groundbreaking research initiatives and other important scientific research activities. Jointly funded by the ASA and the Sociology Program of the National Science Foundation (NSF), the program is limited to those who have been awarded their PhDs (or the equivalent degree). Winners come from a broad spectrum of colleges and universities, all academic ranks, and a range of years since receiving their PhDs.

FAD awards are intended to provide opportunities for substantive and methodological breakthroughs, broaden the dissemination of scientific knowledge, and provide leverage for acquisition of additional research funds. The maximum amount provided is \$7,000. In August 2004, ASA was awarded the latest three-year grants for the program by the National Science Foundation.

The Advisory Panel awarded 10 grants of the 32 submissions from the June 2004 round. The June 2004 application round included 32 submissions, which is the highest number in recent years. The current, December 2004 round included 35 submissions, breaking the latest record.

F. Spivack Program on Applied Social Research and Social Policy

The ASA Sydney J. Spivack Program in Applied Social Research and Social Policy advances the uses and contributions of sociology to social policy through congressional seminars and briefings, research workshops, fellowships, and other related activities.

G. Public Affairs Program

Lee Herring, Director of Communications, updated Council on recent public affairs activities in: (1) monitoring legislative action on appropriations for NSF and NIH, including feared congressional threats to peer review; (2) continuing involvement in the Coalition for National Science Funding to promote federal basic social science funding; (3) contributing to discussions at the Office of Science and Technology Policy (OSTP) about nanoscience and nanotechnology relative to social science; (4) working closely with advocacy organizations in the behavioral sciences and social sciences (e.g., to advise the Director of the National Institute on Nursing Research about a proposed change in name of the Institute, to participate in a AAAS workshop on electronic voting technology to develop a national research agenda); (6) co-sponsoring and publicizing a national conference on job loss and recovery in rural America; and (7) reporting regularly to the ASA membership on these activities through Footnotes (e.g., through the Vantage Point column, Public Affairs Update, and feature stories) the ASA website, specific action alerts, and notifications through ASA listserv lists.

H. ASA Archives

ASA Archivist Michael Murphy reported on ASA's 2004 efforts to re-engaged active consultation between ASA and Penn State. On Monday, January 10, 2005, all early ASA records held by the Library of Congress were moved to the ASA Archives at Penn State. Additional materials from the ASA Central Office will be transferred to Penn State later in the spring, and ultimately a complete inventory of archival records will be created and posted on the ASA website. In addition, the Penn State University Archivist will visit the ASA offices in February to conduct staff training on archival procedures, help assess current records, and assist the Executive Office staff consider approaches to archiving electronic records. When plans are made for the bi-centennial of the Association, researchers will have a complete historical record with which to work.

17. New Business

A. Request for Council Resolution on Human Rights

President Duster reported that he had received a request from Professor Judith Blau, President of the US Chapter of Sociologists without Borders, for Council to adopt a very broad declaration or resolution in support of such things as the Universal Declaration of Human Rights.

Council members noted that the request was not specific with respect to the purposes for such a statement, or the uses of such a statement. Hillsman noted that the Association has a long history of concern with human rights and especially the rights of scholars, nationally and internationally, most issued in specific situations.

Members of Council were in broad agreement about an ASA statement on human rights, but were uncertain how to draft a statement without further discussion of its focus and intended uses. One member suggested that the time was right for a strong sociological statement on human rights, given the recent stories on treatment of US prisoners of war in Iraq.

A suggestion was offered to tie a statement to the professional purview of the association by linking a general endorsement of human rights to both the free exchange of evidence that is necessary for social science to flourish and standard human subjects protection. Duster suggested the appointment of a three-person sub-committee of Council members to draft a statement for Council's review and action; Hillsman offered the assistance of Public Affairs Officer Lee Herring in this task.

President Duster agreed to appoint a 3-person Council sub-committee to draft a statement based on Council discussion; the draft will be circulated to all Council members by e-mail for their consideration and vote.

B. Proposed Council Response to Lawrence Summers

President Elect Epstein reported to Council that recently Lawrence Summers, the President of Harvard University, had made a speech in which he said that women have not had outstanding careers in math and science because, among other factors, women have less biologically-based ability than men. Summers later apologized for any offense taken by his remarks and noted that he was summarizing research that suggests biological differences may play a role, not endorsing the research. This event has engendered considerable public discussion and debate.

Epstein proposed that ASA Council issue a strong statement based on the extensive body of social science research showing the major role played by social factors in the under-representation of women in the sciences. Duster suggested that this was a "teachable" moment and such a statement could be used to inform the general public and the media of the sociological research on these matters.

Members of Council agreed with the sentiment but offered concerns about responding so long after the fact, and about how best to respond. Other suggested that a good statement already existed in a recent statement by the National Academy of Sciences. One member of Council expressed his support but noted that not everyone in the association shared that view.

A member of Council expressed discomfort with the ASA making broad sweeping statements on behalf of all ASA members, adding that there is debate on biological and cognitive gender differences and an ASA statement could falsely paper over that debate.

Following a lengthy debate on approaches to an ASA statement, some members expressed frustration at Council's apparent hesitancy to go on the record in opposition to Summer's statements, especially since Summers is a very important spokesman for the academic community.

President Duster suggested that he appoint a sub-committee of Council to draft a statement for Council's review and action within a week.

President Duster agreed to appoint a 3-person Council sub-committee to draft a statement within a week based on Council discussion; the draft will be circulated to all Council members by e-mail for their consideration and vote.

C. Nominations for ASA Committees

In 1996, ASA Council adopted the following Diversity Statement to guide the work of the Committee on Nominations and the Committee on Committees:

Much of the vitality of ASA flows from its diverse membership. With this in mind, it is the policy of the ASA to include people of color, women, sociologists from smaller institutions or who work in government, business, or other applied settings, and international scholars in all of its programmatic activities and in the business of the Association.

Council has several times raised questions about whether this diversity statement is as fully actualized as possible. Executive Officer Hillsman invited suggestions from members of Council for ways the various committees involved with nominations and appointments can more fully put this statement into action.

Members of Council noted that it was understandable that committee members select people that they know; one member indicated that it was extremely unlikely that a committee would select a person that no one on the committee knows.

Members agreed that the process of identifying members to serve on committees to run for office is one of the more difficult jobs in the Association and reaffirmed the importance of diversity. A suggestion was offered that ASA intensify its efforts to solicit volunteers and ask interested members to submit biographical information to help guide the committee members. Hillsman thanked members of Council for the discussion and suggestions offered. Hillsman noted that in order to provide committees with demographic information on potential candidates, it would be necessary for committee members to submit slates of names prior to meetings.

D. Proposals for New Task Forces

Council considered proposals for the formation of two new task forces presented by the Executive Office APAP program based on concerns prevalent in the membership.

1. Task Force on the Master's Degree in Sociology

This Task Force would assess the current state of MA degree programs generally and undertake to examine such things as:

- Key components and characteristics of professional MA programs;
- Links between the BA degree guidelines (in the *Liberal Learning and the Sociology Major II* report) and possible MA requirements;
- How departments are developing an understanding of local/regional employment opportunities for MA sociologists;
- Interdisciplinary MA programs in which sociology is the host department or plays a key role;
- Potential networks of MA-only department chairs and directors of graduate study to review issues and concerns raised during a meeting of MA Department Chairs at the 2004 Annual Meeting.

Council voted unanimously to create a Task Force on the Master's Degree in Sociology to assess the current state of master degree programs generally and to undertake work such as that outlined in the proposal.

2. Task Force on Sociology and General Education

This Task Force would develop models and rationales for how sociology courses can (do and should) contribute to general education requirements and liberal arts skills. Within higher education, there is a renewed push to identify "competencies" that may be developed in different courses. It is important to assist sociology departments articulate how sociology is vital to developing key skills in a liberal arts curriculum, thereby strengthening the position of these departments themselves. An ASA Task Force would provide guidance and materials that would help our colleagues think through this opportunity and make the best case for sociology's contributions, making this "case" a solid one, by giving examples course syllabi and content that engender these competencies.

This Task Force would focus on five frequent challenges in general education where sociology does, can, or should play a role:

- Multicultural education/diversity
- Quantitative literacy
- Writing intensive experiences
- Freshman survey courses
- Interdisciplinary freshman seminars.

The proposed Task Force would identify promising practices where sociology courses have creatively met general education requirements.

Council voted unanimously to create a Task Force on Sociology and General Education to develop models and rationales for how sociology

courses can, do and should contribute to general education requirements and liberal arts skills.

E. Contexts

Members of Council met in Executive Session to discuss issues related to *Contexts*. At the conclusion of that discussion, Council took the following action in open session:

Council unanimously voted to ask the President to communicate to the editors of *Contexts* its concern that the editors work to broaden the audience of the magazine, and to refer this matter to the Committee on Publications for their monitoring.

18 Adjournment

With no additional business for consideration, the winter 2004-2005 meeting of the ASA Council was adjourned at 11:58 am.

Minutes Appendix 1:

Investment Policy of the American Sociological Association

Introduction

Founded in 1905, the American Sociological Association (ASA) is a 501(c) 3 non-profit membership association dedicated to advancing sociology as a scientific discipline and profession serving the public good. In order to fulfill its mission, the ASA requires sound financial management, including maintaining a prudent level of reserves and the appropriate management of all financial assets.

The Constitution and By-Laws of the Association provide its governance structure. The Constitution designates the Council, elected by the Association's membership, as the governing body of the Association, and permits it to delegate responsibilities under the By-Laws to other official entities. The By-Laws create a Committee on the Executive Office and Budget (EOB) selected by Council as provided for in Article V Section 4. Article III Section 3 of the By-Laws creates the position of Secretary of the Association, elected by the membership, who serves as Chair of the EOB. Article III Section 4 creates the position of Executive Officer who serves as the chief administrative officer, transacts the Association's business, and has custody of the funds of the Association.

Delegation

The Committee on the Executive Office and Budget (EOB) has the responsibility and authority for the investment and reinvestment of the funds owned and held by the Association, under Article V Section 4 of the By-Laws, subject to policies approved by Council. The EOB is charged with developing and implementing the investment policies set forth in this document and approved by Council and with monitoring and reporting regularly to Council on the Association's investments. In January 2004 the EOB established an Investment Subcommittee that is advisory to the full Committee; it is composed of EOB members, ASA staff, and other members of the Association selected by the EOB to provide the Committee with advice regarding investment strategies.

Purpose

The investment policy of the Association is adopted in order that:

- There is a clear statement of the investment policies and objectives of the Association;
- The investment manager selected by the EOB has investment guidelines and limitations and understands the investment objectives of ASA; and
- ASA has an appropriate basis for evaluation of the investment performance of its invested funds on a regular and ongoing basis.

Objectives

The primary investment objective of the ASA is to preserve and protect the real value of its assets from the long-term impact of inflation by earning a total return appropriate to each short and long-term investment's time horizon, liquidity needs, and risk tolerance.

Cash and Investment Groupings

ASA shall maintain three distinct divisions of money assets:

- 1) Cash (Checking accounts used for daily operations);
- 2) Short Term Investments (recurrent occasional use throughout the year; available for quick access); and
- 3) Long Term Investments (generally accessed at periods exceeding five years; less liquid).

Asset Mix

The Association's funds shall be invested as follows:

Cash – Demand deposit (checking accounts);
Short-Term – Money market and certificates of deposit; and
Long-Term – Equities, bonds, mutual funds, and minimal cash.

Investment Management

The Executive Officer, as custodian of ASA's funds, has responsibility for ensuring the cash and short-term funds are appropriately invested and available as needed.

A professional money manager selected by the EOB Committee shall manage the Association's long-term investments. The investment manager shall monitor and report to the Executive Officer and to the EOB on the performance of ASA's investments no less than quarterly.

Asset Diversification

As a general policy, the investment manager will maintain reasonable diversification at all times. The total securities position (debt and equity) in any single company shall not exceed 5% of the portfolio. The investment manager should also maintain reasonable asset class allocations and diversification so that no more than 25% of the entire portfolio may be invested in any one asset class.

Social Responsibility in Investing

Council has determined that ASA should not, as a general matter, invest in individual companies with egregiously anti-labor policies or deficient health and safety records but should also not go beyond such broad parameters of social responsibility or be proactive with regard to investing funds to attain social goals. In August 2004, Council

determined that investment in highly diversified index or non-indexed funds is consistent with this policy.

Income from Investments

ASA's General account is the Association's unrestricted reserve fund. Interest and dividends, realized gains/losses, and unrealized gains/losses from this account shall be attributed as income to the Association's operating budget. Interest and dividends from ASA's short-term investments shall also be attributed as income to the operating budget. Dividends and interest from ASA's Building Fund (that is otherwise restricted) shall be attributed as income to the Association's operating budget to offset annual rent payments for the Association's Executive Office facility as determined by Council in August 2004.

Dividends, interest, and principal from ASA's other restricted funds shall be used annually under the conditions of the restrictions as determined by a vote of Council.

Approved by ASA Council February 5, 2005

Minutes Appendix 2: ASA Exhibit Regulations

(1) All exhibitors must comply with the local fire department regulations. Electrical and other mechanical apparatus must be muffled so that the noise does not interfere with any other exhibitor. All electrical and communication orders are to be handled through the Hilton San Francisco. No construction is allowed at sides of booth which may obstruct the view of adjacent booths. All booths must be attended by the Exhibitor's representative(s) during official exhibit hours.

(2) To maintain order and assure the general conduct of the exhibits, the following practices are prohibited:

- a. Noise which interferes with other exhibitors.
- b. Use of billboards, signs or any display of material outside the exhibitor's own space.
- c. Solicitation of registrants for surveys or any other activity not directly related to the exhibits.

The American Sociological Association reserves the right to refuse any application for exhibit space and the right to curtail any exhibit which does not conform to the character of the exhibits. This applies to unacceptable displays, novelties, and souvenirs, as well as the personal conduct of the exhibitor or its representatives.

(3) If an exhibit has not been set up by 1:00 p.m. on Saturday, August 13, GES has been authorized to set up the booth and remove crates at the exhibitor's expense. This will allow the hotel staff to prepare the hall for opening to the public at 2:00 p.m. on Saturday.

(4) Dismantling of exhibits is not permitted prior to 1:00 p.m. on Tuesday, August 16. All exhibits must be dismantled completely by 7:00 p.m. on August 16.

(5) By signing and returning this contract, all exhibitors understand that while orders for goods may be taken at the meeting, direct on-site sale of goods is discouraged and may be undertaken solely at the risk of the exhibitor.

(6) By signing and returning this contract, the Association and all exhibitors have agreed to abide by the following "Responsibility Clause," as follows:

Exhibitor assumes responsibility and agrees to indemnify and defend the American Sociological Association and the Hilton Hotels and their respective employees and agents against any claims or expenses arising out of the use of the exhibition premises. The Exhibitor understands that neither the American Sociological Association nor the Hilton Hotels maintain insurance covering the Exhibitor's property and it is the sole responsibility of the Exhibitor to obtain such insurance.

(7) It is agreed that neither the American Sociological Association nor any other organizations or persons connected with this convention shall be liable or responsible for any loss, fire, theft, damage, or injury that may occur to the property of the exhibitor, or for the death or personal injury of exhibitor's employees, agents, servants, guests, or invitees from any cause whatsoever arising out of or incident to the use or occupancy of the exhibit area by the exhibitor or its agents.

(8) Booths will be assigned in order of receipt of contract and payment; booth numbers will be supplied at a later date. Telephone reservations will not be accepted.

(9) No cancellations will be accepted nor refunds issued after May 15, 2005.

(10) Send the top copy of this form to the ASA. A receipt will be sent for your records after payment has been received.