



**Minutes of the
Second Meeting
2005-2006
ASA Council**

Hotel Monaco
Washington, DC

February 4-5, 2006

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Minutes of the Second Meeting of the 2005-2006 ASA Council

February 4-6, 2006
Hotel Monaco

Officers Present: Cynthia Fuchs Epstein (President); Troy Duster (Past President); Frances Fox Piven (President-Elect); Franklin D. Wilson (Secretary); Lynn Smith-Lovin (Vice President); Bonnie Thornton Dill (Vice President-Elect); Caroline Hodges Persell (Immediate Past Vice President)

Members-at-Large Present: Rebecca G. Adams, Judith D. Auerbach, Kathleen M. Blee, Eduardo Bonilla-Silva, Evelyn Nakano Glenn, Michele Lamont, Nan Lin, Gay W. Seidman, Diane Vaughan, Bruce Western, Min Zhou

Members Absent: Ann Shola Orloff

Staff Present: Janet Astner; Les Briggs; Karen Edwards; Lee Herring; Sally Hillsman; Carla Howery; Michael Murphy; Roberta Spalter-Roth

Guests Present: Jean Shin (MAP Director Designate)

1. Call To Order

ASA President Cynthia Fuchs Epstein called the second meeting of the 2005-2006 Council to order at 8:35 am on Saturday, February 4, 2006.

A. Approval of Agenda

Additions, deletions, and amendments to the agenda were invited but none were proposed.

Members of Council voted unanimously to accept the agenda proposed for this meeting as presented.

B. Approval of Previous Meeting Minutes

Minutes of the final 2004-2005 Council meeting held in Philadelphia on August 16, 2005, as well as minutes of the first 2005-2006 Council meeting held in Philadelphia on August 17, 2005, were presented for Council review and approval.

Members of Council voted unanimously to approve the minutes of the August 16, 2005 and August 17, 2005 Council meetings as presented.

2. Report of the President

President Cynthia Fuchs Epstein reported on the preparations for the 2006 Annual Meeting, briefly outlining a few of the key events. Invited speakers include Gloria Steinem and Ruth Bader Ginsburg.

During the course of this meeting, Council learned of the death of Betty Friedan. Epstein noted that she had worked with Friedan on the formation of the New York chapter of NOW, and reflect on how sociologists should take note of Friedan's important role, not just for society but in sociology. She noted that Friedan's book, *The Feminist Mystique*, was informed by her association with former ASA president William J. Goode. Epstein commented that Friedan was criticized as focusing on middle class women, but NOW was inspired by Pauli Murray and was always intended to be an organization for all women. Epstein noted that Friedan also played an important role in changing the direction of scholarship on women, especially in sociology.

3. Report of the President-Elect

President-Elect Frances Fox Piven reported that plans for the 2007 Annual Meeting are progressing well. The Program Committee has formulated possible plenary topics that will be reviewed at the meeting of the committee later this month. Themes include globalization and resistance movements, among others. Piven noted that the Program Committee is mindful of the need to avoid of having political content in sessions that would encourage a polemical gloss not connect with the sociological work of the presenters. The committee wants to encourage intellectual tension provoked by different intellectual, theoretical and empirical views on topics so that there can be debate on all panels. Piven reported that she had also spoken with the editors of *Contexts* magazine about focusing an issue on the 2007 Annual Meeting theme with the Program Committee serving as the panel of referees; the issue would be made available to all attendees at the 2007 Annual Meeting.

4. Report of the Secretary

ASA Secretary Franklin Wilson presented a series of updates and action items from the January meeting of the Committee on the Executive Office and the Budget (EOB).

A. Review of 2005 Membership

The 2005 membership year concluded with 13,845 members, an increase of 133 members over the 2004. This represents an overall increase of about one percent and is the fourth consecutive year of growth and the highest total membership since 1976. ASA continues to focus encourage online membership renewal and application which benefits members and contains costs. In 2002, 5.6 percent of members renewed online; in 2005, it was over 73 percent. The membership retention rate represents the proportion of 2004 members who renewed their membership for 2005. The 2005 retention rate increased over 2004, with 77 percent of 2004 members renewing. There are very high rates of retention among middle- and high-income members (over 92 percent of members in the highest income category renewed in 2005).

B. Review of 2005 Section Membership and Finances

Section membership for 2005 again broke all records, marking the highest section participation of members in ASA's 100-year history. Section memberships totaled 23,120, an 8 percent over the 2004. This rate of increase in participation itself set an all-time high for changes from one year to the next. Section memberships were held by 9,424 individual ASA members. On average, these members participated in 2.45 sections, an increase over the 2004 level of 2.31. Sixty eight percent of all ASA members belonged to one or more sections; the 2004 level was 65 percent.

Individual section standings remained strong in 2005. Although seven of the 43 sections remain below the 300-member level, they had an increase in membership in 2005. Chairs of smaller sections have reported to the Committee on Sections (COS) that the current financial allocation formula makes their programmatic efforts difficult and thus inhibits membership growth. At the August 2005 Council meeting, COS recommended that Council change the current financial allocation formula to provide somewhat more financial assistance to small section. Council unanimously concurred and asked the EOB to review the formula and suggest new approaches to provide a modest increase in support in small sections for 2006.

Secretary Wilson reported EOB's recommendation for a revised formula that increases the allocations to small sections and creates an incentive system by increasing support as section membership increases. Specifically, EOB recommended that (1) sections with more than 300 members continue to receive their current level of support; (2) sections with fewer than 200 members receive \$500 plus the current \$2 per member; and (3) sections with membership more than 200 but fewer than 300 members be allocated according to a graduated step system (members -100 x \$5.00) plus the current \$2 per member. Wilson also assured Council this change would in not impact section session allocations for the Annual Meeting. Members of Council discussed and expressed support for the concept and proposal and President Epstein called for a vote on the EOB proposal.

<p>Council voted to increase the base allocation to sections using a three-tier model that provides a flat amount of \$1,000 to those sections at or above 300 members, a flat amount of \$500 to those sections with fewer than 200 members, and a variable amount to sections between 200 and 299 based on (the number of section members minus 100) multiplied by \$5.00. (14 in favor, 3 opposed, 0 abstentions)</p>
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C. Review of 2005 Journal Subscriptions

Secretary Wilson reported that in 2005, institutional subscriptions had declined by 1.8 percent, or 150 subscriptions, compared to one year earlier. This decrease is less than the 3.8 percent decrease between 2003 and 2004, but the decline remains a concern. The 2006 budget includes funds for outreach to 2004 and 2005 library subscribers who do not renew for 2006.

Wilson also reported that when ASA membership increased in 2005 by one percent, *JHSB*, *SPQ*, *ST*, and *TS* showed increases in member subscriptions exceeding the percentage growth in membership and *SOE* showed an increase roughly comparable to the increase. *ASR*, *Contexts*, and *SM* showed member subscription losses ranging from 2.4 percent to 5.6 percent. This is the first year *Contexts* experienced a loss of subscribers. *ASR* continues to be the journal of choice for new members.

Wilson reminded Council that starting with the 2006 membership year, any member who purchases a subscription to two ASA journals will receive online access to the contents of all ASA journals

Wilson asked Karen Edwards, Director of Publications, to update Council on the experiment it had endorsed to encourage classroom use of *Contexts*. Edwards reported that the recently launched effort involves approximately 800 students in five universities. The program will be monitored as it proceeds, and the results will be part of Council's overall examination of *Contexts* during the August 2006 meeting.

D. Wilson's Proposal for Flat Dues Fee

Sec. Wilson turned EOB chair over to EOB member Troy Duster. Duster reported that Secretary Wilson had presented three proposals to the EOB at its January 2006 meeting. EOB discussed all three and declined to support the proposals. Therefore, although EOB is not bringing the proposals to Council for consideration, Secretary Wilson asked for a Council review. Duster asked Wilson to present his proposals.

Wilson stated that he believes the ASA dues too high and the sliding income scale is inappropriate because members receive equal services. Wilson also suggested that members are likely to understate their annual salaries and that ASA dues are higher than those of similar associations. Wilson proposed that ASA eliminate the current income-based dues structure, and convert to a flat membership fee that would be phased in over three years. Only students and emeritus members would continue to receive a discount on dues. Wilson proposed a flat \$121 dues for all other members which he said reflected 0.20 percent of the median salary of sociology faculties surveyed by the College and University of Personnel Association (CUPA). Wilson estimated that the three-year phase-in would result in a three-year loss of \$162,293 in Association revenue that he believed could be offset by the budget surplus anticipated in 2005 and additional revenues from increased membership. Wilson further proposed no COLA increase in dues during the phase-in period.

Duster explained that EOB had opposed this proposal 5 to 1, because the Association had a long-standing tradition of a progressive dues structure and because flat dues, like flat taxes, are regressive. Duster also noted that the current dues structure was progressive but not excessively progressive so that members at the very high end of the income scale were currently not paying a much higher portion of Association expenses than those incomes were just below the top dues bracket. Duster invited comments and discussion on Wilson's proposal.

When asked what precipitated this proposal, Wilson indicated that he had not conducted a survey of members but was basing his proposal on individual comments he had heard. He was asked if he would accept a substitute proposal for reviewing the dues structure with an eye toward restoring the progressivity that had eroded over time at the upper end of the income range as a result of inflation. Wilson did not accept this substitute recommendation.

Noting that members who pay the highest dues are also the members most likely to renew their membership in the Association, another Council member suggested that moving to a flat dues structure would hit hardest those who are currently least likely retain their memberships. Others concurred that, while it was reasonable to examine the dues structure, it was not reasonable to *increase* dues for lower income members and students as the Wilson dues model proposed.

There was agreement among Council members that the current top income category has a low ceiling that reduces the progressivity of the dues structure at the highest income levels. Hearing no new comments, Duster called for a vote on Wilson's proposal.

Council defeated a proposal to eliminate the current income-based dues structure and convert to a flat dues fee. (1 in favor, 16 opposed, 0 abstentions)
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E. Wilson's Proposal to Reduce the Price of Additional Journals for Members who Subscribe to More Than One Journal

Wilson said that he believes ASA is one of the few associations that does not provide a discount on additional journal subscriptions and that he believes this discourages members from purchasing additional journal subscriptions. Journals are an important medium for communicating scholarly ideas, and expanding access through subscription discounts would be a benefit to members. Specifically, Wilson proposed that subscriptions to additional journals beyond the one required should be priced at 70 percent of the current cost of a subscription, except for *Sociological Methodology*, and *City and Community*. Wilson said that while this proposal also has the potential to reduce revenues, revenue losses would be offset by increases in subscriptions.

Duster reported that EOB had tabled this item pending receipt of data on the new member benefit of "buy two or more journals and get all the rest free online." Without stating a favorable or unfavorable opinion of the Wilson proposal, EOB decided to wait for more data on which to base discussion.

Duster also reminded Council that the current price of ASA journals to *members* is *at cost* (i.e., based only on the cost of production). Member subscriptions, therefore, provide the Association with no revenue above production expenses. Duster said that when EOB and Council last analyzed data on the Association's costs, there was

agreement that the average cost of the production of the journals was close to the subscription cost to members.

Council voted to table this proposal and reconsider the issue when data were available to inform the discussion. (16 in favor, 1 opposed, 0 abstentions)

F. Wilson's Proposal for Reduced Section Dues for Membership in More Than One Section

Wilson said that members are expected to pay a fixed amount (\$10.00) for each section affiliation. He proposed that the cost of joining additional sections should be less than the cost of the first section: a 50 percent reduction for the second section membership, 60 percent for the third, and 75 percent for four or more section. Wilson based this model on the assumption that ASA services to individual section members should provide an economy of scale. Others suggested, however, that the portion of section dues that goes to the Association supports ASA services to the *sections*, rather than to individual section members, and that sections have widely varying, increasing, and often extensive needs to be met by the Executive Office.

Duster reported that EOB had not found there to be a problem with member participating in sections and that, indeed, membership in sections has increased significantly over the last four years and is currently at an all time high level. Duster added that EOB also estimated that the proposed model would be far more complex and costly to administer. He concluded, therefore, that EOB did not see a problem that required correction. Members of Council concurred with EOB.

Council defeated a proposal to amend the current section dues structure so that members pay the current section dues for their first section membership, but additional section memberships would be discounted. (1 in favor, 13 opposed, 3 abstentions)

G. Analysis of ASA Dues Category Structure

In follow-up to the discussion initiated by Secretary Wilson, Council pass the following motion:

EOB is requested to gather information to begin a process of reviewing the ASA income categories of the current dues structure to determine if the categories could be redone to reflect inflation. (16 in favor, 1 opposed, 0 abstentions)

5. Report of the Executive Officer

President Epstein called upon Sally Hillsman, Executive Officer, to report on Executive Office activities.

A. Overview of the Staff and Year

Executive Officer Hillsman reported that the 2005 ASA Centennial year was one of great opportunities, great efforts, and great successes. The culmination of the Centennial celebration was a Capitol Hill Centennial Reception in October that provided an opportunity to make Congress and the public aware of the value of sociology. Attendance was strong, including three members of Congress who spoke, representatives of many national organizations, and sociology faculty of universities in the DC Metropolitan Area.

Hillsman reported that the Executive Office had continued to explore new strategies to bring sociological research to the public and policy makers. While this is time consuming and requires quick responses, it is an important effort of the Association. (She referred Council to the Executive Office report on Public Information.) One example she gave was that the producers of the long-running television series *Law and Order: Special Victims Unit* called the Executive Office regarding an upcoming episode. The story line dealt with children living in a same sex parent household and the producer wanted to ensure there was relevant scholarly work in support of one aspect of the storyline. The staff sent a recently published *ASR* article to the producers, and the ASA was mentioned in the program dialogue. Many ASA members saw the episode and contacted the Executive Office with positive feedback. Members of Council were pleased and suggested that the office explore getting a short clip from the episode to place on the ASA website.

Hillsman said that ongoing efforts regarding annual meeting locations have consumed significant time in 2005, but that they are moving forward well and additional information on this issue would be provided under the discussion of the Annual Meeting.

She reported that Jean Shin has been hired as the new Director of the ASA Minority Affairs Program (MAP), including the Minority Fellowship Program (MFP). Shin is currently a tenured Associate Professor at McDaniel College in Maryland. He has a long track record with the Association and will bring many important skills to the Executive Office. Shin will come on board full time early in the summer, but will be in the Executive Office one day a week throughout the spring to start the transition.

In follow-up to previous Council discussion, Hillsman reported that a new program assistant has been hired in the Governance and Sections Department. Among his duties will be support for the nine ASA award selection committees. For many years these committees have struggled to handle their tasks with little administrative assistance. Hillsman noted that the ASA awards program is a vital part of the Association, and it is anticipated that this additional support will be well received.

Hillsman also reported that Kevin Brown, the Director of Information Technology, will be leaving the ASA in the coming months to continue his graduate education. The process of hiring a replacement presents a good opportunity to review that role and rethink the responsibilities of that position. The Executive Office is attempting to have some overlap between the Brown and his replacement.

She reported that a new member benefit, the online Job Bank, was launched recently and has been more successful than had been expected. The program is available free to members and is available to non-members at \$19.95 per month, although for many sociology students and low-income sociologists, a low-cost membership in the ASA will be a better option to receive this service than purchasing the service only.

Staff have been preparing for the 2006 ASA election for several months in anticipation of an April ballot mailing. A member has petitioned to be added to the ballot as a candidate for Council Member-at-Large. The Secretary affirmed that more than the required number of signatures was received and this name will appear on the ballot indistinguishable from the candidates selected by the Committee on Nominations.

B. Update on Grant Support

In 2005, the ASA Research and Development Department was awarded \$210,662 in new grant money from successful proposals to the National Science Foundation (NSF), the National Academies of Science (NAS), the Ford Foundation, and the Alfred P. Sloan Foundation. Of the total grant support, 45 percent will be awarded competitively to sociologists who apply to the Association for research projects, presentations, and travel.

C. Review of Department Affiliates

Hillsman reported that the Department Affiliates initiative is key to ASA's collaboration with departments. Since its launch in 1994, there has been a steady increase in committed departments ranging from those with graduate programs to undergraduate efforts quite small in size. A larger proportion of departments with graduate programs currently choose to be Affiliates. The Chair Conference and the Meeting of Directors of Graduate Studies (DGS) at ASA annual meetings continue to be important venues for sociology departments to work with each other and engage in discussions with each other and with ASA. In 2006, the Executive Office would like to strengthen the attention to graduate departments by having overlapping sessions for Chairs and DGS. Hillsman also noted that the ASA website now has a portal for chairs and departments, and that ASA has launched new listservs for department chairs.

D. High School Affiliates Initiative

The High School Affiliates program was launched in 2003 as an effort to reach out to high school social studies departments and link them to the ASA, in a manner similar to department affiliates. The program does not provide membership for the individual teachers, but gives them access ASA resources, particularly teaching publications. They get a subscription to *Contexts*, which has been well-received by as a teaching resource. The new ASA website has materials for high school teachers and the Executive Office is also planning a workshop for high school teachers during the summer.

E. Members Contributions and Donations

When members renew their membership each year, they are given the opportunity to make contributions to one or more ASA programs. While contributions come from a small proportion of the membership, they provide important support for these programs. The total dollars contributed has increased over the years. The Minority Fellowship Program (MFP) continues to draw the largest number of contributions and the American Sociological Fund (ASF) is the second most contributed-to fund.

F. Update on *Sociology in America*

At the request of Council, Craig Calhoun has been editing a Centennial volume on sociology in the United States to be published by the University of Chicago. Hillsman reported that the book will be available by the August 2006 Annual Meeting.

G. Plans for July 2006 ISA Congress

The XVI International Sociological Association (ISA) World Congress of Sociology will be held July 23-29, 2006, in Durban, South Africa. The theme of the Congress is *The Quality of Social Existence in a Globalizing World*. As the National Association of the ISA for the United States, ASA will play an active role in the Congress by sponsoring four sessions during the National Association section of the meeting. ASA President-Elect Frances Fox Piven is preparing a session on "Sociology and Politics in a Globalizing World" and ASA President Cynthia Epstein is preparing a session on "Breaking the Boundaries: Women's Rights and Access to Power in a Globalizing World." In addition, ASA Deputy Executive Officer Carla Howery has developed two sessions on "The Scholarship of Teaching and Learning" that she is organizing with the British and South African sociological associations.

As with previous ISA congresses, ASA applied to the National Science Foundation (NSF) for a travel grant to support international travel to the congress for U.S. sociologists. While the final grant award has not yet been received, the Executive Office has been authorized by the NSF to announce the award competition. ASA also expects to receive a supplement to this grant from the NSF Office of International Science and Engineering to support travel to the ISA specifically for U.S. sociologists who are actively collaborating with scholars in Africa so they can meet with their African collaborators before, during or after the ISA Congress. The grants will be competitively awarded by the ASA.

H. Executive Office Taxes and Lease

Hillsman reported on the status of the ASA 10-year lease on the Association's headquarters at 1307 New York Avenue, NW. The lease began January 1, 1999 and expires December 31, 2008, with a possible five-year extension to 2013. The building is owned by four non-profit higher education associations and provided the ASA with appropriate rental space, extremely favorable rental costs, and the ability to place assets from the sale of the Association's N Street building into long-term investments. One aspect of the favorable rental was based on the owners' request for waiver of DC real estate taxes for itself and its tenants, including the ASA.

The Executive Office has recently learned that the District did not grant tax-exempt status to the three current tenants in this building, including the ASA. The District laws regarding real estate tax exemption are particularly narrow because a large proportion of the District is owned by the federal government land that does not pay taxes. While the Owners are exempt and continue to dispute the District's ruling that the ASA and the other tenants are not, the Owners have notified ASA that they are assessing the tenants for back taxes and future taxes. After reviewing the historical and current information on the lease and tax assessment, ASA's legal counsel concluded that the method used by the Owners to apportion the real estate taxes to ASA is not in accordance with the language of the lease. The Executive Office continues to work on this matter.

I. Science Policy Issues

Hillsman reported that Executive Office staff has devoted much time and attention to many science policy issues since the last meeting of Council. She reported on a few of those efforts.

The ASA has fought very hard in partnership with COSSA to ensure that the American Community Survey (ACS) and Census 2010 were fully funded. Hillsman reminded Council that on the 2010 census will not use a long form and that this makes ASC data especially vital to researchers.

The Bureau of Labor Statistics announced that it was no longer going to ask questions about gender in one of its major surveys of industry. This would have made it impossible to determine the portion of women in various occupations and work settings. Through ASA, COSSA, and related organization efforts that decision has been overturned.

The Executive Office has assisted the House Committee on Science obtain help and testimony on the importance of social research in disaster planning. The ranking member of the committee also recently sent a letter to HHS criticizing it for failing to pay sufficient attention to the role of social sciences in planning for pandemics.

Hillsman noted that there were many other issues that could be discussed but that these provided a sample of the science policy work of the Executive Office, much of which is behind the scenes. Nonetheless, each of these issues consumes a large amount of staff time and attention. She referred Council to the Executive Office report on Public Affairs. Council congratulated staff for their hard work and determination to fight for social science research.

J. Protection of Academic Freedom and the Integrity of Scientific Research

Hillsman noted that issues of academic independence and scientific integrity arise regularly and the Association has always taken a strong stand to protect these values. Several members of Council reported that either they individually or their academic department had recently been the focus of

attacks. Others noted that there are also groups that are asking state legislatures to pass legislation that would monitor classroom teaching. Hillsman said that this latter issue is larger than one discipline, so the Executive Office works regularly with other Associations. Members of Council urged continued focus and effort in this arena and asked if there was some office or body that could serve as a clearinghouse of information on recent attacks and the responses made in those instances.

President-Elect Piven suggested that Council consider forming a task force that could focus its efforts on three key issues: the integrity of research conducted by government scientists, access to data by the scientific community, and the defense of freedom of teachers and researchers. There was consensus among Council members that these were important issues for the Association. In preparation for a potential task force, the President asked a few Council members to volunteer to provide a mission and time frame for the Task Force. Judy Auerbach, Gay Seidman, and Kathleen Blee agreed to serve in such a role.

K. Proposal from Section on Environment and Technology

Hillsman reported that the Executive Council of the Section on Environment and Technology had submitted a proposal for the Association to pay greater attention to environmentally friendly annual meetings and Executive Office management. It was the sense of Council that there were many potential efforts that could be considered, but that additional exploration was required before any action was taken. The Executive Officer was asked to contact the section to begin a dialog about what the section could do to assist the Executive Office.

6. Report on ASA Investments and Reserves

A. General Financial Picture of ASA Investments

Secretary Wilson reminded Council that during 2005 the ASA had transitioned management of the Association's long-term investments. He noted that while market performance was down for the first few months following the transition, after April of 2005, long-term investments have yielded gains for every month except October.

B. Reserves

Wilson asked ASA Controller Briggs to report on the ASA reserves. ASA long-term investments reserves totaled approximately 54 percent of the ASA annual expenses as of May 2005. Briggs noted that EOB considers a reserve fund of 50 percent of annual expenses to be the bottom of an acceptable range, and that ASA should attempt to increase reserves to 60 percent or higher. He reported that as of November 30, 2005, the reserve fund has experienced a net increase based on market gains. It is now at 58 percent of the 2005 expense budget. Briggs also reported that the office will be moving some accumulated cash into long-term reserves which will increase the reserves to over 60 percent in 2006.

7. Annual Meeting Issues

Janet Astner, Director of Meetings and Operations, reported to Council on a number of Annual Meeting issues.

A. Update on the 2006 Annual Meeting

Plans for the 2006 meeting in Montreal are proceeding well. Astner reported that, at the deadline for submission of papers for the meeting, there over 3,000 submitted. This is a record level of submissions and bodes well for registration and participation in the Montreal meeting despite the location changes. The Montreal meeting will use a Convention Center for the bulk of meetings and events for the first time in over 14 years. In addition, rather than housing participants in one or two hotels, the Association will utilize six different hotels within a one to five block walking distance from the Convention Center.

B. Update on Future Annual Meeting Contracts

Astner reminded Council that in February 2005 it approved a resolution with regard to union contract expiration dates for the Executive Office to use in future meeting contract negotiations. That action directed 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 face picket lines or a boycott at the meeting venue.

Astner reported on efforts to include Council-approved language in contracts for future years. Contracts for the 2008 meeting are now completed and for the most part include labor clauses as directed. Contracts for 2009 and beyond are in process. Part of the move of the 2006 meeting from San Francisco to Montreal included a promise from ASA to reschedule the San Francisco meeting. As part of that effort, the Association and hotels have been negotiating a multi-year contract. Astner said that a key difficulty has been how to contract for space when it is impossible to know the expiration dates for future labor union contracts.

ASA's current labor language is geared toward allowing the Association to cancel a contract or reschedule the meeting to a future year if labor disputes and/or strikes become an issue in a host city at the time of an ASA Annual Meeting. In an effort to move negotiations forward, she said that an alternate approach was proposed that would focus on a revision of the standard cancellation policy language that balances the risks to both parties. Astner provided several detailed examples of the application of both the current cancellation clause terms as well as the proposed cancellation clause terms, noting that from a financial point of view, the alternate approach makes sense. This approach also eliminates the need to reach an agreement on what constitutes a "labor dispute." The standard interpretation of the usual *force majeure* clause is that if a facility can provide services (whether by having management work, hiring non-union workers, or some other means) then the group cannot use that clause to cancel an event.

Secretary Wilson reported that EOB reviewed this issue at its January 2006 meeting and unanimously supported the proposal to focus on cancellation clauses as a fiscally responsible move that also gives the Association maximum flexibility and a more favorable penalty scale. However, the EOB wanted Council to decide whether ASA should pursue this course even if it meant that contracts might not contain the labor clause Council had requested in 2005.

After discussion, members of Council were supportive of this alternative approach, noting that it would provide the organization with more flexibility than the labor clause but encouraged the Executive Office to continue to attempt to include the labor clause.

Council voted unanimously to approve the alternative cancellation clause approach in Annual Meeting contract negotiations as favorable to the Association if the labor clause could not be included.

C. ASA-Union Relationships

President-Elect Piven reminded members of Council that the quest for fair wages, benefits and working conditions is as old as our country. She noted that the consumer power of associations is a force that could be used to back up the power of workers in their unionization efforts. She reported that a group of sociologists and political scientists have decided to form a new organization to monitor what is going on in the hotel industry and to track union efforts and union difficulties in that industry. In addition, this new organization will develop standards and create an organizational framework for coalitions among professional and academic associations that utilize the services of hotels. This organization will be called the National Organization for Responsible Meetings (NORM). She distributed a statement about NORM that summarized the situation in the hospitality industry and also outlined the mission and structure of the organization. She asked for endorsement of the idea of creating such an organization. Members of Council clarified that this motion was support for the idea of setting up such an organization and was not a commitment of money or people toward the effort. Piven accepted a friendly amendment to the last paragraph of the proposed motion.

Council voted unanimously to adopt the following motion:

Given the sensibilities of our members and the contentious relations between labor and management in the hotel and convention industry, scheduling the annual meetings of professional association to avoid such conflicts has become an increasingly serious problem. This problem could be alleviated if there were a standard setting organization in this industry that the ASA could join. Such an organization could provide report cards on the labor policies of different hotels and convention centers and it could provide member organizations with "early warning" of possible labor-management conflicts. The standard setting organization would make it possible for member organizations to use their power as consumers for

improved wages and working conditions in this industry.

Therefore, the ASA Council supports, in principle, the idea of a standard setting organization in the hotel and convention field that would exert pressure for better wages and working conditions and help organizations like ours avoid collisions between our meetings and episodes of open labor-management conflict.

We encourage members of the ASA to participate as individuals in efforts to create such an organization in collaboration with representatives from other professional associations. We recognize, however, that there are various legal pitfalls in shaping this new organization. Hence, formal affiliation of the ASA with this new organization will have to be addressed at a later time.

8. Committee on Publications Report

A. Selection of Editors for ASA Journals

The ASA Council met in Executive Session on Saturday afternoon to discuss the editors proposed by the Committee on Publications for the *American Sociological Review*, *Social Psychology Quarterly*, and *Sociological Methodology*. Council reported out of Executive Session that they had voted to select new editors for ASR, SPQ, and SM. Additional details of that decision are confidential pending notification and negotiation by the Secretary with the candidates selected.

B. Importance of Confidentiality

Members of Council reiterated the importance of confidentiality in this and other matters.

Council voted unanimously to send formal communication to the members of the Committee on Publications stating its dismay over breaches of confidentiality that occurred during the recent process of selecting journal editors. It considers such breaches of confidentiality to be a serious violation of the fiduciary responsibility of any elected officials of the ASA and that such breaches are also potential violations of the *ASA Code of Ethics*.

The Secretary agreed to convey this to the members of the ASA Committee on Publications.

9. Student Membership Turnover and Re-Estimation of Retirement/Replacement Models

Executive Officer Hillsman reported that EOB and Council periodically raise concern about the turnover of student members. The Executive Office reviews data from the membership database and projects the size, stability and changes in the categories of membership. Roberta Spalter-Roth, Director of Research and Development, prepared an update for EOB and Council that suggests that the proportion of ASA student members who become regular members reflects the proportion of sociology graduate students who receive PhDs; students members do not remain in "student" status for unusually long periods; and the highest income category of membership is likely to remain stable over the next 5-7 years despite retirements. The Executive Office continues to monitor this situation with each new membership year.

10. Information Technology Report

Executive Officer Hillsman reported that ASA launched its new web site on the first day of the 2005 Annual Meeting. Since the launch, comments from web site visitors have generally been positive. Many find the site aesthetically pleasing and easier to navigate. Information is also easier to find, because there are additional content categories that function as navigation links and there is improved full text search capability. All text documents, including web pages and Adobe PDF files, are fully indexed and searchable.

She reported that the new ASA online Job Bank was launched in late November 2005. Initial activity was remarkably robust, and feed back from users (employers and job seekers) has been positive. Several enhancements to "Job Bank 1.0" have already been incorporated into the service, including geographic designations (for posting and searching) and e-mail functionality (to verify posting and approval of listings).

Additional technology efforts in 2006 include development of an online employment service for the Annual Meeting; online application forms for award and funding applications; and online message boards on the ASA website.

11. Financial Reports and Budget Analysis

A. Projected Year-End 2005 Finances

Secretary Wilson reported that the projected operating financials for 2005 show a positive bottom line with revenues exceeding expenditures. This is the result of project revenues above budget, and expenditures held under budget.

B. Proposed 2006 Operating Budget

Secretary Wilson presented Council with a proposed balanced budget for 2006 slightly above \$4.9 million. Projected 2006 revenues are approximately 3.7 percent above 2005 revenues. Projected 2006 expenses are approximately 3.6 percent over the 2005 budget. Wilson noted that the 2006 operating budget included funds for an additional 96 pages for *ASR*. Last year, EOB and ASA Council approved a recommendation from

the Committee on Publications for 96 additional pages in the *ASR* for the 2005 volume year although the editor's original proposal was for an increase in the allocation for *both* 2005 and 2006. The Committee on Publications approved the increase for 2005 only, pending a larger discussion of page allocations across all ASA journals. This larger discussion is underway. Wilson said that although the Committee on Publications has a moratorium on *new* requests for additional pages, the Committee reviewed and then unanimously approved the second part of the original *ASR* request and recommended the additional pages for 2006. EOB concurred with this request and included it in the budget proposed for Council approval.

Council voted unanimously to adopt the 2006 operating budget as presented.

C. Proposed 2006 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 programs links sociological knowledge to social policy development.

Council voted unanimously to adopt the 2006 Spivack budget as presented.

D. Spivack Funds for Exploring of Additional Public Information Efforts

A member of Council applauded current Executive Office public information efforts and suggested that perhaps Council might suggest additional ways for the Executive Office to enhance or expand those efforts. She pointed out that some sociologists use professional publicists to get their work into the public sphere and the Association might be able to provide similar assistance.

Diane Vaughan, Council Liaison to the Task Force on the Institutionalization of Public Sociology, reminded Council that the task force had made similar suggestions in its 2005 interim report. Past President Duster reported that a group of five deans of journalism schools, including the deans from Columbia and Northwestern, are revising their journalism curricula to include more social science and that we should explore their efforts. Other Council members had a range of suggestions about potential strategies.

After discussion, it was proposed that Council authorize the Executive Office to use Spivack resources to hire expert consultants to help examine these issues and help develop ideas for how the Association might address them.

Council voted to authorize the Executive Office to use Spivack resources to explore possible additional public information outreach efforts, and to return to EOB and Council later in the year for a mid-year adjustment to Spivack budget for 2006. (16 in favor, 1 opposed, 0 abstentions)

12. Report of the Audit Committee

By Council action, the EOB functions as the ASA Audit Committee. ASA Controller, Les Briggs, provided Council with an update from the Audit Committee. He reported that the committee discussed two provisions of the Sarbanes-Oxley legislation that apply to not-for-profit corporations. One requires that companies have a whistle blower policy. The Audit Committee reviewed existing language in the ASA Employee Manual and proposed minor changes to strength the language. The other issue deals with document retention policies. The Audit Committee has asked the Executive Office to prepare a formal document retention policy for its review.

<p>Council voted unanimously to accept the report of the Audit Committee.</p>

13. Executive Office Reports

Executive Officer Hillsman introduced the Executive Office reports. She reminded Council that it had undertaken a strategic planning effort in the early 1990s through which the goals of the Association were expanded to explicitly include advancing sociology as a science and discipline and promoting the contributions and use of sociology to society. Council approved formalizing and developing these goals into a group of core programmatic activities that are located in and managed by the Executive Office. She reported that these six programs have served the membership, the discipline and the profession well over the last decade and a half: Academic and Professional Affairs; Minority Affairs; Research; Spivack; Public Affairs; and Public Information.

At each regularly scheduled meeting, Council receives reports from the Executive Office on these programmatic activities. Hillsman asked Council members to look for several themes that cross-cut all these programs as they read the full reports and the brief staff presentation. These themes are:

- Being proactive, but setting priorities by listening to the broader sociological community, and using ASA members as advisors;
- Working collaboratively with other scholarly, higher education and academic associations, and other like-minded groups;
- Using ASA's Washington location strategically to influence science policy to benefit our members, the discipline and the profession; and
- Focusing on wider audiences outside the discipline.

A. Academic and Professional Affairs Program

Since the last Council meeting, Deputy Executive Officer Howery reported that the Academic and Professional Affairs Program (APAP) has pursued the following key initiatives: Working with three ASA Task Forces (Assessment of the Major, Public Sociology, and Sociology and General Education); collaborating with the American Association of Colleges and Universities on Social Science in General Education; producing a web-document on the sociology-anthropology major; moving Teaching

Resources Center products to the website; developing an initiative on teaching ethics across the curriculum; producing a DVD on sociology careers; developing initiatives for early professionals; continuing efforts with high school sociology; improving in the Chair and DGS conferences and support to graduate departments.

B. Minority Affairs Program

Hillsman reported that the two key developments in the Minority Affairs Program are the renewal by NIMH of the ASA T-32 Competitive Grant for another three years, and the departure of the Director of the program. Carla Howery, ASA Deputy Executive Officer, has been Acting MAP and MFP Director since the director's departure and Jean Shin will join the ASA staff in early summer to assume the position of Director of this program. As reported earlier, NIMH renewed the ASA T-32 Competitive Grant for another three years, with a possible extension for two additional years if the program passes a review at the end of the first three years, for a total of five.

C. Research and Development Program

Roberta Spalter-Roth reported that, in the last six months, the Research Department has continued to write proposals, design new research projects, conduct surveys, disseminate research data, publish reports and research briefs, as well as answer specific research requests, update the ASA research web pages, and write articles for *Footnotes*. New initiatives include: What Can I Do with a Bachelor's Degree in Sociology?; Non-Academic PhDs: The Match Among Curricula, Careers, and Satisfaction; PhD + 6: Work-Family Policies in Academia as Resources or Rewards; Joint Sociology/Engineering Workshop on Diffusion of New Teaching Scholarship.

D. Fund for the Advancement of the Discipline

Spalter-Roth reported that the ASA Fund for the Advancement of the Discipline (FAD) is designed to nurture the development of sociological knowledge by funding small, ground-breaking research initiatives and other important scientific research activities. This project is jointly funded by the ASA and the Sociology Program of the National Science Foundation (NSF). In August 2004, ASA was awarded the latest \$165,000 three-year grant. Twenty-eight scholars submitted proposals for the last round (June 2005) continuing the high number of submissions over recent years. Seven out of the 28 applicants received awards, including a grant for setting an agenda to study the effects of Hurricane Katrina.

E. Spivack Program on Applied Social Research and Social Policy

Howery reported that the Sydney S. Spivack Program in Applied Social Research and Social Policy, a core ASA initiative, is a multifaceted effort to advance the uses and contributions of sociology to social policy. Executive Office staff are in the process of developing and publishing the final three social science research briefs on the impact of race in America for a general audience to complete an ongoing series currently available on the ASA website. To be completed in 2006 are: (1) Race, Income, and Wealth; (2) Race, Immigration, and Housing; and (3) Race and Crime.

The Spivack Program will also sponsor a workshop in 2006 on "Research Evidence on the Effects of School Composition on Educational Outcomes" and develop a Capitol Hill briefing for 2006 on a topic that is current in the national legislative agenda or integral to ongoing debate on a national policy issue and about which social science research has much to contribute. The Spivack program will co-sponsor a public event and press briefing led by the co-editors of *Contexts* magazine and held at New York University in New York City, the location of the *Contexts* editorial office and a major media capital. The briefing will showcase sociological science in the domain of criminology, crime, imprisonment, and crime prevention.

Erma Lawson from the University of North Texas is the ASA 2006 Congressional Fellow, funded by Spivack. She will work on Capitol Hill, from January through June 2006, in the office of Rep. Eddie Bernice Johnson and with the staff of the Congressional Black Caucus.

F. Public Affairs Program

Lee Herring reported that ASA's public affairs activities have continued to focus on: (1) monitoring legislative action on appropriations for research agencies such as NSF, Census, and NIH; (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) including keeping up to date on social science-relevant work by the President's National Science and Technology Council; (4) collaborating with science organizations (e.g., AAAS, American Physical Society) to monitor threats to science education across the United States and to plan activities to counter such threats; (6) planning the successful fall 2005 ASA Centennial Congressional Research Exhibition and Reception; (7) responding to member, public, and media/press interest in ASA resources and expertise relative to national disasters (e.g., rapid establishment of Hurricane Katrina and Rita resources webpage and research program); and (8) 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, targeted action alerts, and notifications through ASA listserv lists.

G. Public Information

Herring reported that the Executive Office PIO staff has been actively involved in several key areas: publicizing to the press the research from the 2005 Annual Meeting; Promoting and publicizing the ASA Centennial; providing sociological research information to and otherwise engaging with the aligned associations to ensure sociology's and social science's public visibility; assisting members in writing, editing, and placing op-ed and editorial columns; tracking down press mentions of sociologists/sociology and of ASA and its journals, articles, and authors as well as informing ASA members individually and via *Footnotes* of these media "hits"; publicizing news stories to the media (local, regional, and national) regarding ASA members' research/publications, Annual Meeting activities, and other newsworthy events (e.g., ASA Capitol Hill briefings); quickly and consistently responding to the near daily news media and popular press requests for sociologists as

sources/interviewees on newsworthy topics; Developing and enhancing media/publicity contact lists; and maintaining, enhancing, and updating the ASA website.

14. New Business

A. Proposed Award Name Change

A member of the Association submitted a resolution calling for renaming two of the major ASA awards to the Executive Office. Bylaws require that signatures of at least three percent of eligible voting members must accompany member-initiated resolutions. The Secretary verified that 531 member signatures accompanied this resolution, which exceeds the three percent threshold (currently 410 signatures). The resolution called for renaming the ASA Career of Distinguished Scholarship Award the "W.E.B. DuBois Career of Distinguished Scholarship Award." Since there is already an ASA award bearing the name of DuBois, a second part of this proposal called for renaming the DuBois-Johnson-Frasier Award the "Cox-Johnson-Frazier Award."

Director of Governance and Sections Michael Murphy reported that this proposal was considered by the Committee on Awards in August 2005 and was unanimously rejected. The committee cited the long-time Association policy opposing the naming of awards after specific individuals. The Awards Committee said that there have been many prominent people who played important roles in the founding and development of sociology, and that selecting one person out of the many was nearly impossible. Over the last thirty years, therefore, Council has consistently moved away from naming awards after specific individuals, including renaming several awards named after specific individuals (e.g., the Sorokin Award, the MacIver Award, the Stouffer Award). The subject of the current proposal, the Career of Distinguished Scholarship Award, was at one time known as the Stouffer Award in honor of Samuel A. Stouffer. In 1979, however, Council renamed the award the Career of Distinguished Scholarship Award effective with the 1980 presentation; the award has been known by this name since that time.

Members of Council discussed this member-initiated resolution and Council policies extensively. While all members of Council supported the concept of recognition for DuBois (and referenced the existing ASA DuBois, Johnson, Frasier Award), there was considerable concern that naming the Career of Distinguished Scholarship Award for a specific individual would create a framing mechanism for selection of award recipients that would lead to exclusion rather than inclusion. After a thorough discussion, Council decided to refer this member-initiated resolution to the entire membership, as required by the ASA Bylaws if Council does not act on it, with an explanation of existing association awards policy.

<p>Council voted unanimously to place the member resolution proposing to change the name of the Career of Distinguished Scholarship Award and</p>
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the DuBois-Johnson-Frazier Award on the 2006 ballot for as required by the ASA Bylaws.

B. Proposed Bylaws Changes for Inclusion on 2006 Ballot

Executive Officer Hillsman informed Council that the Executive Office regularly reviews the ASA Bylaws to ensure that governing documents are in compliance with law and practice. A recent review found four items that require technical but not substantive changes.

Article I. Section 4

This article is no longer applicable and should have been deleted when membership and journals were de-coupled.

Article II. Section 2. Paragraph (a)

The text of this paragraph is incorrect because Council reinstated the Committee on Committees and directed the Committee on Nominations to select candidates to run for vacancies on this committee. Therefore, the language of this paragraph needs to conform to that decision by adding "the Committee on Committees," as follows: "(a) The Committee on Nominations shall select two names each for the offices of President-Elect, Vice President-Elect, and Secretary-Elect, and for each vacancy on the Council, *the Committee on Committees*, and the Committee on Publications."

Article II. Section 2. Paragraph (c)

In the final sentence of this paragraph contains a grammatical error; an "s" should be added to the word "nominee" as follows: "on the official ballot along with the nominees of the Committee on Nominations."

Article II. Section 5.

This clause states that the tabulation of ballots in the annual election is conducted by the Executive Officer "with the assistance of tellers." The current system of utilizing a professional election service to conduct the annual election means that for more than a decade there has been no need for the use of tellers. We recommend removal of this clause as no longer applicable. The amended clause would read: "The Executive Officer shall be responsible for the conduct of elections and, ~~with the assistance of tellers,~~ for the tabulation of ballots."

Council voted unanimously to place the following four proposed Bylaw Amendments on the 2006 ballot: (1) deleting an obsolete phrase from Article 1, Section 4; (2) adding reference to the Committee on Committees to Article II, Section 2, Paragraph (a); (3) correcting a grammatical error in Article II, Section 2, Paragraph (c); and (4) deleting an obsolete phrase from Article II, Section 5.

C. Interpreting the ASA Bylaws Regarding Signatures on Member Petitions

Executive Officer Hillsman reminded Council that the ASA Bylaws encompass the principle that members of an association should have an avenue to bring important matters to the attention of the membership. ASA Bylaws Article II Section 8 provides

that "Voting members of the Association may take any action otherwise within the powers of the Council." The Bylaws then specify a sequence of steps for member petitions to be circulated, signed by at least three (3) percent of the membership, and submitted to Council.

She continued that the advent of electronic communication, especially email, has raised questions about the interpretation of some aspects of the member resolutions process outlined in the ASA Bylaws, especially what constitutes a "petition" and a "signature." Specifically, Section 8(a) refers to the circulation of petitions, on which a member's signature must be written as it appears on the membership rolls of the Association, and Section 8(b) refers to postmarking the resolution and the accompanying petition signatures no later than December 31 of the year during which the signatures were affixed. This language clearly reflects an age of paper petitions mailed by post to the Executive Office.

In recent years, however, Council has allowed the electronic submission of petitions and signatures; that is, each member signing a petition provides an individual email copy of the petition from his/her email address with a statement of support. The electronic petitions are sent to the Executive Office either individually or in a batch by email attachment by the organizer of the petition. The Director of Governance and Sections verifies the membership of each signer with ASA's member database and provides that information to the ASA Secretary who informs Council that a least three (3) percent of the membership have signed the petition. In permitting electronic submissions, Council has exercised its authority to interpret the Bylaws under Article IV Section 4 of the Constitution that makes Council the final authority on interpreting the ASA Constitution and Bylaws. Council has not, however, ever taken an explicit vote on this interpretation.

Hillsman asked Council if it wanted to amend the ASA Bylaws Section 8 to make the language more general to take into account both electronic and physical signatures, or, as an alternative, to vote on a motion to be included in the Council minutes explicitly interpreting the ASA Bylaws to include electronic petitions and signatures.

<p>Council voted unanimously that Council's interpretation of ASA Bylaws allows submission of either physical signatures or electronic signatures in support of member petitions.</p>
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D. Resource Materials for Departments

A member of Council suggested that the Executive Office prepare a short report addressing the health of the discipline that could be widely distributed to support department efforts to ensure administrative support for sociology. It was noted that some administrators do not know much about sociology, and incorrectly believe that sociology is a discipline in decline. Executive Office staff indicated that such information is already available in print, and in electronic form on the ASA website, and that a brief summary booklet could be prepared if Council felt that such a tool would be helpful. Council asked the Executive Office to prepare a short booklet (e.g.,

no more than 5 pages) outlining the overall health of the discipline for wide distribution as a potential resource for departments.

D. Executive Session

Council returned to Executive Session briefly on Sunday morning prior to adjournment.

15. Adjournment

With no additional business for consideration, the meeting was adjourned at 10:47 am. The next and final meeting of the 2005-2006 Council is scheduled for Monday, August 13, 2006 in Montreal during the 2006 ASA Annual Meeting.