

**2015-2016 ASA Council
Second Meeting
Final Minutes**

Saturday-Sunday, March 12-13, 2016
Hilton Garden Inn, Georgetown Ballroom
Washington, DC

Officers Present: Paula England (Past President), Kathleen Gerson (Vice President-Elect), Michele Lamont (President-Elect), Cecilia Menjivar (Past Vice President), Ruth Milkman (President), Barbara Risman (Vice President), Mary Romero (Secretary), David Takeuchi (Secretary-Elect)

Members-at-Large Present: Tina Fetner, Cynthia Feliciano, Tanya Golash-Boza, Adia M. Harvey Wingfield, Margaret Hunter, Peter Kivisto, Karyn Lacy, Leslie McCall, Mignon Moore, Wendy Ng,

Members-at-Large Absent: Daniel Chambliss, Patricia E. White

Staff Present: Jamie Arca, Janet L. Astner, Redante Asuncion-Reed, Les Briggs, John Curtis, Karen Gray Edwards, Sally T. Hillsman, Justin Lini, Michael Murphy, Jean Shin, Margaret Weigers Vitullo

President Ruth Milkman convened the second meeting of the 2015-16 ASA Council at 8:37am on Saturday, March 12, 2016.

1. Introductions and Orienting Documents

A. Conflict of Interest Statements

All Council members were requested to sign the COI statement and give it to Governance Director Michael Murphy.

B. Council Policy of Social Media Use during Council Meetings

The President reviewed the social media policy adopted last year by Council and reminded Council members that identifying individuals' viewpoints and comments was not permitted; only general content may be mentioned when discussing non-confidential items.

C. Approval of the Agenda

One new item was added to agenda.

MOTION: To approve the agenda. Carried (no opposed).

D. Approval of the August 25, 2015, Council Meeting Minutes

No changes were proposed.

MOTION: To approve the minutes for the Council meeting on August 25, 2015. Carried (no opposed).

E. Approval of the August 26, 2015, Council Meeting Minutes

A revision was requested to update the meeting theme for 2017.

MOTION: To approve the revised minutes for the Council meeting on August 26, 2015, as amended. Carried (no opposed).

F. Approval of the November 3, 2015, Council Minutes

No changes were proposed.

MOTION: To approve the minutes for the Council meeting on November 3, 2015. Carried (no opposed).

2. Report of the Secretary on the EOB Executive Officer Search Committee

Council went into Executive Session at 8:46am – 9:25am to receive the report of the Executive Officer Search Committee. When the session concluded, the President announced approval of the search committee’s recommendations. Council also made some recommendations for future search processes.

Council took a brief break at 9:25 – 9:40am.

3. Financial Reports & Budgets

A. Current (2015) Financials and Proposed 2016 Operating Budget

At the request of the Secretary, Finance Director Les Briggs reviewed the 2015 budget and year-end projections. A positive net bottom line had been budgeted for 2015, but year-end projections point toward a deficit of about \$70,000, primarily due to revenue shortages in Dues and Member Journal lines and Annual Meeting registration. Keeping expenses in check helped lower the deficit below \$100,000, although one area of higher expenses was the Personnel category, due to search firm fees that ASA started incurring in 2015 but were not budgeted.

For 2016, the proposed budget contains a small deficit. Overall membership revenues proposed for 2016 are lower than 2015, while expenses remain comparable to the previous year. The cause of the projected deficit for 2016 is the ongoing expense of the Executive Officer search, which is a one-time expense. EOB recommended approval of the proposed 2016 budget.

In response to a question about projecting higher revenue from member dues, it was clarified that a small COLA increase was implemented on higher income categories for 2016, as determined by Council last year. The 2016 budget is not based on an increase in membership.

MOTION: To approve 2016 budget proposal. Carried unanimously.

B. Proposed 2016 Spivack Budget

Executive Officer Sally Hillsman gave an overview of the activities supported by the Spivack Fund. These included stipends for two Minority Fellowship Program (MFP) Fellows, funding for the Community Action Research Initiative (CARI) grants, support for the ASA Award for Excellence in Reporting Social Issues, sponsorship of Congressional briefings and the ASA Congressional Fellow, and support for public policy and information efforts. The budget proposed for 2016 was somewhat lower than the 2015 budget, due to the proposal to move MFP funding out of Spivack and over to the American Sociological Fund (ASF).

A question was raised about the decrease in support for Congressional briefings. Communication Director Brad Smith indicated that it was deemed more useful to co-sponsor briefings with other social science organizations than to host independent briefings for which the entire costs of speakers' travel/room/board are incurred. Co-sponsorship permits participation in more briefings.

Council moved on to discuss the MFP and ASF budgets, then returned to vote on the proposed Spivack budget.

MOTION: To approve the 2016 Spivack Budget. Carried unanimously.

C. Proposed MFP Budget 2016-2017

MFP Director Jean Shin gave a recap of MFP's funding history. The Leadership campaign was initiated to take up the slack when NIMH funding was lost several years ago. The campaign capital is used to support approximately three Fellows, along with annual contributions from other organizations. Council has allocated support from ASA restricted funds to support two additional stipendiary Fellows in recent years. All Fellows, whether stipendiary or non-stipendiary, go through the competitive application and review process.

Council had no questions about the proposed MFP budget.

MOTION: To approve a 2016-2017 MFP budget of \$84,000 for four MFP Fellowship awards (at \$20,000 each) and up to two non-stipendiary MFP awards (at \$2,000 each) from General Fund #53, and authorize \$40,000 from Council-designated funds for two additional stipends (at \$20,000 each), bringing the total budget to \$124,000 to support 6 MFP Fellows. Carried unanimously.

D. Proposed ASA Funding for MFP & FAD in 2016

Since federal funding for the ASA Minority Fellowship Program (MFP) ended, this important ASA program has been dependent upon ASA membership contributions and the support of other sociological societies. Each year, Council has also contributed ASA invested funds in the support of two Fellows. The proposal for 2016 is to provide fellowship support from the American Sociological Fund (ASF).

Similarly, Council has supported the Fund for the Advancement of the Profession (FAD) by making an ASA annual contribution from ASF to match the funding from the National Science Foundation. Members of ASA Council constitute the review panel for FAD applications.

MOTION: Council approves the expenditure of \$40,000 for two MFP fellowships and \$56,000 for FAD awards from the ASF invested fund. Carried unanimously.

4. ASA Investments and Reserves

A. General Financial Picture of ASA Investments

Briggs gave a recap of market activity in 2015 and early 2016. Markets were up slightly through the first half of the year before August and September drove them downward. The rally in October was not enough to fully recover, and investments ended down for the year. Net losses through December 31, 2015 were (\$167,001) which put the account at an approximate -2.2 percent total loss for the twelve month period. 2016 did not start out well; year-to-date figures are down 1 percent.

EOB has an investment subcommittee that reviews the investments with the designated investment manager/counselor on an ongoing basis. It is difficult to project what will happen, but the intention is to maintain a strategy that will protect investments. ASA's investment ratio is 60 percent stocks/40 percent fixed income, which hedges the investments from major swings. This is a conservative posture which Council felt was appropriate for a membership-based organization.

B. Bernhardt Year-End Investment Report

No discussion.

C. Reserves

ASA defines "reserves" as the unrestricted long-term investments of the Association, also referred to as the "General Fund Investment Account." As of December 31, 2015, the reserve amount was \$5,517,718, or 82.0 percent of the 2015 operating budget.

The reserves have grown over the past six years, having benefitted from the overall increase of the markets. The higher reserve percentage is helpful to have, given that ASA may need to tap

additional funds due to the tightening of the operating budget from declining membership levels.

Briggs advised Council that, even though ASA does have its reserve funds to support a deficit budget when needed, it is important to be cautious about the bottom line because of bank restrictions on the loan financing for the ASA office space. Too large an operating budget deficit could cause ASA to miss its required debt service coverage ratio. Additionally, it is necessary to maintain enough unrestricted cash and investments to meet the bank's liquidity covenant.

5. Audit Committee Report

EOB convenes as the ASA Audit Committee to receive the audit report and review any recommendations from auditors regarding best business practices. Most recently, the auditors looked at organizational credit cards and recommended that charges be reviewed internally for "reasonableness." EOB has advised the Executive Office to implement the auditors' recommendation.

6. Publications

A. Subscriptions Report

Publications Director Karen Gray Edwards remarked that the subscription report was good news. The year-end royalty statement from SAGE was \$70,000 higher than expected, which was an excellent statement about the health of our institutional subscriptions. While, "traditional" institutional subscriptions declined by 219 subscriptions (3.3 percent) overall by the end of the 2015 subscription year, compared with end-of year 2014 totals, these do not include the 23,549 total *consortia* institutional subscriptions (an increase of 784 compared to 2014) to ASA journals sold through SAGE.

The decrease in membership was accompanied by the anticipated decrease in the number of additional member subscriptions due to ASA's new online access member benefit, but it was a larger revenue decline than we projected for the year. Very few members continue to purchase additional ASA printed journals now that they have access to all ASA journals online. It was emphasized that giving free access to all ASA journals was an important benefit for members who are not at major research universities, retired members, and others who do not have institutional access to journals.

President Milkman raised a question about the Sci-Hub website that is providing free access to papers published in in many scholarly journals that are under copyright. The site gets the articles by passing through publishers' paywalls using credentials (user IDs and passwords) that belong to people at educational institutions who have legitimate access to the publishers' sites. The site's founder claims that anonymous academics from around the world donated their credentials voluntarily.

Elsevier, the first publisher targeted by Sci-Hub, filed a lawsuit and injunction against the site, and Sci-Hub.org was shut down, only to resurface under a different domain in a different country.

One side of the issue is that some scholarly publishers have been making enormous profit on material written by authors for free. Elsevier, for example, owns many of the journals it publishes, and subscription prices have increased significantly over the years. This is not the case for the profitability of all publishers whose copyrighted materials have been stolen by Sci-Hub, however, despite assertions by the Sci-Hub founder. Many of the journals are scholarly society journals such as ASA's.

One outcome is that authors will not get royalties from any of the hacked material, and usage data will not be collected, which affects citation information and libraries' willingness to purchase journals for their collections. Publishers are looking at what can be done to limit the damage to scholarly associations/publishers. This situation puts at risk an association's ability to publish a wide variety of journals, particularly those that produce little revenue.

Points of information from the discussion noted that this situation is not "open access"; it is theft. The site's founder has several misconceptions about Western countries' publishing process, and what "non-profit publishing" in particular means. There are also questions being explored by law enforcement about where the funding for Sci-Hub's expensive equipment is coming from because the founder is a graduate student and the site gets no usage revenue.

The longer term issue of such things as Sci-Hub theft is the financial risk to the association. Reductions in journal revenue will have an impact on the ASA budget, about a third of which relies on publication revenue for support. The possibility exists that the journal world may not be as profitable in the future as it is now. The journal marketplace is shifting, and will continue to do so, so Council and EOB should keep an eye on this revenue source.

B. Actions from the Committee on Publications Meeting

(1) Selection of Editors (executive session)

Council convened in a confidential session (with staff) from 10:00 – 11:28am to review the recommendations from the Committee on Publications for new editors of the *Journal of Health and Social Behavior* and *Sociology of Education*. The Secretary also reported on the committee's plans to appoint a subcommittee to look at issues that may impact applications for ASA editorships.

Council then took a short break at 11:28am – 11:38am.

(2) Update on *Socius*

This new online journal opened its door for submissions in August 2015, and articles began appearing shortly thereafter. Twelve articles have been published since January 2016 and others are in the queue. The journal is providing a home for a wide range of scholarship from a variety of authors. The final published article can have more colorful graphs and tables or

photos and other graphics, and be of longer or shorter length than the typical scholarly article because there are no print restrictions. Members can sign up to receive Table of Contents notifications via email.

The submission-to-publication time for *Socius* varies; while reviewer response to editors is significantly shorter, sometimes authors' responses to editors are not; but in general the review time is substantially shorter overall than for other journals. The editors tell reviewers that they are not looking for developmental reviews; the review focus is more toward an accept/reject recommendation with only minor changes to the initial submission. This is similar to reviews done for most biomedical and science journals.

President-elect Michele Lamont commented that it took four months from submission to publication for the article she wrote with two graduate students, who were thrilled with the outcome. As soon as an article is accepted, it appears online.

(3) Committee on the Future of *Contexts*

Past President Paula England provided a quick overview of the activities of the joint committee on the future of *Contexts*. Committee members include Kathleen Blee (COP chair), Paula England, Mary Romero and David Takeuchi, the two editors of *Contexts*, and Karen Edwards. The committee met via conference call in March and will meet face to face during the Annual Meeting in Seattle. The heart of the matter is that *Contexts* is not being read widely outside of sociology, so the magazine is not fulfilling this part of its original mission, although otherwise it is doing well. England commented that it was clear at the outset that there will be no silver bullet fix for this.

Two sides of this problem are how to get the substance of sociology in *Contexts* out to non-sociologists, and how to pay for doing that. The alternative of going open access resolves the problem of getting articles widely available on the website, but it destroys the revenues needed to support the editorial process.

It was noted that ASA does a wide variety of things to get the content of sociology out to the wider public, so perhaps when the new Executive Officer is on board, ASA should review all the things the ASA is doing in this regard and assess their effectiveness and efficiency as well as what types of materials are and are not being circulated widely.

The popularity of the magazine content as well as the *Contexts'* Readers for classroom use was noted as its major success as a publication; it brings sociological perspectives to the attention of faculty and students at all levels from high school to graduate schools. Another reader is being developed, but it was noted that the more *Contexts'* material becomes open access, the less the demand for a reader.

If the goal is to reach undergraduate students, then the magazine has already succeeded. If the goal is to go beyond that and get sociology content to the non-student public—an original aspiration and what the editors want to do—then it is necessary to find a different publishing and business model. The horns of the dilemma are that alternatives either cost more or reduce

revenue. *Contexts* is basically revenue-neutral right now; revenues from the magazine and readers cover the costs of the magazine publication but do not provide net revenues for investment in new aspects of the publication.

Council members were encouraged to send any ideas about alternate publishing models to England within a week so that the committee could consider them during its next phone conference.

C. Job Bank Issue

A proposal was presented to expand the current policy that requires employers to answer questions about discrimination based on sexual orientation when they place job listings in the ASA Job Bank. The enhancement is intended to (a) have a strong policy statement in the ASA Job Bank that favors nondiscrimination even when discrimination is legal; and (b) to expand the questions employers are required to answer to provide job seekers with additional information about discrimination policies at their institutions that are *permitted under law*. Institutions of higher education outside the United States are not covered by U.S. anti-discrimination laws and neither are some religious institutions in the United States.

The proposed changes would (a) reiterate and clarify the statement that ASA stands for nondiscrimination on a list of dimensions—even where the law does not require it; and (b) include in the Job Bank listing information on whether institutions advertising jobs prohibit or permit various types of discrimination. This would give ASA members more information on the jobs, while providing warnings about discrimination they may face. It would also make a very clear statement about ASA values of nondiscrimination

The reason that the Job Bank currently asks for information about coverage of domestic partners is that members were going into interviews in the ASA Employment Service during the Annual Meeting or applying for jobs in the Job Bank without knowing what an institution's policy/benefits were. Several years ago Council approved asking employers to supply that information with their job listings so that job seekers were better prepared in the interviewing process.

The chair of the ASA Section on Sex and Gender, Past President England, and Vice President Barbara Risman collaborated on developing the proposed changes; it was noted that there was a split in section members' views about how ASA was handling this. Some section members felt strongly that the Job Bank should not accept ads from institutions that legally discriminate based on religion, for example, while others deemed it appropriate to make accurate information available and let members make their own choices about applying.

Because it is lawful in other countries to discriminate on some personal characteristics and the Job Bank accepts listings from institutions outside the US, a policy of not listing any job offering that might legally discriminate would require ASA to eliminate ads that might be desired by ASA members and sociologists who live outside the US as well as US-based sociologists who want to teach abroad. England cited the example of the UAE, where homosexual behavior is criminal but the university operates under the same principles as US institutions.

President Milkman asked Council members to review the memo in their agenda packets during the lunch break and be prepared for discussion when Council reconvened.

Council took a break for lunch at 12:12 – 1:07 pm.

Discussion continued with noting that the practices of a university may be different than what a job seeker might expect even given legal discrimination permitted by the institution; or there may be varying interpretations on a campus about what behaviors are considered inconsistent with the religious/moral standards of the campus. Asking a job submitter to make judgments about actual practice versus policies in place at the institution was deemed inadvisable. It is easier for alert job seekers that the institution may legally discriminate and encourage them to look up the institutions human resources polices on hiring than ask institutions to answer detailed questions about how it discriminates.

As Council reviewed the suggested wording for the proposed changes, questions were raised about the categories of discrimination policies to be asked about. It was suggested that if Council members could not agree on what is meant by a term, it would be even more unlikely that the person filling out the form would understand it. After more discussion about the list of categories and informal amendments about wording, agreement was reached.

MOTION: To send a strong message favoring nondiscrimination on multiple criteria, and provide members with full information about institutions that post job listings in the ASA Job Bank, Council directs that the following section of information be added to the Job Bank as part of the process to submit a job listing. Carried unanimously.

The ASA does not knowingly accept postings from employers that, contrary to laws that apply to their institution, discriminate on the basis of sex, race, religion, national origin, age, sexual orientation, and gender identity or expression. ASA also strongly encourages all employers to abstain from such discrimination even if laws applicable to their institution permit it.

The ASA Job Bank wants to make your job known to our members. So that they can be informed of any forms of discrimination permitted by your institution, we require that employers placing ads answer the following questions. If any of the listed forms of discrimination are allowed by your institution, it will be noted under your job posting.

Does your institution have a policy against discrimination in hiring or terms of employment based on the following criteria?

Age	Y	N
National origin	Y	N
Race	Y	N
Religion	Y	N
Sex	Y	N
Sexual orientation	Y	N
Gender identity or expression	Y	N

Does your institution provide benefits such as health insurance to:

Spouses of employees	Y	N
Same-sex domestic partners of employees	Y	N
Other-sex domestic partners of employees	Y	N

D. Presentation of the New ASA Website

Webmaster Redante Asuncion-Reed presented a preview of the new website design. The target timeframe for the launch is currently mid-May. Among the important improvements is that the new site will be fully accessible to mobile and hand-held electronic devices as well as lap-tops and desk-tops, and it will regularly feature recent sociological research and the work of sociologists. The taxonomy driving the site was developed in consultation with sections and a website advisory committee made up of ASA members. Council expressed its appreciation for and approval of the new design by applauding at the conclusion of the presentation.

Hillsman expressed gratitude for the work done by ASA staff and, in particular, by Michael Murphy and Redante Asuncion-Reed. The website changes will cause ripple effects in utilizing content from ASA *Footnotes* and may eventually alter production of the newsletter. Johanna Olexy, *Footnotes* Managing Editor, also handles ASA social media, and she will be working closely with the ASA webmaster to take advantage of the ever-changing content of the site's featured content on the home page.

As the new website gets underway and matures, decisions about featured content will be made by an in-house group that will include the staff sociologists and staff members from the publications department, communications department, sections/governance department, and others. Input will be solicited from the 52 ASA sections as well as other member groups.

A question was raised about how paid advertising will be handled on the website. Edwards responded that Council has a policy that outlines criteria for accepting ads for various ASA outlets (e.g., ASA journals, the final meeting program, the website, Member News and Notes) and applications for exhibit booths, as well as and for renting mailing lists. The policy is posted on the website (<http://www.asanet.org/about-asa/advertising-mailing-list-rentals/advertising-policy>).

7. Membership

A. Membership Report

Membership Director Karen Edwards reported that the 2015 membership year ended with a final membership count of 11,949, a decrease of 636 compared to the 2014 end of year total of 12,545. This represented an overall decrease of five percent, with declines in nearly all regular and student categories except two. The second highest income category (\$125,999-\$149,999) had a 4.12 percent increase in members (12 members). There was also an increase (3.9%) in the

number of emeritus members, most likely a result of eliminating the 10-year membership requirement in 2014, increased benefits for this membership category, and promotion of the new ASA Opportunities in Retirement Network (ORN).

Edwards encouraged Council members to read the entire Membership report, even though it was lengthy. She commented that when membership declines, membership staff put in even more effort to increase retention and find new members. This year those efforts included doing some micro-promotions with sections that are closely related to meeting theme and mailing more printed renewal notices. Receiving a printed piece of paper is sometimes what makes someone go online and join. The mailings are currently bringing in enough revenue to offset the mailing cost.

New in 2016 is an offer of one year of free membership to new sociology PhDs. This is viewed as an important outreach to new professionals in our discipline. Also new in 2016 is free access to TRAILS for all members which will be of benefit to the experienced as well as the new instructor.

A concern was raised by some Council members about the tone of some communications to members. For example, a set of exchanges on Facebook by some well-known sociologists included a posting of some ASA forms with suggested edits to make them more “customer friendly”. Edwards indicated that she would address these if someone would provide a link to where the exchange occurred. In general, Council members were requested to forward items like this to the ASA office to ensure that someone on staff sees them. Something on a blog cannot be assumed to be a communication with the Association.

After reviewing the historical chart of ASA membership counts, Lamont pointed out that membership is as low for 2015 as it was back in mid 1980s, and she inquired whether ASA’s membership decline was greater than that experienced by other membership associations. A related question was how membership numbers correlate to graduate school enrollment that have been dropping.

Edwards noted that a survey of a very small number of members who did not renew indicated that there are a variety of reasons including not affording the dues. Coming to the Annual Meeting and the relevance of other ASA benefits to their jobs, are factors. Most COSSA member organizations are also struggling with membership, some more than others. ASA has been adding benefits that focus on lower income categories. It remains unclear, however, who the sociologists are for whom ASA membership is problematic whether from the perspective of services or cost.

Since it appears that membership is not struggling in high income categories, some worry was expressed that the organization was moving in the direction of becoming a high service organization for elite sociologists. This was acknowledged as an important issue, and a complicated one. Across all academic institutions, membership in ASA may not be the most relevant professional membership for some; a regional society or a specialized scholarly organization may be more relevant.

Hillsman indicated that ASA's approach has been to try to provide services and products that are relevant to all sociologists, whether or not the users are members. One question to be considered is whether ASA membership as a proportion of all practicing sociologists is important. If the purpose of the Association is to address the needs of *all* sociologists, then it is relevant. There are, however, differing opinions about that around the Council room and elsewhere.

One reaction was that it would be short-sighted to define ASA as not representing all sociologists. The APA (American Psychological Association) and AEA (American Economic Association), for example, have many members outside academia for whom services are provided. It was pointed out that APA and AEA are very different organizations. APA has many practitioner members, and products are pertinent to the certification needs for that profession. AEA as an organization is financially supported by one publication; AEA could charge nothing for membership and journal subscriptions if it chose to do so.

In the past, ASA had to tread carefully in terms of recruiting members because regional and aligned associations saw the association as poaching on their membership territory. That concern has been allayed through the liaison work done by staff sociologists while attending all the regional meetings every year. On the other hand, feedback from those visits often includes perspectives that the ASA "culture" can be unwelcoming, whether or not it is actually elitist.

The profession of sociology has been changing. Many graduates are going into teaching institutions, but they still want to do research and present scholarship at ASA Annual Meetings. Contingent labor market issues also affect one's ability to belong to professional organizations. The American Studies Association annually gives an award to a contingent faculty member, which intends to show that the association values professionals in the contingent labor force. Some council members thought ASA should look at such strategies for possible adoption and investigate whether there are ways to offer scholarships for sociologists who have no funding support from their institutions for travel to professional meetings.

A suggestion was made to consider establishing a membership task force to address some of the issues of outreach to different segments of the sociological community. The challenge of getting input from non-members was mentioned, and it was noted that in the past Council has not wanted the association to reach out to non-members through departments. Caution has been exercised about sharing an individual's membership status with department chairs.

The President asked for volunteers to work on developing a proposal to set up a task force on membership outreach and received positive responses from Tina Fetner, Leslie McCall, and Wendy Ng. It was clarified that the subcommittee should not work on gathering information *per se*, but focus on outlining a potential charge for a task force which could include identifying types of sociologists and the types of information such a task force might consider.

B. Section Report

The 2015 membership year ended with small membership declines in some sections. Although section memberships dropped, the rate overall was lower than for total ASA memberships.

However, the long-term trend toward greater numbers of section memberships per member has continued. That rate is up to 3.12 sections per member. This year there are a few declines in sections, but those who remain tend to be more active across sections.

Section Coordinator Justin Lini reported that some sections were struggling with membership, but for various reasons. Disabilities and Society had purchased many gift memberships in the previous year, and those recipients were not choosing to renew. Mental Health lost almost all of its student members because it could not continue subsidizing journal subscriptions for student members.

It was suggested that Council consider initiating a process to evaluate small or inactive sections by asking the Committee on Sections (COS) to come up with a proposal for dealing with sections that fall below the membership floor (300 members) to receive services. Questions were raised about whether small sections pose a financial or other burden on the organization or enhance membership (or both). Some small sections seem to be doing fine, while others appear minimally functional. Focusing on numbers alone does not tell anything about the vitality of a section. Some small sections tend to have very idiosyncratic factors that affect their membership, such as being a highly specialized area of scholarship (even if an important one), such as the History of Sociology.

One area where sections focus a lot of attention is their activities at the Annual Meeting. The connection between section membership size and the allocation of program space for a section can be viewed as a problematic incentive. It has caused many section leaders in past decades to pay for student memberships and/or buy gift memberships by September 30 each year in order to raise their section membership totals high enough to qualify for a larger program allocation. It seems advisable to give some thought to the “reward” aspect of basing program access on membership levels.

There was consensus to ask COS to explore these intersecting issues further.

MOTION: To ask the Committee on Sections to further explore the issues of small sections, sections that are not very active, and the incentives that cause efforts to increase the size of sections. Carried unanimously.

(1) New Section

No proposal was made.

(2) Section bylaws changes

The Committee on Sections reviewed 17 sets of amendments to section bylaws, most of which were related to dues increases, and recommended that Council approve all the proposed changes.

MOTION: Council approves the proposed bylaws amendments and dues increases for Sections 02, 10, 11, 12, 13, 16, 19, 20, 21, 22, 32, 46, 49, 50, 51, 52 so that they may be included in the 2016 ballot. Carried unanimously.

Council took a break at 3:10 – 3:30pm.

C. ORN Bylaws

The ASA Opportunities in Retirement Network (ORN) is scheduled to have its first election of officers on the ballot this spring. All retired and emeritus/a ASA members are automatically members of ORN and eligible to vote on the slate of officers. Council was asked to approve the proposed bylaws for ORN.

MOTION: Council approves the proposed bylaws for the ASA Opportunities in Retirement Network (ORN) for placement on the election ballot. Carried unanimously.

8. Annual Meeting

A. Update on the 2016 Annual Meeting and Related Presidential Activities

Milkman gave a brief overview of the plenary sessions, two presidential sessions, and a town hall meeting and noted that information about all the sessions is now available online. Scheduling information will be posted in early May.

B. Update on the 2017 Program Committee

Lamont reported that the 2017 Program Committee met in Montreal two weeks before the Council meeting and made tremendous progress on planning the program. The opening plenary will focus on “Dignity, Morality, and the Bridging of Group Boundaries.” Other plenary topics are “A Conversation around the Politics of Distribution and Recognition”, “ The Pursuit of Inclusion through Law, Policies, Narratives and Other Means”, and “A Vision for Racial Inclusion.” Invitations to speak may be offered to Barney Frank, Christopher Stone, and Michelle Obama.

Given the meeting theme and the meeting location, the Program Committee is making efforts to expand the international focus of the program. Several sessions will be sponsored with the two Canadian sociological associations. In addition, 2017 turns out to be an anniversary year in several ways. It will be the 75th anniversary of Everett Hughes’ publication, so a session is being planned about that. 2017 is also the 275th anniversary of Montreal, so there is hope of tying into some city celebrations or special events, perhaps Cirque de Soleil.

C. Report on Open Submissions Process

Meeting Services Program Manager Jamie Arca reported that the number of paper submissions for the 2016 Annual Meeting was 4,076, which was very close to last year’s total of 4,161. The submission system was modified last year to permit an organizer to let a colleague assist in

reviewing submissions. Some organizers receive more than 40 papers, so assistance with the workload has been helpful to a few organizers.

Council members asked questions about the submission and review schedule, and some relayed complaints about the process. A submission deadline in early January was viewed as too close to the holidays, for example. The submission site opens in November, however, so authors do have two months to make their submissions. For the 2016 Annual Meeting, the submission site opened on November 3, 2015, and closed on January 6, 2016.

The various deadlines are established by working backward from the target date (April 30) to put the final program schedule online. Organizers need sufficient time after the submission site closes to review papers/proposals and make acceptance decisions. Following that, Meeting Services staff need sufficient time to schedule more than 600 program sessions and hundreds of meetings, including chasing down delinquent organizers and winnowing multiple participations down to match program policies.

A Council member with experience serving as a session organizer inquired whether it would be possible to give organizers access to the submission system before the deadline so that they could get a jump start on reading papers. Arca indicated that a great many of the authors make their submissions in the last few days before the deadline, so there is not a lot of material available for early review. In January 2016, over 3,000 papers were submitted on the last day.

A motion was made to give session organizers access to their paper queues in the submission site when the system opens for 2017. The President suggested that Meeting Services staff could investigate the options and let Council know in August if there are any problematic issues.

<p>MOTION: That paper submissions for the Annual Meeting be made available to session organizers when the submission system opens. Carried (17 yes, 1 no, 0 abstentions).</p>
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9. Committee, Subcommittee, and Working Group Reports

A. Committee on Awards: dissertation award winners

Members have raised the question about whether, for a number of scholarly and pedagogical reasons, a dissertation that receives the ASA Dissertation Award should be publicly available. Council had requested that the Committee on Awards (COA) consider what the status of award-winning dissertations should be.

COA chair and Council member Adia Harvey Wingfield reported that COA met via conference call and prepared a recommendation for Council that candidates' dissertations must be made publicly available in Dissertation Abstracts International or a comparable outlet in order for the dissertations to receive the ASA award. This proposal clearly sets an eligibility policy for the award.

Discussion focused on whether to set a time limit for public availability of the winning dissertation, where the dissertation should be housed, and whether the material should be the abstract or the complete dissertation. For archival and reference purposes, the complete dissertation is desired. There were somewhat different perspectives on the extent to which having a dissertation available online would affect publishing prospects. Since the award is being given by the Association, there was agreement that ASA should house the archive of dissertations that receive the award.

MOTION: If a dissertation is selected for the ASA Dissertation Award, as a condition of receiving the award, the author must agree to archiving the dissertation on the ASA website. Carried (17 yes, 1 no, no abstentions).

B. Subcommittee on the Nominating Process for the Committee on Nominations

Council member Fetner summarized concerns raised last year by the Council Members-at-Large (CMAL) regarding the process they carry out to a prepare rank ordered list of nominees each year to run for election to the Committee on Nominations (CON). Even though all the individuals present in the meeting sought a broad array of diverse candidates, the process itself pushed toward relying on personal knowledge of colleagues to select potential candidates. Because placing a candidate at the top of the list is the result of support from more than one Council Member-at Large, a relative smaller network of individuals with multiple ties to Council members tended to rise to the top. This resulted in an overrepresentation of certain types of institutions, along with overtaxing a small group of women of color for service to the discipline.

An alternative process that included randomization was outlined in the subcommittee's memo. The current process was reviewed by Council. CMAL submit names in advance to ASA governance staff, who compile the lists and add names that were suggested but unused in the past. These lists are sent to the CMAL in advance of their meeting for consideration. During the meeting, the CMAL rank the names to achieve lists of the top five candidates.

There were differing viewpoints about what strategies would solve the issues. One element beyond any nominating body's control is whether individuals on the list accept the invitation to run for office. A request was made for information about the composition of the Committee on Nominations in the past few years, along with any aggregate data that are available on those who declined to run.

Additional suggestions were offered for changing the CMAL processes, including limiting the use of past nominees to three years, giving CMAL more time to do background research in advance of the meeting, and assigning each Council member a specific set of names to investigate.

Given the variety of responses and lack of consensus, the President suggested postponing any action on the subcommittee's recommendations.

MOTION: To postpone making a decision about CMAL processes until more information is available on the slate development and composition of the Committee on Nominations for past few years, with the intention that Council as a whole consider this next year. Carried (15 yes, 2 no, 1 abstention).

C. Subcommittee on Ethnography

Council member Karyn Lacy reported that the subcommittee had developed two options. The first was organizing a professional workshop on the process of ethnography to be led by Annette Lareau as part of the program for the 2016 Annual Meeting. The second was to inquire whether the editors thought a special issue of *Contexts* would be of interest to them; the editors liked the idea and undertook to decide how to approach it. The issue will be out shortly. It includes articles on team collaboration, making ethnographic data publicly accessible, the challenges ethnographers face in preparing proposals for IRBs, and more.

The President commended the subcommittee for its work and thanked the members for their efforts.

D. Working Group on the Time and Venue of the Annual Meeting

Research Director John W. Curtis provided a brief progress report. This working group was formed by Council in response to an online petition from members several years ago. It first met during the 2015 Annual Meeting in Chicago to consider how to go about gaining information. The intention now is to do a survey of entire membership, partly to raise the visibility of the effort. The questionnaire lays out concrete factors that go into decision-making to attend the Annual Meeting, and asks how much those go into responders' decision-making. The survey will be sent out to all members for 2015 and 2016; a draft of the survey was available for reference. The working group intends to report back to Council in August.

10. Status Committee Updates

A. Committee on the Status of Racial and Ethnic Minorities in Sociology (CSREMS)

The CSREMS has been looking at the demographic information collected on the ASA membership form. In an effort to build an infrastructure for accuracy guided by the insights of intersectional knowledge projects, as well as the U.S. Census, CSREMS requested that Council consider revising a current demographic question, adding a detailed Hispanic national origin category as a separate question from race, and adding the option to list specific Asian group categories under the very next question about race. This would appear both online and on the paper version of the membership form.

Discussion initially focused on the logic behind separating Hispanic origin out of race categories, which seems to go against recent research on "Latino" being seen as a racialized category. One Council member who worked for the 2010 census indicated there was a lot of frustration about

this issue, and raised the advisability of waiting to see what the Census Bureau does for the 2020 census.

There was also some discussion about why ASA asks these demographic questions and how they are used. The Executive Office keeps such information confidential, and presents it in publications only in aggregate form. Since the primary use of member demographic data is for research purposes within the Association itself, and also to provide the ASA Status Committees with information about the inclusiveness of the membership, then Council members felt the ASA does want members to provide the information voluntarily.

There was growing support for the idea of waiting to see what the Census Bureau will do. Information was offered that the bureau will be testing the race question in 2017, and the results will be announced in 2018. Changes in ASA's demographic questions could be deferred until the 2019 membership year.

The CSREMS current proposal seemed based on the previous census categories (2000), which may not be the same in the next census. It was pointed out that the Census Bureau has identified problems with the way we are proposing to think about racial/ethnic categories now. Hispanics appear to be offended about having to first identify as Hispanic before replying to questions about race.

Recognizing that all such race/ethnic categorizations are sociologically problematic, ASA may want to remain with the Census categories since research and inclusiveness are the main reasons for ASA collecting it. The Census Bureau is undergoing a 5-year long process to come up with what it considers a better way for Census purposes. If ASA adopts the census categories, it would be going the route of the most agreed upon way. The current proposal from CSREM is one way to collect data but may not be the best way for ASA's purposes.

The pros and cons about sending the issue back to CSREMS and requesting more information or guidance were debated. The option of tabling the proposal was also considered. A motion was offered to thank CSREMS for its work and indicate that a decision about changing ASA's demographic categories would be postponed until the results of the Census Bureau's research are available. A suggestion to add "please specify" to the current categories was not accepted as a friendly amendment of the motion.

MOTION: Council thanks the CSREMS members for their work, but because there is research going on in the Census Bureau on these very issues, Council has decided to wait and see results of that research and make decision based on those results. Carried (13 yes, 1 no, 4 abstentions).

Discussion continued about whether to "tweak" the current demographic categories ASA now uses. Suggestions included permitting members to check all categories that apply, adding the aforementioned "please specify" to categories, moving Filipino out of the Asian category, adding African, and more.

Some concerns were raised about problems short-term changes would create in the ASA membership database. If the categories were only being used in a survey, there would be no problem. The member demographic categories interface with a huge relational database, and creating new fields is not to be undertaken lightly. Such changes also affect the comparability of ASA data across years.

A motion was made to allow members to select as many categories of race as they wish. It was clarified that a vote for this motion means that some costs will be incurred for making changes in the membership database, and comparability issues will be created for longitudinal analysis.

MOTION: To leave race categories as they are and permit members to select all categories that apply. Defeated (3 yes, 9 no, 6 abstentions).

B. Committee on the Status of LGBTQ People in Sociology

Recommendations from the LGBTQ Committee on creating gender inclusive restrooms at the Annual Meeting were accompanied by a memo from the outgoing Meeting Services director that provided responses regarding what was feasible for the upcoming meeting in Seattle. Council was asked to endorse the recommendations of the committee and request that ASA Meeting Services work with hotels to implement the recommendations to the extent that it is feasible. There are practical considerations about the recommendation that ASA specify that a gender-inclusive restroom be included on every floor. ASA attendees are not the only guests at most hotels and convention centers at which we hold our meetings, and ASA should negotiate to achieve this level of accommodation and push for the best outcome possible. (For example, some facilities have only one set of public restrooms per floor.)

The second recommendation requested that information about gender-inclusive restrooms be included in the meeting app. Meeting Services staff wanted to know if Council felt this raised any safety concerns; Council members did not. The consensus was that locations of all service areas and restrooms should be included in the meeting app. A suggestion was also made to rename the nursing mothers' area at the Annual Meeting as the Lactation Room.

MOTION: To include information about gender-inclusive restrooms in the meeting app and make every effort to designate at least two restrooms as gender-inclusive in each venue. Carried (17 yes, 0 no, 1 abstention).

MOTION: To place information about the Lactation Room in the meeting app, and ensure that there is a sign on or beside the door to the room. Carried unanimously.

When Council recessed for the day at 5:25pm, the President invited members and staff to a reception at 6:30pm to celebrate Sally Hillsman's 14 years of service as ASA Executive Officer.

The president reconvened Council at 8:35am on Sunday, March 13, 2016.

11. Task Force Updates

A. Task Force on Contingent Faculty

President Milkman temporarily handed chairing responsibilities to Vice President Risman so that she could present the report.

The call for volunteers to serve on this new task force yielded 26 volunteers. The roster recommended to Council identified two co-chairs, Louis Edgar Esparza (CULA) and Dan Clawson (University of Massachusetts-Amherst), and 14 members: Marisa Allison (George Mason University), Celeste Atkins (Cochise College), Michael Burawoy (UC-Berkeley), Jay R. Howard (Butler University), Penny Lewis (CUNY), Ruth Milkman (CUNY), Catherine Moran (University of New Hampshire), Gillian Niebrugge-Brantley (George Washington University), Nicholas Pagnucco (Delaware State University), and Victor Perez (University of Delaware). The nominees included individuals with contingent or non-tenure track positions as well as sociologists doing research in this area.

MOTION: Council approves the membership of the Task Force on Contingent Faculty as proposed. Carried unanimously.

At the conclusion of the report, Milkman resumed chairing the Council meeting. Council took its morning break at 10:15 – 10:30am, at which point Mignon Moore had to leave; a quorum remained.

B. Task Force on Engaging Sociology

(1) Social Media Tool Kit

Council member Fetner, who chaired the toolkit subcommittee with Jessie Daniels, presented the materials. The first document was developed by JustPublics365, a group of people that worked with Jessie Daniels. It provides an introduction to social medial tools and the art of digital media storytelling.

The second document focused on promoting sociological research. It includes a variety of perspectives from sociologists about their experiences when engaging in social media and offers information on best practices and practical advice. The last section of the document talks about dealing with public attacks on social media and outlines recommendations for support by institutions. All the material is based on real life experiences.

The tool kit can be incorporated into the new ASA website in a dynamic way so that users can get pertinent pieces if they do not want the whole kit.

Council members commended the work done by the subcommittee.

MOTION: To accept the social media tool kit materials and post them on the ASA website. Carried unanimously.

(2) Standards of Evaluation

Council member Leslie McCall, who served as chair of the evaluation standards subcommittee, presented the report on how to evaluate social media and public communication. Sociologists are spending a lot of time doing social media, but how their departments or employers view this work varies greatly. The subcommittee's charge was to look at whether this should be encouraged and how to evaluate the activity. The intent was to provide information to education the sociological community by identifying what sociologists are doing, how much time is involved, rationales for doing social media work, problems/issues (cons), benefits (pros), and audiences. The issue of equality/equity came up frequently during the subcommittee's discussion, particularly in conjunction with the idea of new social media "gatekeepers". Section 5, which dealt with evaluation criteria, was identified as the key section to the report.

Council was very positive about the report. A motion was made to accept the report and begin disseminating it. Writing an article for the *Chronicle of Higher Education*, or Inside Higher Ed, was suggested.

MOTION: To thank the subcommittee members for their work, post the report on the ASA website, and request that ASA staff publicize the report in appropriate ways. Carried unanimously.

C. Task Force on Liberal Learning and the Sociology Major, 3rd Edition (LL3)

The *Liberal Learning and the Sociology Major* guide, now 10 years old, is one of the most cited documents in the curriculum of sociology. The task force was established to develop the third edition of this material. Since the previous edition, there has been a proliferation of online courses, the advance of learning outcomes in teaching, and pressures to establish a core curriculum for sociology. The new edition needs to take these into consideration.

Chaired by Jeffrey Chin, the LL3 Task Force has agreed on how to organize its work and the authorship for the final product, determined a process for researching and writing the content, and constructed a timeline for completion. A full first draft is projected to be ready for the Task Force members to review in August 2016 at its meeting in Seattle. Council can expect to receive the Task Force's final product at its winter 2017 meeting.

D. Follow-up on the Task Force on Sociology and Global Climate Change

The ASA Task Force on Sociology and Global Climate Change formally finished its work with the publication of *Climate Change and Society: Sociological Perspectives* (Oxford, 2015). As the task force members themselves and Council had hoped, the book has already had an impact and the impact appears to be continuing.

The ASA staff liaison for this task force, Margaret Weigers Vitullo, commented that the closing chapter of the volume strongly criticized the U.S. Global Exchange Research Project (USGERP),

and that group has now contacted ASA about collaborating on a workshop to discuss the social science on global warming. The task force that Council approved and nurtured is likely to have a long life and considerable influence.

E. Task Force on Community College Sociology Faculty

Vitullo reported that this task force was asking for a 6 month extension. It aims to submit a final report to Council in August 2016.

12. Executive Office

Hillsman referred Council to the reports of various programs contained in the agenda book that were written by the staff responsible for the work. These reports keep Council apprised of all the activities of the Association and are the documented history of Association's work; all Council agenda books are archived. Hillsman indicated she would focus on a few reports for discussion.

A. Overview of the Staff and Year

Hillsman noted one important staffing change—the departure of Kareem Jenkins, Director of Meeting Services, after 13 years at ASA (7 years as director). EOB did a champagne toast of Kareem and his contributions at the snowy EOB meeting in January; Kareem's last day was the end of February. The position has been advertised and a large number of good applications have been received. Deputy Executive Office Janet Astner is leading the search, and Meeting Services Program Manager Arca will be involved in interviews with finalists.

B. Information Technology Report

No discussion.

C. High School Sociology Program

Hillsman introduced the proposal to establish a permanent High School Sociology Program by indicating that EOB had reviewed the proposal and affirmed there were no budgetary concerns. The budget for the initial year of a permanent High School Sociology Program is in the 2016 operating budget and the level of support is consistent with the annual costs (~\$11,000) during the previous five years of the High School Planning Program that has been supported by various ASA restricted funds.

Minority Affairs Program Director Jean Shin indicated that the planning program has been the primary agent in developing an ongoing relationship with high school teachers of sociology across the country. Last August Council approved the new high school sociology standards, which represented the culmination of several years of work by the planning program participants. As a permanent program, the High School Sociology Program will have an advisory panel similar to those that exist for the Minority Fellowship Program and the Spivack Program.

If Council approves a permanent high school sociology program, one possible area of pursuit may be to approach the College Board once again about developing an Advance Placement (AP) test. Previously the board has said that because sociology did not have standards, it was impossible to have an AP course and test.

There was some discussion about getting feedback from Council when the time comes to revise the new standards. There is no target date for revisions, but the likely timeframe is 3-5 years in the future. The timing will be affected by how the new standards spread from state to state. Every state has a different relationship between school boards and formal processes. Involvement of the high school community will be very important to developing future revisions of the standards.

Another area to be investigated by the High School Program is whether ASA could offer Continuing Education Unit (CEU) sessions for high school teachers, who are required to earn a specified number of CEUs to maintain their teaching certification. Webinars that provide CEU credits could become a future revenue source for the ASA. Carefully designed webinars by eminent sociologists could be very exciting, but it will be essential not to have a top-down attitude of telling high school teachers what to do.

Noting that the \$11,000 for the High School Sociology Program was included in the 2016 budget that was approved earlier, the President asked for a vote on the proposal.

MOTION: Council approves the establishment of a permanent ASA High School Sociology Program. Carried unanimously.

D. Research on the Discipline and Profession

(1) Journal Archives Project updates

Director of Research Curtis reminded Council that the NSF-funded project deals with editorial office materials for a specific period of time prior to 2010. The materials include rejected manuscripts, peer reviews, editorial office notes, etc. that are in what the ASA office staff refer to as "the boxes"-- 600 cartons of papers documents from several (not all) ASA journal editorial offices. ASA received a grant from NSF to digitize these materials and transform them into a researchable archive. A transfer of the Principal Investigator designation from the Executive Officer to the Research Director is in progress.

Activities are now at the stage of contacting authors and reviewers to get their permission to include personally identified materials in the digital archive. If there is no response to a request, the materials will be included anonymously. A decision was made with the agreement of the Advisory Committee to start with ASR because it is the flagship journal and has most complete and thorough records. The expectation is that the data will eventually be available to scholars who apply to ASA for access and agree to maintain the confidentiality of identifiable records.

A second project focuses on the digital information on ASA journal submissions and decisions managed by SAGE since 2010. No decision has been made on what to do with these data yet

but they are an obvious continuation of the NSF-funded research project. The Committee on Publications is doing a survey of the entire ASA membership to get input on what members think about ASA regularly asking submitting authors for permission to retain and use for confidential research the records in this digital system (3,300 responses have been received). An “opt out” would also be provided. The survey results will go to the Publications Committee, which will make a recommendation to Council.

E. Externally Funded Projects

No discussion.

F. Academic and Professional Affairs Program

No discussion.

G. Minority Affairs Program

Director of Minority Affairs Shin took a brief moment to mention that Vice President Risman, who is also serving as President of the Southern Sociological Society (SSS) this year, was hosting an MFP benefit event in her suite at the SSS Annual Meeting this spring as part of that society’s ongoing support of the program. Attendees can buy event tickets as part of SSS registration process. Shin expressed gratitude to Risman for her support of the program. Regardless of the dollars raised, the benefit is an important precedent and increases visibility for the MFP.

H. Student Programs

No discussion.

I. Public Affairs and Public Information Program

Communications Director Brad Smith referred Council to the chart comparing activities for 2014 and 2015. The database of ASA member experts available to consult with the press is somewhat smaller because those who have not continued their ASA membership have been removed. The experts database is being rebuilt under the membership AMS so that members can sign up to participate when they renew.

A press release done on Adam Langford’s study of mass shootings generated considerable interest during the previous Annual Meeting. After the shootings in Santa Barbara occurred, there was more coverage of that research. Later on, a White House policy staff member referred reporters to that study.

(1) COSSA Analysis of Final FY2016 Omnibus Appropriations Bill

Smith reported that President Obama created a mandatory funding item that contained a seven percent increase for NSF to be approved by Congress. If that does not happen, at least the existing funding for social sciences should be retained.

13. New Business

A. Support for the University of Tennessee Office of Diversity and Inclusion

Council member Tanya Golash-Boza brought a request to Council to support diversity efforts on the University of Tennessee campus. On March 2nd, the Tennessee Senate education committee voted to defund the Office of Diversity and Inclusion of University of Tennessee. The issue may be bigger than it appears because, according to some press sources, the legislature is also considering a resolution that no university official be allowed to discuss race/racism unless it is specifically part of their job responsibilities.

It was suggested that the ASA President write a letter to the governor and/or other pertinent parties stating the ASA's view on the importance of diversity offices in higher education. Hillsman noted that letters of support written for other situations have tried to identify why the action undermines the institution. If Council approves the request, Executive Office staff could check on the politics and status of the situation and locate where the letter should go to achieve the greatest impact.

<p>MOTION: To empower the ASA president to write a letter to the governor of Tennessee and other appropriate parties stating our view of the importance of diversity offices in higher education. Carried unanimously.</p>

As the Council meeting moved to a close, President Milkman offered a resolution of special recognition for Secretary Mary Romero's amazing work during the past couple years, especially in leading the search for a new Executive Officer. The resolution passed by acclamation.

Adjournment

President Milkman adjourned the second meeting of the 2015-2016 ASA Council at 11:53am on Sunday, March 13, 2016.