**Secretary, Melissa F. Lavin**

**Public Meeting, November 10, 2018**

Dave Embrick opens by thanking Hephzibah profusely for how supportive she was as a program coordinator and support to his presidency as he was coming off time at the Southerns. Moreover, she stepped in at a time when she was submitting her tenure package! Much appreciated, Hephzibah!

**Hephzibah’s Strmic-Pawl’s program report:**

Hephzibah emphasizes that AHS had an initiative to broaden activists’ participation, and that goal was met at our AHS 2018 in Detroit. AHS wanted to do more to acknowledge the activists who joined us; each activist got a personal note or a packet to deepen that meaningful connection and intentionality. There were 20-21 self-identified activists present at AHS 2018!

AHS also wanted to be more intentional about spotlighting sponsorship of the organization. If $250.00 or more was donated, sponsors were formally recognized by a full page ad to the program, and a call out in the program. Everything was printed and shipped for around $600.00.

The other main intention was to make the program more visually appealing; everything was in color and the font was easier to read. The hotel and off-site conference presented some challenges, but all and all, it worked well.

The offsite reception also worked well. The artists sold work at the off-site reception. We now have 200 AHS magnets left over, and we can push those out to other spaces. We also had AHS note pads, and reusable folders.

**Jeff Torlina, Incoming President of AHS, talks about AHS 2019 in El Paso, Texas!**

Our next AHS will take place over the October 31st holiday and will take place at the borderlands. The theme of AHS 2019 will be “crossing boundaries.” Jeff pointed out that we are continually hearing media campaigns of fear-mongering about poor and racialized people coming over the border. The conference can address issues like the wall, separation of families/asylum seekers, and not just issues at the border, but issues of globalization and neoliberalism, and issues of (indigenous) women’s safety and social justice. Get your passports in order and get ready for AHS 2019!

The plan is to stay on UT campus for the majority of the time, and the conferences will be taking place there. There will be an adjoining hotel, which is quite nice. There are numerous hotels around town that are $50-$60 per night. The hotel that’s right next to campus is what we expect most to prefer; it is a nice, quick walk to campus and conference. There are numerous places to find inexpensive lodging. Jeff reminds us to check flight prices and look ahead of time because flights are (max) around $600.00. Around the metropolitan area, there is oftentimes round trip tickets for $150.00-200.00. Jeff is happy to take any questions about AHS 2019. He is at Siena College Sociology in Albany, NY. The program chair for AHS 2019 in El Paso is Dawn Tawwater.

The Day of the Dead holiday (El Dia de los Muertos) is taking place while we are there. The Day of the Dead will be Friday, November 1st. We are there from October 30th through to November 2nd. Our conference will emphasize current events and various issues related to the news, and maintaining our organization’s commitment to activism. There is a flyer in everyone’s program packet, and posters. Put these dates on your calendar and be excited! Dave Embrick interjects: Props to Marc Settembrino for the back cover art!

**Treasurer’s Report (Woody Doane)**

Woody begins by thanking Hephzibah for redoing our webpage, including the portal for renewing memberships. The bottom line is that this has been a pretty good year financially for AHS, not the year that Cuba was, as that was a one-time revenue windfall for the organization, but we’re still doing pretty good. The current balance as of November 1, 2018 was $8762.30; that increases $25,000 from where we were January 1, 2018. Revenue from the year has come in; the figure doesn’t include checks and writings from the past couple days, and the food and conference facility. Woody’s best guess is that, by the end of the year, the balance of $64,000 (plus or minus a thousand for the revenue of the conference) we will be at about (plus) $9,000 from where we began at the beginning of the year. A portion of that came about as a result of president and program chair who raised around $4,000 in sponsorships and program ads.

Woody has a report (which will be in the next newsletter). He does a monthly accounting of the income revenue, and has another spreadsheet where he lists everything we spend in the course of the year. Woody said that, given that we have a cash reserve, we might think of ways we can use some without running up a deficit—actions that represent our principles. Two suggestions he threw out: **one** is a stipend to handle our communications between the newsletter, the webpage, etc. Hephzibah was our webmaster. Also, social media, communication, etc., is very important. **The other thing** is to establish a scholarship fund for the annual meeting for graduate students and low income members to support costs of attendance. That reflects our values as an organization and (Woody) would rather see money being spent that way than seeing the balance go up every year. Part of his job would be to manage things.

Dave Embrick: So these are motions? On the first part, we already approved money for that position, we just never paid out the last two years. 2014. It is in the minutes.

Marc Settembrino: It was approved in 2014 at the business meeting to pay $500.00 per year to the web manager person and, looking at the January 2015 minutes, that the board made good on that. Made one payment and never did it again.

Discussion ensues (and secretary transcribes a redacted version)

Marc Settembrino: $500 stipend, constitutionally it’s a webmaster, but the website coordinator person. (language issue)

Corey Dolgon?: I would like to make a motion that we amend that, or make a new motion to approve $1000 dollars.

Dave Embrick: So there is a motion on the floor? Is there is second? Discussion?

Unknown: So one thing: It is difficult to do the webpage continually; that job is hard to fill. The newsletter is also difficult; combine those two difficult things together and it is onerous.

Unknown: Are you suggesting we pay more?

Corey Dolgon? It’s for two different people…I’m sorry I didn’t mean for it to be the same person. $1,000 total for how many it takes.

Dave Embrick: So, is the motion to increase the position to $1,000, or split it 500/500 in two positions?

Corey Dolgon?: No, $500 for both, could be the same person, that doesn’t matter…that would be a different motion to create a different position.

Dave Embrick: That is a different motion: to create a different position.

Greta Pennell: One caveat: Officers, anybody that has an official capacity with the association is considered by the IRS an employee. When we pay someone more than $600 in a calendar year, then we need to do a 1099 for those people and it makes it harder. This is a non-issue if you have two people and are doing $500 and $500. But the same person that gets $1000, that is an issue.

Unknown: Two positions, newsletter editor and a website coordinator…I think there needs to be a third position with social media. I don’t know how we work if one person wants to do two separate things. That a different conversation, but there needs to be three positions. There needs to be a separate position with social media.

Bhoomi Thakore: So we are amending the terminology of the webmaster. We want to be gender neutral, electronic communication coordinator…so where are we at now?

Corey Dolgon?: For now I would like to make the motion that we already have the position and stipend for a webpage…motion in table to add $500 to newsletter editor, second?

Dave Embrick: Motion on table to add $500 to newsletter editor. We have a second?

Greta Pennell: So the newsletter editor is a board position. And we don’t pay any of our other board members. Are we going down a slippery slope, because all the jobs are hard. Secretary is hard, and so is treasurer and program chair; these are all incredibly hard jobs, and we don’t pay them because they come as university service. All of the officers’ work is incredibly valuable; these other positions like web manager or social media person are positions that are valuable but don’t carry the cache in academe in the same way the vice president would.

Walda Katz: I’d like to speak in favor of the particular stipends that are in motion. One, we are in a new moment, and we had extraordinary and dedicated folks. We are going into a different time in academe, and some of us think that AHS can transform and realign itself with current conditions. Given we don’t have paid staff, we might think about how to take certain skill sets and look for skilled people--grad students, junior faculty, who are engaged, so I would like to support that and have this be part of the ongoing conversation about how we can break out of the past and move to the future.

Jeff Torlina: I also am concerned we are piling more cost to the organization. I am worried that we could get ahead of ourselves if we don’t have continued success with money. At the same time, these social media and other outreach positions are essential. If we are promoting these positions and rewarding them with well-deserved stipends, it needs to be focused in a way that will improve our membership and expand.

Corey Dolgon: For many years, we thought we were flush with $30,000-40,000 thousand dollars. Jim and I were both big advocates of some kind of year round position that many organizations have. The fact that we have $60,000 blows my mind right now, so I agree, I don’t know if it’s pulling out skill sets, or pulling them together, but at this moment we can afford $500/$500 per year. I’d like us to think about revisiting a more strategic plan that has to do with having 5 or 6 different skill sets.

Jim Pennell: From my experience as newsletter editor two different times short term, for me, it was the technical layout part, and at the time, we were paying someone to do the layout. That was the important part for me. The content, I didn’t mind trying to twist arms. And if you know the membership or make an effort to, you can solicit it. I enjoyed doing it and would consider doing it again at some point. I would be happy if someone else can use that as part of their work, use that as part of their dossier and do a good job. I don’t know if the $500 would be taxed, or if this is a meaningful amount. Should we be passing that down to students to help? I know the Southerns have student editors that are doing it to professionalize themselves. I don’t know if there is editorial support. A lot of it is production, we want something that looks good and works. Those are the things, if I were doing it, that I would be concerned about. If you were doing it, what would you want?

Marc Settembrino: I want to thank Walda for reminding us that the nature of the academy has changed significantly. Even that small amount of money is a symbolic gesture from our organization to say that, as humanists, we value and respect the contribution that you are making to our organization and that we support you. In the past, when teaching loads were lower, when things like newsletter editor meant more to institutions, it was a more professionalizing line on your vitae. Today, the nature of the academy has changed so much, that I think this is a great moment for us to be at the vanguard in terms of what sociological organizations are doing to support the people who are keeping the organization alive.

Johnny Eric Williams: Having a social media coordinator is vital for the role of the organization. A lot of people do not know we exist, still, and by doing this by paper alone and not having a presence on Twitter, Facebook, and everyday posting as humanist sociologists, no one knows who we are. A lot of times, they get us confused with philosophers because they think that is what humanists are. We are sociologists, activists, and we want those kind of people coming to our organization; I think it is vital that we do that (support social media). When I was VP of membership, I wanted a social media presence. If we get that, we’ll be cool. It should be compensated. When I was a grad student, or contingent, $500.00 is a lot of money.

Dawn Tawwater reinforces Johnny’s point that this is a lot of money for many on the edges in academe.

Hephzibah Strmic-Pawl: I do recognize it’s a board member position and I think that’s important to bring up. I also think that it is vital to us in making that happen, and I think we could have a conversation with whoever gets appointed to that position, about member expectations of where we want this to go, and then pay them for it. I think we should consider paying 599.00 (if 600.00 is the line for the 1099). (laughter)

Dave Embrick: The motion is to add money to newsletter editor.

Greta Pennell: When AHS was in Denver, I thought when we picked Michele DeHaven, that the money was allocated to that line knowing she was a grad student. This was to help defray her cost to attend the meeting (because we wanted newsletter editors to attend the meeting). If there was a reimbursement, it was to defray the cost of the meeting. I don’t remember if we did this in Denver relative to the newsletter.

Bilal Sekou: They should be two separate positions and I think if the decision is made to go forth with a $500.00 stipend, then there needs to be thought put into social media strategy. It needs to be systematic and not just because someone is good on Twitter. It is about the need to raise the profile of the organization, highlight work of members, advertise the conferences, to promote the newsletter, market membership, etc. From that standpoint, there needs to be a proposal, whoever gets the position, to do this job well…

Dave Embrick: The motion on the table is to add $500.00.

Hephzibah Strmic-Pawl: To impose on whomever wants to volunteer that they have to use their $599.99 to come here is not ideal. It’s whatever they want to do with their money, so long as they are fulfilling the responsibilities of the position. We can still help out by offering hospitality suite to the persons and negotiating the costs in some way.

Dave Embrick: We need to move forward, what’s the motion. Corey? What’s the language?

Corey Dolgon: My motion was $500 which I think has been amended to $599. I am good with $599, I think adding the 99 dollars is good.

Greta Pennell: Can I just check? This is the motion, I know, and it has been seconded. I want to make the amendment to it, that it is for this upcoming budget year, so that we are approving it for one year and not forever. This is so we have time for a very strategic consideration of it so it can be brought back next year.

Dave Embrick: The motion has been seconded. Let’s do the vote. All in favor raise your hand. We got 24 against; please raise your hand high. Are you abstaining? Okay. Motion passes. Boom.

Walda Katz: Do we need a newsletter? What is a newsletter doing? Because I’ve been a part of this association, and I don’t know if I’ve read it or know where to access it or how often it comes out, so is there information of who is reading it or how else we can get that information out there?

Unknown, Daina or Corey?: For whoever fills the social media roll, what about asking to have that person apply for it and show what they do on their social media sites, so we can see the activist and the action items are there.

Greta Pennell: The actions of the association to do away with the newsletter would be a constitutional amendment. The newsletter is supposed to come out three times a year, but we have had some missed issues.

Dave Embrick: We are going to go quickly because we only have 20 minutes left.

Woody Doane: One last thing I am supposed to do is the 2019 budget, which you all blew a hole through. I was just recalculating with my pen, and I did a very conservative budget, would leave us with a surplus of $3815. I think I was conservative with revenues. I pledged to make it balance: profit and spending. I think that we are in good shape. I have a template here. Most of the expenses are in rough categories because we are finalizing things like room rental or other things. Our organizational expenses are usually only a couple thousand dollars, paying the accountant, a couple of registration fees, and *Humanity and Society* mailing costs are less than 800 per year. Small costs. If we approved the template right now, it has a projected overall gained of 3,850. I can circulate that in the next newsletter and I expect the number will be higher as far as projecting cost.

**Jim Pennell, Nominations Committee:**

Thanks to everyone who made recommendations for candidates. The nominations committee co-chairs met on Thursday at 8:30 AM. One of the members did not make it to the meeting. The other four members met yesterday and reviewed nominations given to us. I just got 4 nominations. We will be vetting candidates. There is a requirement that people need to have been at either this meeting or the last meeting, but I think everyone that has been proposed is at this meeting.

It is very important, 6 candidates for 3 positions. VP for membership: Marc’s turn will be ending at the end of the next meeting. Then we will have to have another election. That usually has 2 candidates and the president. The nomination committee selects a presidential candidate to put forward to the board to approve. This goes on the ballot, but there’s the possibility of a write in.

One thing about president, part of the process of nominations, is we consider equity and representation of the leadership of the association. One of the hardest things we have is getting women to be president of the association; historically this has been a challenge and it is still a challenge. We all know the reasons. But still, that’s a problem, so if you see another man come forward as president, that would be the primary reason.

Unknown: What can we do to support our sisters so that they can say yes to a nomination?

Jim Pennell: It’s a two year term, other offices are three year terms. I appreciate if anyone has another nomination they want to put on here, I have a sheet. Please see me at the end.

Unknown (a past president): I just want to make a point about people that might feel intimidated about accepting the president nomination. If you have a good team, and that specifically means program chair and treasurer, that is crucial. I know that David was enormously helpful the whole year I was president. Hephzibah did an incredible job this year. Don’t think if you nominate yourself or someone else for the presidency, you will have this crushing burden. It’s hard. It’s work. It’s a commitment. You’re not out there alone though. As long as you pick other people to work with you.

Dawn Tawwater: I think more is going on here than being said. We had 3 consecutive program chairs that are women, which often do more work, so I don’t know why this conversation is happening. I think we have plenty of women that could serve. I don’t think women are intimidated. This is vague, so I don’t know what the response to nominations has been, or what particular difficulty they’re having, but the conversation is useless and diversionary in terms of gender in this group, and how it is utilized and how it works, because again, if this were the case, we would not have successful program chairs and secretaries that were women. It seems frustrating, we seem to be getting prepared to have our fourth man president in a row.

**Bhoomi Thakore, Vice President of Publications**

I oversee publications of the AHS. I just wanna shout out to book award winner, Ana Raquel Minian, for her book, Undocumented Lives: The Untold Story of Mexican Migration. It will be recognized at our awards ceremony.

It was discussed we have a newsletter to distribute. Michelle DeHaven has been the newsletter editor for the past two years and is coming into her last year of her three year term. If anyone is interested in the newsletter, please let me know, and I am happy to tell you more. Also be on the lookout for a jumpstart to our newsletter. We were definitely on top of some of the challenges of the newsletter, debating if we have the best format, but for now, some of the things we’re working on is the platform, like a pdf that can go to people; platforms like this are more formalized but we’re looking for suggestions on that, as well as content itself. Newsletters are based on the information that we get from our membership, so if you are interested in writing a teaching note or response to a current event, please let us know. We love to see our members represented in the newsletter. As was also discussed, in the constitution we have what is defined as a web master/web mistress…I’m working on a formal constitutional amendment that will change that language to a *website coordinator*. There is some recognition of potentially creating a third position as a social media coordinator, which may include social media from Facebook to Twitter etc. I also envisioned that position would include publicizing the conference; social media platforms during the actual conference times.

If anyone’s interested in these positions, let me know. My vision is that we can also create a term position as sort of a one year review, just to ensure that people are comfortable with the position and the expectations of the position, but also to do that formal check in. Apparently there may be a stipend to it, so that’s another incentive.

**Daina Harvey, Chief Editor, Humanity and Society**

We need to make the journal more visible. We need more good papers, to do so were going to get back on track with awards. I think 1/3 of the people that won the best undergraduate/graduate paper award (Lindenfeld Award) are currently in the room. We’ve only given it out three times in the last seven years. We haven’t gotten any submissions for that, probably my fault. Look for those kinds of calls. We do a call for papers for the conference.

**Marc Settembrino: VP of Membership**

Our numbers are down, we aren’t in any historical low period, but since 2012, we had about 410 people who had been members of the organization, but more than half are members for one year, then they are gone. An ongoing issue is retention, so I’m interested in talking to people about how we could retain members.

In sorta the same vain as trying to find a better platform and way to distribute news and information to the organization. I realize there have been challenges with the member directory. I’m trying to find better ways to get that information available to all.

One broad question that I posed to the officers in the board meeting the other day is to think about what it means to be a humanist, and emphasizing that humanism is about respecting people and respecting dignity and treating people with respect and understanding; that is our basis of being here in this room. Related to that, we also have discussions relating to harassment, exclusion, and trying to make this space a space where people feel included. I hate using the word ‘safe space’ because it lost some of its meaning, but I really want this to be a place where people feel welcomed and included. This will also help with retention.

There is within the constitution and the handbook a way for me to form a membership committee and I’m going to be exploring that opportunity, specifically looking for people to explore how we can develop an AHS statement related to harassment and inclusion.

Hephzibah Strmic-Pawl: I would like to create a subcommittee to start the draft on a statement on sexual violence for AHS. I think it has been an elephant in the room that I came out about a prominent member who raped me, and we haven’t talked about it. It makes me feel some type of way that he is still repping our organization. I’m happy to be on that committee. If anyone wants to volunteer, please email me and we can start on that.

Dave Embrick: I affirm we should have this committee or subcommittee, and this could get put it into motion now. Yes, let’s do that. Thank you all, this has been great.