

2019-2020 SSSP BOARD OF DIRECTORS MINUTES
FRIDAY, JULY 24, 2020
11:00AM – 4:00PM (EDT)
VIRTUAL MEETING CONDUCTED VIA ZOOM

ITEM #1 – CALL TO ORDER

Meeting called to order at 11:08am by President Heather M. Dalmage.

ITEM #2 – INTRODUCTIONS

Members Present:

Heather M. Dalmage, President
Corey Dolgon, President-Elect
Nancy J. Mezey, Past-President
Daina Cheyenne Harvey, Vice-President
Glenn W. Muschert, Secretary
Susan Carlson, Treasurer
Yvonne A. Braun, Board Member
Giovanna Follo, Board Member
Maralee Mayberry, Board Member
Deborah A. Potter, Board Member
Fernando I. Rivera, Board Member
Bhoomi Thakore, Board Member
Annulla Linders, Editor, *Social Problems*
Kristen M. Budd, Chairperson, Council of the Divisions
Heather Dillaway, Budget, Finance, and Audit Committee Chair
Héctor L. Delgado, Executive Officer
Michele Koontz, Administrative Officer and Meeting Manager

ITEM #3 – ADOPTION OF THE AGENDA

Agenda adopted as presented.

ITEM #4 – REVIEW OF THE MINUTES

Secretary Glenn W. Muschert presented the minutes of the 2018-19 Board Meetings, the 2019 Annual Business Meeting, and the 2019-20 Board Meeting.

ACTION: The Board approved the minutes of the 2018-19 Board Meetings, the 2019 Annual Business Meeting, and the 2019-20 Board Meeting.

ITEM #5 – PRESENTATION OF THE 2020 GENERAL ELECTION REPORT

Héctor L. Delgado presenting the results of the 2020 General Election:
President-Elect (2020-2021); President (2021-2022) Noreen Sugrue
Vice-President-Elect (2020-2021); Vice-President (2021-2022) Sarah Jane Brubaker
Secretary (2020-2021) Glenn W. Muschert
Treasurer (2020-2021) Susan M. Carlson
Board of Directors (2020-2023) Lauren E. Eastwood and Shirley A. Jackson
Board of Directors, Student Representative (2020-2022) Lydia Hou
Anti-Harassment Committee (2020-2023) Kristen M. Budd and Hephzibah V. Strmic-Pawl
Budget, Finance, and Audit Committee (2020-2023) Becky Pettit
Committee on Committees (2020-2023) Elizabeth Seton Mignacca and Elroi J. Windsor

Editorial and Publications Committee (2020-2023) Louis Edgar Esparza and Jean-Pierre Reed
Membership and Outreach Committee (2020-2023) Amaka Camille Okechukwu and Cynthia Baiqing Zhang
Membership and Outreach Committee, Student Representative (2020-2023) Martin Jacinto
By-Laws Amendment: Article XIV, Sections 1-4: Resolutions: Approved

ITEM #6 – MONEY MATTERS

Report from the Treasurer and Investment Advisor

Treasurer Susan M. Carlson reported on the financial status of the Society. The year 2019 was a good year financially, as net assets experienced a healthy increase. However, the budget surplus was due to the paper increase in investments. Revenues increased but did not keep pace with increases in expenses. For 2020, the Budget, Finance, and Audit (BFA) Committee is projecting a budget shortfall of c. \$90,000, considering a reduction in membership, cancellation of the in-person annual meeting due to COVID-19, the cost of the virtual annual meeting, and a reduction in journal revenue. The Society has sufficient funds in reserve for the 2020 projected deficit, however the longer concern is the possible cancellation or a loss incurred for the 2021 annual meetings.

ACTION: The Board approved the report of the Treasurer and Investment Advisor.

Part A: LBMC Client Service Communication Letter

Part B: 2019 Audit Report

The results of the audit were clean with no unusual findings.

ACTION: The Board approved the 2019 Audit Report.

Part C: Continue Discussion: Should the Board receive the minutes from the Budget, Finance, and Audit Committee Meetings? Héctor Delgado raised the issue which came up at an earlier Board meeting regarding whether committee minutes were available for review by the Board. Discussion ensued.

ACTION: The Board tabled this conversation to be undertaken during a specific Board meeting at a future date.

Report from the Chair of the Budget, Finance, and Audit Committee

Committee Chair Heather Dillaway clarified that the Society is in good financial health at this moment, especially considering the COVID-19 pandemic. However, it will be important to be aware that the future could bring some challenges in 2021 and 2022. The biggest concern is the decline in membership revenue, which has declined c. \$49,000 thus far in 2020.

Part D: Follow-up on Items Charged by the 2018-2019 Board of Directors:

1. Generate Options to Reduce the Society's Budget Deficit with an Eye toward Reduction of the Financial Deficit Generated by Society Awards. The BFA Committee has focused strongly on deficit-reduction strategies, on specific line items in the budget.
2. Evaluate the "Pilot Approach B" Suggested by the Accessibility Committee. This concerned the financial feasibility of providing subsidies for childcare, spousal care, and elder care at annual meetings. While the BFA Committee supports this initiative, the BFA Committee proposed tabling this item, noting the committee agrees that this is an important accessibility issue. In the context of the on-going

pandemic, the committee could not recommend allocating Society funds at the current time, and will revisit the issue after the pandemic situation subsides.

ACTION: The Board tabled this conversation regarding the “Pilot Approach B” suggested by the 2018-2019 Accessibility Committee, and charged the 2020-2021 BFA Committee with continuing this conversation and report back to the Board next year.

3. Develop Draft Recommendations for How to Manage the Society’s Reserve Funds. The BFA Committee mentioned that there is first a need to examine how other academic and other non-profit organizations manage their reserve funds. Therefore, the BFA Committee wants to benchmark this against comparative organizations.

ACTION: The Board charged the 2020-2021 BFA Committee to investigate and create benchmarks regarding how similar academic and not-for-profit organizations manage their reserve funds and report back to the Board next year.

4. Evaluate the Feasibility of Using a “Buy One, Get One” Promotion for Divisional Membership Recruitment. The BFA Committee recommends that we do adopt this as a promotional recruitment strategy for “early birds” who join or renew their membership between October and December 2020 for the 2021 calendar year.

ACTION: The Board approved a “Buy One, Get One” Promotion for Divisional Membership for “early birds” who join or renew their membership between October and December 2020 for the 2021 calendar year.

5. Evaluate the Request from the Committee on Social Action to Integrate the Committee’s Suggestions into the Upcoming and Future Annual Meetings. This request included holding a local lecture series and outreach with local community and activist organizations in the communities in which we hold meetings. While the BFA Committee supports this initiative, the BFA Committee proposed tabling this item, given that we are not currently meeting in person. This idea will be revised after the pandemic situations subsides.

ACTION: The Board tabled this conversation regarding the Committee on Social Action’s suggestions to integrate the committee’s suggestions into the upcoming and future annual meetings, and charged the 2020-2021 BFA Committee with continuing this conversation and report back to the Board next year.

Presentation of the 2020 Amended Budget

Part E: 2020 Amended Budget. Heather Dillaway, Chair of the Budget, Finance, and Audit (BFA) Committee, presented the 2020 amended budget.

ACTION: The Board approved the 2020 amended budget.

PART F: 2020 June Balance Sheet. Heather Dillaway discussed the 2020 June Balance sheet to provide the Board with the most up-to-date financial information available.

PART G: 2020 June Income Statement. The BFA Committee predicts a budget shortfall in 2020, which can be absorbed, although there is reason for concern regarding whether membership decline will increase over the next few months, as membership renewals are often driven by registration for the

annual meeting. The BFA Committee will continue to take the financial health of SSSP very seriously, and will be making additional recommendations to the Board about how to keep the stability of the Society intact in these uncertain times.

ACTION: The Board approved the Budget, Finance, and Audit Committee's report.

ITEM #7 – REPORT FROM THE EXECUTIVE OFFICER

Héctor L. Delgado presented the report of the Executive Officer (EO). A number of important issues were handled during the previous year:

- The EO started with a word of gratitude to the Administrative Office and the Board, particularly during the challenging time of the pandemic.
- The EO reported on the Society's practice of releasing or signing on to statements on an assortment of social justice issues. The latest letters, including a board resolution, were sent honoring the late Representative John R. Lewis.
- The EO reported on the resolutions process, including the new process which is in its first iteration.
- The EO commented on the publication of the *Agenda for Social Justice* (including the COVID-19 rapid-response volumes), and alluded to discussions about bringing greater attention to the project.
- The EO commented on the fine stewardship of *Social Problems* by the current editorial team.

ACTION: The Board approved the Executive Officer's report.

Part A. Report from the UTK Project Director. Update on conversation with Dr. Jon Shefner, who will be stepping down as UTK Sociology Department Chair, but will stay on as UTK Project Director until the current contract expires.

ACTION: The Board approved the report of the UTK Project Director.

Part B. Discuss the SSSP/UTK Contract Expiration: 12/31/21

A subcommittee (Permanent Organization Committee Chair [POSPC], one POSPC committee member, and the Treasurer) will perform a site visit of the Administrative Office the same year that the Society's contract is to be renewed. The visit should take place in the spring and be routinely initiated by the Administrative Officer.

Part C. Discuss Lack of Nominees for Offices/Committees

The EO noted the lack of nominees and voluntarism. Given that the Society relies on such service, this is a concern. These pandemic times are rather unusual; however, this issue is not exclusive to the current times.

Part D. Discuss the Future of the SSSP

The EO commented on the future of the SSSP, including the direction(s) in which the society should move. Discussion ensued regarding the possibility of regular Board meetings to discuss this and other big issues. The discussion was tabled and scheduled for the first meeting of the 2020-2021 Board on August 14, 2020.

ITEM #8 – REPORT FROM THE EDITORS OF *SOCIAL PROBLEMS*

Editor Annulla Linders reported on the status of *Social Problems*. The editorial office located at the University of Cincinnati has been effective for more than 2 years. The editors have agreed to serve another full term as co-editors (2021-24), with the addition of Derrick Brooms as editor. In addition, editor Earl Wright, II has moved to Rhodes College, but the functioning of the editorial office will not change. The journal's financial situation was a topic of conversation, and efforts to reduce costs,

especially during the current pandemic crisis. Things are running well and submissions are up. The editorial office maintains its strategies to reduce the time from submission to editorial decision.

ACTION: The Board approved the report of the Editors of *Social Problems*, including the slate of 2020-2021 Advisory Editors and Student Advisory Editors for *Social Problems*.

PART A: Report from the Chair of the Committee on Social Media

Chair of the Committee on Social Media, Trenton M. Haltom, presented the report from the Committee on Social Media.

ACTION: The Board approved the report of the Committee on Social Media.

ITEM #9 – REPORT FROM OXFORD UNIVERSITY PRESS

Mireille Yanow, Senior Publisher, Social Science Journals; Dan Poindexter, Senior Marketing Manager; Alex Reinhart, Journal Manager-Production; and Nora Barry, Publishing Assistant presented the report from Oxford University Press (OUP).

The Society is six years into publishing the journal with OUP. Circulation is in line with trends observed for other journals, and of course COVID-19 has affected journal performance in general. Online engagement in 2020 YTD is on par with that seen in 2018, and it is predicted to improve in the months ahead. *Social Problems* has been very popular, and seems drive by current affairs, such as the #BlackLivesMatter movement and other developments. In 2019, OUP marketing focused on readership, leading to a noteworthy increase in readership. In addition, OUP marketing was to increase the exposure outside the US. The journal's 2019 Impact factor 2.345, placing the journal 29th among 150 journals in Sociology. *Social Problems* is ranked 97 out of 1,243 journals in CiteScore.

ACTION: The Board approved the *Social Problems* publisher's report.

ITEM #10 – REPORT FROM THE PROGRAM COMMITTEE CO-CHAIRS

Tsedale M. Melaku and Barbara Katz Rothman presented the Program Committee Chair's report. The Board noted, with thanks, that the Program Committee prepared a full and robust program for a meeting which sadly did not take place. Dr. Melaku shared with the Board, the "SSSP needs to find ways to make racial equity intrinsic to the organization. That is when we will truly fulfill SSSP's important mission of bringing about social change."

ACTION: The Board approved the Program Committee Co-Chair's report.

ITEM #11 – REPORT FROM THE LOCAL ARRANGEMENTS COMMITTEE CHAIR

Valerie Francisco-Menchavez presented the highlights of the Local Arrangements Committee's report. There was a lot of preparation for the meetings in San Francisco, which of course did not take place. The Board noted, with gratitude, the outstanding work of the Committee. One significant outcome of this Committee was the establishment of an Indigenous People's Social Justice Award, which will be given every year to a local Native American organization or an organization working on behalf of Native Americans on a social justice issue. The Local Arrangements Committee will have the annual task of providing the Board with an organization or organizations they think merit receiving or sharing the award.

ACTION: The Board approved the Local Arrangements Committee Chair's report.

ITEM #12 – REPORT FROM THE MEETING MANAGER

Michele Koontz, Meeting Manager (MM), reported on various issues.

- The MM thanks the Board for service this year.
- The largest development of course was the cancellation of the 2020 annual meetings in San Francisco.
- The MM recognizes Rachel's work in developing a virtual annual meeting.
- The virtual meeting requires a lot of logistics, and this is a test case of sorts that will inform not only SSSP future virtual meetings, but those of other academic organizations.
- The program for the half-day virtual annual meeting will be very abbreviated, including the Business Meeting, Presidential Address, Awards Recognition for select awards, and one Plenary Pandemic Focused session.
- The MM notes that there are multiple accessibility issues that the Society may face regarding virtual components of meetings.

Part A. Meeting Attendance, 1985–2020

Part B. Discuss Factors When Selecting a Conference Hotel

At the 2019 Annual Meeting, the Board of Directors reaffirmed the current Society practice to prefer (not require) union properties for sites for annual meetings. The MM mentioned future concerns for the Board to consider regarding the selection of future hotel facilities in host cities. Discussion ensued.

Part C. Discuss/Establish Virtual Registration Fees for the 2021 Hybrid Arm

- The MM mentioned the need to establish a virtual only participation fee. Discussion ensued regarding the pricing of virtual only registration and all of the potential impacts on the Society, the annual meeting, and the future.

ACTION: The Board tabled the discussion of pricing for the virtual only meeting registration fee, and charged the BFA Committee with considering the variety of issues impacting the Society and related to the addition of the virtual meeting, and to return a recommendation of price point. The Board will revisit this conversation on August 14, 2020, and add an hour to the August 14 meeting.

ACTION: The Board approved the Meeting Manager's report.

ITEM #13 – UNFINISHED BUSINESS FROM 2019-2020

There was no unfinished business from 2019-2020.

ITEM #14 – NEW BUSINESS

There was no new business.

ITEM #15 – ADJOURNMENT OF THE 2019-2020 BOARD

There being no further time, the meeting was adjourned at 4:31pm by President Heather M. Dalmage.

Minutes respectfully submitted by Glenn W. Muschert, SSSP Secretary