

2025–2026 BOARD OF DIRECTORS ZOOM MEETING MINUTES
TUESDAY, OCTOBER 28, 2025
11:00AM–1:00PM (Eastern Time)

Item 1. *Call to Order and Welcome*

President Sarah Jane Brubaker called the meeting to order at 11:05 AM. The meeting convened over Zoom.

Item 2. *Brief Introductions*

Attendees, including officers, board members, committee chairs, and ex-officio members, introduced themselves. The introductions set a collegial tone for the meeting.

Members present:

Sarah Jane Brubaker, President
Clare E. B. Cannon, Vice-President
Kasey Henricks, Vice-President-Elect
Felicia Arriaga, Secretary
Heather E. Dillaway, Treasurer
Meghna Bhat, Board Member
Jerome Krase, Board Member
Anthony A. Peguero, Board Member
Janelle M. Pham, Board Member
Claire M. Renzetti, Board Member
Natasha Israt Kabir, Board Member, Student Representative
Rafia Javaid Mallick , Board Member, Student Representative
Shannon K. Carter, Ex-Officio, Chairperson, Council of Division Chairs
Michael A. Long, Editor, *Social Problems*
Elroi J. Windsor, Executive Officer
Michele Smith Koontz, Administrative Officer and Meeting Manager
Anna Maria Santiago, Budget, Finance, and Audit Committee Chair

Board Members absent:

David G. Embrick, President-Elect
Rose M. Brewer, Past-President
Faryal Razzaq, Board Member
alithia zamantakis, Board Member

Vote format: (Vote: XX-YY-ZZ) NN, where XX = Yes, YY = No, ZZ = abstain, and NN = no vote.

Item 3. Adopt (Revise) Agenda

The agenda adoption was delayed until 11:30 AM for quorum purposes. No additions were made to the agenda.

ACTION: The Board approved the agenda as presented. Vote (12-0-0).

Item 4. Report from the Budget, Finance, and Audit Committee

Anna Maria Santiago, Chair of the Budget, Finance, and Audit (BFA) Committee, provided general comments about the organization's financial position including the projected ~\$339,200 deficit. This figure is not new and reflects a continued pattern of deficits which have grown larger each year. She also noted that we are not attracting enough individuals to the Annual Meeting which contributes to declining revenue. Since 2022, the Society has redeemed \$270,000 from the Parnassus Core Equity Fund to cover payables. If the Society continues to rely on this mechanism to address budgetary shortfalls, we risk depleting our financial assets entirely, jeopardizing the organization's ability to function within the near future.

A. Vote on Each Action Item:

- **Investments:**

- Following the recommendations of the investment advisor, the BFA Committee proposes that the Society maintains two years of necessary funds in the restricted racial and ethnic minority graduate fellowship accounts (e.g., the Walden and Parnassus Endeavor accounts) and move the remaining funds to more financially productive accounts that can be used to offset operating costs.
 - **ACTION: The Board approved maintaining two years of necessary funds in the restricted racial and ethnic minority graduate fellowship accounts (e.g., the Walden and Parnassus Endeavor accounts) and move the remaining funds to more financially productive accounts that can be used to offset operating costs. Vote (12-0-0).**
- The BFA Committee recommends a review and revision to the current language in the Society's *Operations Manual* to (a) develop a more productive investment strategy that will help the Society to not only weather this current financial crisis, but to foster long-term financial health, and (b) to be in compliance with our own internal policies.
 - **ACTION: The Board approved the BFA Committee's review and revision of the Society's *Operations Manual* to (a) develop a more productive investment strategy that will help the Society**

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to not only weather this current financial crisis, but to foster long-term financial health, and (b) to be in compliance with our own internal policies. Vote (12-0-0).

- **Sustaining Member Funds**

- The BFA Committee recommends moving the funds generated from sustaining membership dues currently held in a donor-restricted account to a more productive investment vehicle.

- **ACTION: The Board approved moving the funds generated from sustaining membership dues currently held in a donor-restricted account to a more productive investment vehicle. Vote (12-0-0).**

- The BFA Committee recommends changing the percentage of the sustaining membership funds to remain untouched (currently 100%) to one-third of the total amount to be held for the payment of annual membership dues. The BFA Committee recommends that the remaining two-thirds of the funds in this account be leveraged for general operating expenses to enhance the overall sustainability of the Society. In addition to Board approval, the BFA Committee recommends that in the spirit of transparency, the 66 living sustaining members are consulted about the proposed change. Please note that 5 sustaining members are deceased and therefore according to the guidelines approved by the Board of Directors in 2000, these memberships are nontransferable and therefore not counted in this process.

- **ACTION: The Board approved revising the percentage of the sustaining membership funds to remain untouched (currently 100%) to one-third of the total amount to be held for the payment of annual membership dues, with the remaining two-thirds available to support general operating expenses. The Board also approved the BFA Committee Chair consulting the 66 living sustaining members regarding this change, in the interest of transparency. Vote (12-0-0).**

- **Council of Divisions**

- The BFA Committee recommends that the Board of Directors asks the Council of Division Chairs to propose the actual amounts up to a maximum of \$600 using a sliding scale or tiered division budget based upon the size of the division (utilizing the scale the Council of Divisions used to determine the number of sessions).

- **ACTION: The Board approved asking the Council of Division Chairs to propose division budget amounts up to a maximum**

of \$600, using a sliding scale or tiered structure based on division size (utilizing the scale the Council of Divisions used to determine the number of sessions). A friendly amendment was approved specifying that Shannon K. Carter, Chairperson, Council of Divisions and the BFA Committee will meet to discuss the timeline, proposed amounts, and rollout. Vote (12-0-0).

- The BFA Committee recommends that the complimentary dues and annual meeting registration for division student paper competition winners (one per division) be included as part of division budgets.
 - **ACTION: The Board approved that complimentary membership dues and annual meeting registration for division student paper competition winners (one per division) be included as part of each division's budget. Vote (8-2-2).**
- The BFA Committee recommends suspending Division Sponsored Projects until the Society is more financially stable.
 - **ACTION: The Board approved suspending Division Sponsored Projects until the Society is more financially stable. Vote (12-0-0).**
- **Social Problems Journal**
 - The BFA Committee recommends developing an open call for a *Social Problems* Editorial team. The current team is welcome to apply, but we must look for more affordable options, given the importance of revenue generation from the journal.
 - Discussion: Michael A. Long, Editor of *Social Problems*, provided background and perspective for this discussion. During the team's tenure, review and decisions times were cut in half and the total number of new submissions increased from last year. Elroi J. Windsor provided additional context from Sarah Levine, Publisher, Humanities & Social Sciences, Oxford University Press (OUP), about the managerial team and the managing editor service that OUP can provide moving forward. Additionally, OUP will contribute a one-time \$18,000 contribution in 2027 to support the Editorial Office.
 - **ACTION: The Board approved moving forward with an open call for applications for a *Social Problems* Editorial team. Vote (13-0-0).**
- **2028 Annual Meeting**
 - The BFA Committee recommends that we do not hold an annual in-person meeting in 2028 but rather develop a robust strategy for year-

long, division-centric, virtual activities (workshops, panels, social gatherings), to ensure that members remain engaged and feel that their membership provides value.

- Discussion: In our previous Board meeting, we discussed the possibility of holding this meeting jointly with the Association of Black Sociologists in Atlanta, Georgia so this update was provided with more context. It was also noted that nominees for President-Elect (2026-2027)/President (2027-2028) should be informed of this prior to running for office.
- **ACTION: The Board did not approve the recommendation to forgo an in-person annual meeting in 2028 in favor of year-long, division-centric, virtual activities. Vote (4-0-9).**

Item 5. Discussion and Vote to Approve the Slate of Nominees for the 2026 General Election

Shannon K. Carter, Nominations Committee Chair, presented the Nominations Committee report and the slate of ranked nominees.

A. Nominations Committee Report Detailing Process of Ranking Nominees

Action Item: 1) The Committee requests that the Board consider moving the deadline for nominations to September 1. The Annual Meeting is an effective place for generating excitement about positions and recruiting nominations.

Due to a lack of quorum, this item will be voted on electronically.

B. Slate of Ranked Nominees

ACTION: Following discussion, Kathryn Nowotny was moved to last in both sections where nominated and the Board approved this change. Vote (11-1-0).

ACTION: The Board approved the revised slate of ranked nominees for the 2026 SSSP General Election. Vote (12-0-0).

Item 6. Report from the President (this was provided earlier in the meeting while we awaited Board members joining to reach quorum)

President Sarah Jane Brubaker gave a brief report on recent and upcoming events, as well as highlights from a recent survey that included several areas of concern and opportunities for engagement. She noted issues related to accessibility, challenges faced by international members, continuing financial constraints, and difficulties experienced by students. In response, efforts are underway to improve coordination and facilitate more

virtual events. The Navigating the Job Market was held on September 15th. Additional events were upcoming at the time of the meeting:

- November 10th: Write On! Virtual Writing Marathon
- November 11th: Panel on Publishing
- Spring Virtual Poster Mini-Conference
- Town Hall prior to annual meeting

Item 7. Report from the Executive Officer

Executive Officer Elroi J. Windsor gave a brief report mainly focused on a prospective grant application. During the Annual Meeting, Elroi learned about the Sociological Initiatives Fund, and working with President Sarah Jane Brubaker, submitted a concept proposal for a grant of up to \$25,000. The proposal centers on building solidarity between academics and organizers, strengthening relationships among academics, practitioners, and community partners, and designing a research study on how to facilitate this work and build community in pursuit of solving and addressing social problems.

SSSP was notified that we were invited to submit a full application. Elroi will host an informational meeting for potential applicants to get more information next month and hopes to gather more information to submit a full application. Award decisions are expected in January. If funded for 2026, the project would require assembling a research team spanning both academic and non-academic spaces.

Item 8. Annual Meeting Updates

A. Update on the 2026 Call for Papers Submissions-New York City

Meeting Manager Michele Koontz asked Board members to start spreading the word about the 2026 Call for Papers and next year's Annual Meeting. The Administrative Office will continue promoting next year's meeting and sending announcements. The deadline for paper submissions is January 31st. President Sarah Jane Brubaker and Meeting Manager Michele Koontz will conduct the final site visit in early January 2026.

B. Update on the 2027 Palmer House Hotel Contract-Chicago

For 2027, SSSP was able to sign with the Palmer House, ensuring that the organization will not be charged for attrition resulting from not meeting the 2025 room block.

Item 9. New Business

Scholars at Risk Network was launched in 2001 to protect scholars, etc. and SSSP is a member. They're celebrating their 25th anniversary and asking members to pledge to

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participate in a theme of Truth Matters. President Sarah Jane Brubaker invited any ideas from the Board and/or volunteers to participate. More information will be provided at a later time.

Item 10. Adjournment of the 2025–2026 Board

Sarah Jane Brubaker adjourned the meeting. [Time not recorded.]

Minutes respectfully submitted by Felicia Arriaga, SSSP Secretary.

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ADDENDUM #1 – RECORD OF BOARD ACTIONS CONDUCTED VIA EMAIL SINCE THE AUGUST 10, 2025, BOARD MEETING

ACTION: 9/2/25 – The Board approved the 8/7/25 Board of Directors Meeting minutes (in-person with some virtual via Zoom). (Vote: 15-0-0) 1

ACTION: 9/19/25 – The Board approved the following committee appointments:

- Leticia Morales (committee member) – Anti-Harassment Committee (2025-2026 term)
 - Jason A. Smith (committee chair-elect/chair) – Erwin O. Smigel Award Committee (2025-2026 and 2026-2027 terms)
 - Heather E. Dillaway (committee chair-elect/chair) – Kathleen S. Lowney Mentoring Award Committee (2025-2026 and 2026-2027 terms)
- (Vote: 17-0-0) 0

ACTION: 9/26/25 – The Board approved all three Nominations Committee appointments:

- Joshua H. Stout’s term extended by one year, from 2023-2025 to 2023-2026
 - Tia Dickerson’s term extended by one year, from 2024-2025 to 2024-2026
 - Jamella N. Gow and Watoii Rabii’s term extended by one year, from 2024-2026 to 2024-2027
- (Vote: 14-0-0) 3

Respectfully submitted by Felicia Arriaga, SSSP Secretary.