

**Minutes 2019**  
**Executive Committee Agenda**  
**Southern Sociological Society**  
**Atlanta, GA**

**Wednesday, April 10**  
**2:00 pm – 6:00 pm**  
**Board Room**

Present: Toni Calasanti, Amanda Koontz, Kylie Parrotta, Cameron Lippard, Eduardo Bonilla Silva, David Brunsma, Marni Brown Brown, Denise Bissler, Kirsten Dellinger, Barbara Combs, Will Tyson (via Skype), Earl Wright II, Barbara Risman (late – missed first vote), Beth Rushing (late – missed first two votes), Patricia Warren Hightower (late – missed first two votes)

Not present: Chris Ellison

Welcome, Approval of Inter-Meeting Minutes, President Calasanti's Report

The meeting was called to order at 2:05 pm by President Calasanti. Cameron Lippard Lippard motioned to approve the interim votes and Eduardo Bonilla Silva seconded.

MOTION: Cameron Lippard motioned to approve the interim votes and Eduardo Bonilla Silva seconded. 10 in favor (unanimous)
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President's Report - Toni Calasanti

I want to thank Slade and Dave for all of their help. I have been juggling a lot of things and this has been a lot of work and they have been hugely important in helping me as President. Amanda and I spent an inordinate amount of time putting together the program. There are some issues that have come up that we have discussed, such as our membership year. It is partially about convenience, but we are going to switch the calendar year. The journal isn't reaching most of the membership because people were not renewing their memberships until 7-9 months into the membership year. We are going to switch to the calendar year so that they have the journal for the entire year.

We wanted to have the program reflect our concerns with sexual harassment. We have some workshop sessions that are connected to this and based on feedback from last year, we decided to have events that do not involve alcohol. We are going to have two networking events that do not include alcohol. Hoping that it will work well and that we can institutionalize it.

### Amanda Koontz – Program Chair Report

We aimed to be as inclusive as possible in terms of space and networking. The workshops compliment the theme of inclusivity, some are on networking and mentoring. We have 261 sessions this year. We have gender neutral bathrooms and a lactation space. Koontz spoke with previous year's Program Chair, David Embrick, before taking the position. She felt there was a major learning curve, especially with Meeting Savvy and issues with the timeline. She documented duties and dates to update the handbook, and intends to get feedback from other past-chairs on this working document.

Toni Calasanti discussed the need for a taskforce to help the program chair and committee responsibilities more streamlined and coordinated and proposed that Amanda Koontz, David Embrick, other past program chairs, Brad from Meeting Savvy, the assistant EO, and possibly the EO be on the taskforce. We discussed having the president-elect's program chair shadow for a year and alternative programs to Meeting Savvy. The program chair suggested considering offering a course release to help manage the time for creating a program. Dave Brunsma talked about simplifying the program formatting, eliminating fancy graphics, and app features.

We discussed the practicality of the app and whether it was accessible for all members and whether or not we could transition to a pocket program. Dave Brunsma informed us that app usage has increased every year and suggested we use the post-meeting survey to get more data from membership on program and app usage.

MOTION: Marni Brown motions to establish a Taskforce on the SSS Program Committee and Eduardo Bonilla Silva seconded. Vote: 11 yes.
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### Dave Brunsma – EO Report

The Whitley is full. I was reluctant to get overflow hotels because the other hotels are \$50 to \$75 cheaper a night. I wanted to give members options, but it wasn't filling as quickly as we needed it to. We are in an era of AirB&Bs. People can still find reasonable priced lodging.

At this point we have 972 registered. We need about 1150 because that is what we based our budget on. We have 1,044 members as of an hour ago. We need about 1500.

We ran a deficit again. I looked closely at what exactly was driving that. We had an enormous gift from Duke, but our expenses keep going up.

Nancy Kidd from ASA wanted SSS data to look at trends in the discipline, including student memberships, sociological organizations, and interdisciplinary memberships. We reviewed handouts showing how Southernns both follows and bucks trends. The

overall trend for sociological organizations in the US is a slow decline, but we are growing.

The EO discussed increase in student memberships, but how their fees are on the lower end. He talked about the increase in expenses associated with putting on the conference, especially coffee and food, and how credit card fees add up.

Dave Brunnsma moved the conversation to the calendar year and discussed the motivation being connected to *Social Currents*. We were told that in 10-15 years we would begin to earn royalties on the journal. We will renegotiate the contract soon. Subscriptions increase every year, but we have to get about 50k for any given year to get royalties. He explained that the Finance Committee had been working through proposals and that there would be a 6 month window from July 1<sup>st</sup> to December 31<sup>st</sup> where people's memberships will lapse until we start the January 1-December 31, 2020 membership year.

Decades ago we evidently had life memberships. We could do a dues only membership (\$2500) or dues and conference registration fees (\$4,000). If 5-7 people take us up on this we could be good for that 6 month window. According to Stephanie Bohon we haven't raised dues for 10 years and can increase them every three years according to the ByLaws.

The Executive Committee moved on to discuss childcare. SSS started providing childcare during Barbara Risman's presidency, but members haven't really used it over the years. We discussed reasons why including costs of bringing family members to conferences and that kids are in the hotel rooms instead of exploring the city. Should we subsidize childcare if people aren't using it or consider alternatives? We decided to ask questions on the post-conference survey to get more data.

Dave Brunnsma brought up the Tinkler workshops on sexual harassment. Shannon Davis will use an easel notebook to brainstorm during workshop sessions and then will post the ideas in open space. We talked about liability insurance.

We discussed ways to increase membership, including how to attract people who used to attend the conference while in graduate school and building an alumni database.

#### Marni Brown – Local Arrangements / SWS-South

Marni Brown explained who she coordinates with Dave Brunnsma to sign the contract with childcare, to locate gender neutral bathrooms and the lactation space, and to put together local info packet. We secured local bookstore to provide books for the author meets critic sessions. Marni Brown discussed how the local arrangements chairs should work more closely with program chair and president throughout the year.

Marni Brown discussed how SWS-South co-sponsors sessions each year and how the SWS-S Vice President works with the program chair to coordinate sessions and event times. We do a silent auction every year and we are sponsoring SONG. They will be here to talk about the work they are doing with Southern queer issues. They will be selling buttons and other swag.

We discussed adding information to the handbook, specifically the program chair timeline, about coordinating with local arrangements, SWS-VP for sessions (Coffee for a Cause, workshops, silent auction, business meeting), and documenting events like the student mixer and networking sessions, and CREM mixer so they are on the program chair's radar from the beginning and don't end up overlapping with plenaries or other important sessions.

#### Honors – Darren Sherkat

The Executive Committee reviewed the language changes that the Honors Committee proposed. We debated the purpose and intent of the award and whether the proposed changes were in line with both. Darren Sherkat explained that the undergrads have to have a commitment from their mentor, but that since grad students can self-nominate they have just need a letter stating they are in good standing with their institution. He told us about complications that arouse from student and mentors' memberships lapsing. We debated the membership year, whether they had to have a mentor in the south, and whether they had to be at an institution from the south. We also discussed making sure awards are only awarded to one recipient. Language discussion was tabled.<sup>1</sup>

#### Susan Pearce – Membership Committee

Susan thanked committee members for their help and support. The committee has been writing to department heads to recruit and diversify the membership more from HBCUs and community colleges. We have been pushing department memberships and would like to have them better highlighted on the website. We collaborated on a session with the Committee on Professions to do a session on "From Atlanta University to the Southern HBCU." We discussed doing more with social media to archive photos during the meetings. There was some discussion of having the Committee on Students be in charge of managing the Society's social media presence.

#### Committee on Professions – Laura Agnich (substituting for Ken Kolb)

We organized 5 sessions. One is on connecting social science research to policy makers (GA scholars strategy network), being professor in different institutions, From Atlanta

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<sup>1</sup> Toni reviewed Darren's language and proposed that instead of "should" we should make it "must" and to changed the deadline to December 31<sup>st</sup>. The submission must come with a statement about the author's standing. Toni worked with Kylie to revise Darren's suggestions and sent them out on the Executive Committee Listserv after the meeting.

to Southern HBCU, professional sociology in time of neoliberalism, and sociology as a profession in the age of neoliberalism. We will be meeting on Saturday and will have more to report.

#### Webmaster's Report – Slade Lellock

Slade Lellock thanked President Calasanti for being an awesome president, for putting together a great program, and for the great speakers on the program. He thanked Amanda Koontz for the program, Dave Brunsmas, and Marni Brown for her help with local arrangements.

Slade provided an update on the website. We will be transitioning to WordPress because it is user friendly and customizable. We are reworking the structure to make the menu more intuitive and are restructuring the website design. On the sidebar of the landing screen there is an aggregator of our communications (dues renewals, registration deadline, notes to presiders) and will have a news archive feed that people can subscribe to. We're going to bring back the FAQ. We're looking at more social media integration. The blog can link with FaceBook and Twitter. Now, Slade makes a message for a Listserv and then Dave posts it on FaceBook. It's a disjointed process and this could just simplify what message goes out where and how. We are thinking about how to creatively use images from old meetings, are looking for faster loading, and better search options.

#### Committee on Sociological Practice – Amy Donley

The committee is sponsoring 4 sessions for this meeting. We are going to develop something for the newsletter on highlighting sociological practice. We are excited about the theme for next year because it aligns with our committee's focus. Amy is close to Jacksonville so she is aiming to get some good sociological practice sessions there.

#### Committee on Sociology in Small & Community Colleges – Nicole Lucas

Nicole acknowledged her collaborative committee and all of their effort. She explained how they opened the newsletter up so members could write submissions. The committee organized 3 sessions: teaching first gen students, teaching sensitive topics at HBCU/MSI/PWI, and the state of sociology at small and community colleges. We reached out to the MSI and HBCUs in the local area and we got a good response. It helped put SSS on their radar. With budget cuts, it can be isolating and lonely if you're the only sociologists at your campus. We organized a reception for tomorrow between 5-7 in the Linux room.

We discussed having the committee working with membership and with local arrangements to compile lists of regional branches, community colleges, and HBCUs in the area to make a more institutionalized list that could be included in the handbook. We also talked about creating organized dinners for people who are new that could be a

built in networking opportunity. People on this list could also be encouraged to submit to TSS Teaching Corner to get more involved in SSS.

Committee on Graduate Students - Regine Jackson & Sadie Giles (absent)

We switched up the format of some of the co-sponsored sessions trying to get more attendance than last year. We set up new mentoring sessions and are co-sponsoring a workshop on preparing for the academic work place. We are also tailoring a session to undergrad students for thinking about graduate school. We floated an idea past the publications committee about trying to publish the winners of the Odum prize and we talked about the difficulties about that. We are trying to amplify the work of graduate students. We beefed up student membership in the society by working with the membership committee around ways to make it more attractive to undergrad and grad students. Regine Jackson noted that her school has a departmental membership, and we want to encourage departments that send a lot of undergrads to do a membership to make it more accessible.

We discussed building in more mentoring for the award winners and into the meetings in general. Toni Calasanti highlighted the two session mentoring event. We started with the top 20 ASA section memberships, but that wasn't where the most interest was. It is for junior faculty and grad students to chat with senior faculty. Thursday @ 1 and Friday @ 4 in the Gallery. There will be coffee. It is an opportunity to get together and talk about research. It can be a conversation around research.

Toni Calasanti pushed the meeting time back for tomorrow until 9am. We will do the first thing on the agenda and will finalize the language for the awards.

Meeting adjourned at 5:47

**Thursday, April 11**  
**9:00 pm – 10:30 am**  
**Board Room**

Present: Toni Calasanti, Kylie Parrotta, Cameron Lippard, Eduardo Bonilla Silva, David Brunisma, Marni Brown, Denise Bissler, Kirsten Dellinger, Barbara Combs, Will Tyson, Earl Wright II, Barbara Risman, Beth Rushing, Patrica Warren

Not present: Chris Ellison

Toni Calasanti called the meeting to order at 9:04 and asked Executive Committee members to review Odum language proposals that were approved by Darren Sherkat via email. She explained how she had been working on the Handbook revisions with her graduate student and Kylie Parrotta to catch inconsistencies between the website, Handbook, and nomination directions.

<p>MOTION: Kirsten Dellinger moves to change the language. Eduardo Bonilla Silva seconded. Friendly amendment by Patricia Warren Hightower – typo on “paper can have two or more” Vote: 14 Yes (unanimous)</p>
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Dave Brunisma discussed concerns with membership and registration numbers leading up the meeting. The Executive Committee was at 100% but for the rest of the committees membership was only at 67%. Registration is a different issue, because not all committee members can always make it, but they probably should. Nowhere in the bylaws or the constitution does it say that you have to be a member to be appointed or serve on a committee. Toni Calasanti discussed how this made making committee appointments difficult. We discussed committee expectations and requirements. We discussed possible language for making sure that those appointed to committees have been consistent members and that they attend the meetings. Marni Brown encouraged us to make the handbook language gender neutral throughout.

Toni Calasanti explained how she made appointments in the fall so people had time to make travel plans. She gave chairs a charge of what they should be doing and discussed how there isn't language about removing folks who aren't active. Toni distributed relevant sections of the handbook to appointees so they knew what the expectations and duties were coming into the positions.

<p>MOTION: Barbara Combs moves that we accept the language. Eduardo Bonilla Silva seconded. “All appointed members of SSS standing committees shall be dues paying members of the Society at the time of their appointment and during the years(s) of their service.” (new Article 8. Section 1) [14 Yes, 1 Absent]</p>
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Discussion was tabled so that James Maples could present on TSS.

### James Maples – TSS

James Maples thanked Dave and the committee for all they've done. He explained that TSS has no budget and that they do not need one. He bragged on his amazing army of graduate students who are about to hit the job market and the support that Eastern Kentucky University gives. He said the third generation of editors are doing a lot of great work and that they've tried to make the newsletter more applicable. He said that the archivist in him liked PDFs because they were easy for archive, but that they were discussing alternative formats (something like ASA Footnotes).

James Maples discussed getting a lot of requests for flyers and an uptick in for-profit organizations who want to advertise for TSS. He asked the Executive Committee to consider charging them \$20 to collect funds to support students in some way. He thanked Bob Freymeyer and Barbara Johnson, Stephanie for believing in him, and Paul for covering laptop and printing costs.

### Archivist Report – James Maples

James Maples has been reaching out to past leadership to add materials to the archives. We tried to rearchive our archives and it created chaos. He is cleaning it up but asked about having a graduate student assist. James is starting an internship with EKU and the Oral History Center and said having some type of stipend from SSS would help. He thanked Ruth and Jim for their work.

Dave Brunsma proposed thanking EKU for their support and then have a conversation about matching. We talked about a student receiving internship credit and a stipend. The Executive Committee also discussed archiving photos and the use of social media with James Maples to create a visual archive and including Tracey Ore in the efforts.

### Publications Report – Jill Kiecolt

Kim Ebert has been elected as our new chair. The Students Committee brought up the possibility of publishing the Odum Award winners in *Social Currents*. We had several concerns about this proposal and we did not support it. Martha Crowley will be providing an update on how *Social Currents* is doing at our meeting later this afternoon. We are also going to discuss opting out of a hardcopy of Social Currents and they can just access it online.

We discussed the recruitment of students to summarize articles and other ways to increase readership. Marni Brown brought up how Gender & Society has articles group by sub-group for pedagogical purposes to help with course development. Eduardo Bonilla Silva and Toni Calasanti raised the idea of doing podcasts to highlight pieces.

### SWS – Tiffany Taylor & Barret Katuna

Tiffany Taylor discussed how SWS is reflecting on their organization practices. They are doing a needs assessment of membership through virtual focus groups to address diversity, power, and inequality in our own organizations. She brought up how all professional organizations are working on policies around harassment and proposed a partnership. SSSP rolled out a fantastic policy and SWS discussed having an ombuds at the Winter meeting. We discussed taking a coalition approach to change the culture of the professional organizations.

Barret Katuna discussed the legalities of the policies and the Executive Committee discussed whether there was an adjudication process and not using university emails to discuss confidential information since it can be public record in some states. We want the changes to be policy changes, but also cultural changes made within the meetings and the institutions. We will provide alcohol free networking and mentoring sessions. We will get feedback from younger members and place undergraduate and graduate students on the taskforce to make sure power imbalances across categories are addressed. The harassment discussions and policies mostly focus on gender and sexuality, but ignore the micro-aggressions around race that members face. We discussed incorporating implicit bias and Safe Zone Training into the meetings.

### Nominations Report – Earl Wright II

The nomination process was very straightforward. The presidential spots took more effort, but everything went well. The presentation for tomorrow is ready. We will be recognizing members who passed with biographical information and pictures. Denise Bissler is going to MC the ceremony in Earl's absence. We discussed the difficulty of securing presidential nominees and the need to get people to volunteer to be on committees. Beth Rushing has already made her committees, but Adia Harvey Wingfield will be working on her appointments. People are busy, but we need to get more people in the mix and get new voices on the board.

Meeting adjourned at 10:55am.

**Friday, April 12**  
**8:30 pm – 10:30 am**  
**Board Room**

Present: Toni Calasanti, Kylie Parrotta, Cameron Lippard , Eduardo Bonilla Silva, David Brunnsma, Marni Brown , Denise Bissler, Kirsten Dellinger, Barbara Risman, Will Tyson, Barbara Combs, Patrica Warren (late – missed three votes), Beth Rushing (late – missed three votes)

Not present: Chris Ellison, Earl Wright II (sick)

Toni called meeting to order at 8:30. Earl Wright II is out sick and Denise Bissler will have to do the Award's Ceremony.

Finance Committee – Dave Brunnsma

Dave Brunnsma informed us that there were 1044 people registered currently. He reviewed the 2020 Fiscal Year Excel sheet budget with the Executive Committee. He discussed the six month gap in membership we will face if we transition to the January 1 – December 31 membership calendar year and the expenses that result. We haven't raised dues or fees in a decade. The Finance Committee worked over the phone and online and we made three motions that were unanimously approved. The first was to offer on July 1<sup>st</sup> of 2019 a lifetime membership for those who might be in the position to do this. We predict mid-career scholars with grant and research accounts will be the ones most likely to do it.

Eduardo Bonilla Silva mentioned it could be tax deductible, but we'd need to check under tax reform, because if so it could be a major selling point. Maybe also letting people to do it in payments. Dave Brunnsma will have the accountant check into this.

Marni Brown discussed concerns about the location and the hotel, specifically how the area doesn't align with the goals of the organization and helping the membership feel welcome. Toni Calasanti told everyone that we are already booked through 2025 and said we should remind membership that we are here after breaking another contract because of unionization issues. Marni Brown agreed that we should explain that we are thinking about workers' rights and unions because it creates frustration when the members don't know why we are staying in a place with a conflict of interest. We went on to discuss how we select cities and have them make bids and the importance of being transparent with members.

Dave Brunnsma's suggested language:

*The Southern Sociological Society (SSS) is the fastest growing regional sociological society in the nation. We have been growing consistently since 2012; with students and*

*early career scholars growing at a quicker rate. With this growth has also come the need to contract with hotels that have more space for our much larger meetings. More members presenting their scholarship in these larger conference spaces has also increased our costs at the annual meeting (our primary event) in every way (e.g., food, coffee, A/V, programs, swag, etc). In order to obtain contracts for hotels that can accommodate our meeting in one place, give free WiFi in all conference space, etc., those contracts require higher Food & Beverage minimums and more room nights – costs we must meet or face stiff penalties. In order to meet these new fiscal realities, SSS Executive Committee has decided to raise membership dues and conference registration fees for the upcoming (2020) fiscal year; SSS has not raised dues and fees for over 10 years – the time has come to do so. While SSS can (through our ByLaws) raise dues every three years by 25% maximum, Executive Committee desires to raise Regular and Sustaining Memberships by 25%, but use only a minimal (not maximal) increase structure for other categories (i.e., Students, Contingent/Unemployed ). Same goes for Conference Fees.*

MOTION. Will Tyson makes a motion and Eduardo Bonilla Silva seconds it. Vote: 12 Yes

After discussion, the Executive Committee agreed that it was time to raise dues to the amounts that the Finance Committee proposed:

Sustaining Membership from \$120 to \$150 (25% increase)  
Regular Membership from \$60 to \$75 (25% increase)  
Unemployed/Contingent Membership unchanged at \$30 (no increase)  
Student Membership from \$25 to \$30 (20% increase)  
Emeriti Membership unchanged at \$0 (no increase, nor will we increase an Emeriti w/Social Currents, which is \$25)  
Non-Members pay no Membership Dues  
We will not increase Departmental Membership Dues

Regular Conference Fees from \$60 to \$75 (25% increase)  
Unemployed/Contingent Conference Fees unchanged at \$35 (no change)  
Student Conference Fees from \$30 to \$35 (16.7% increase)  
Emeriti Conference Fees from \$0 to \$25 (an increase)  
Non-Member Conference Fees from \$100 to \$125 (25% increase)

MOTION. Finance Committee recommends to Executive Committee that we raise dues and fees according to the above schedule. Will Tyson makes a motion and Eduardo Bonilla Silva seconds it. Vote: 12 Yes

The Executive Committee discussed the need to be transparent with members regarding increasing costs and the context behind our decision to raise dues. The costs of the student mixer have been increasing and other problems have come up. We are still going to have the event, but we'll only pay for the food. Some expressed concerns that if we removed the alcohol from the student mixer that attendance would drop, but we will

still be accepting donations, and will consider distributing drink tickets through the registration process.

MOTION. Cameron Lippard moves to approve the budget and Eduardo Bonilla Silva seconds. Vote: 12 yes.

Will Tyson reported that the game night went well. 11 people showed up to the counter program (time conflict with student mixer). Hoping to stagger the times for next year.

### ASA Report – Nancy Kidd

Nancy Kidd presented on four main items. Nancy Kidd explained that ASA has fought against the President's budget the last couple of years, but now we are working with Congress and other organizations. ASA has been challenging the addition of the Citizenship question on the Census from a methodological stance instead of a politically oriented argument. The ASA has engaged in a lot of advocacy and now are going through the courts. They submitted an amicus brief and the judge cited us twice.

Second, Nancy Kidd reviewed data that ASA collected on 23 organizations' membership and registration trends. They classified the organizations into three categories: disciplinary societies, cross-disciplinary societies, and regional associations. Disciplinary societies have on average experienced disciplinary decline in membership, cross-disciplinary societies have experienced growth, and regional have held steady. SSS is growing significantly in comparison to other organizations. ASA also looked at student membership patterns. SSS is similar to others' growth, but the percent change since 2006 is quite high. SSS has a big percent growth in meeting change and is on an exciting trajectory.

Third, Nancy Kidd provided an overview on privacy issues, specifically the EU General Data Protection Regulation. ASA consulted with a lawyer, and despite not being subjected to some of the regulations, they will be adopting some of their suggestions. ASA should have a draft of a new privacy policy out soon addressing how they use membership data, cookies and Google analytics.

The fourth item Nancy discussed was sexual harassment and the planned workshops for the conference. ASA has a bystander intervention video and has been doing work with department chairs and other efforts on the educational front. ASA is developing a best practices document across a number of different areas so department leadership can think about how to address this in multiple ways. In the Naval Academy they use a committee of three model, so ASA is considering different structural changes they can make. ASA wants to recognize departments that are excelling at this, and to do positive reinforcement around prevention.

At the annual ASA meetings, members will be required to read the policy and sign it when they register for the conference, and they will be made aware of consequences such as being removed from the meeting. Nancy reviewed COPE's role in managing complaints, especially outside of the ASA context. ASA is developing policies to address when someone is nominated for an award or office, and one for after the fact for revocation situations. They are trying to keep people from getting into these positions in the first place by adding a question about ethics to the awards questions and the nomination procedure. Now instead of letting nomination applications just roll over, nominees will have to be renominated and sign off on the ethics question. ASA may have them sign off on themselves if they were nominated for the award too.

The Executive Committee discussed the motivations behind ASA's changes, including making sure unethical people don't win awards and that they don't make the organization look bad. They are changing the COPE procedures around reporting and we discussed how reporting could possibly work across organizations.

Meet adjourned 10:05am

**Business Meeting**  
**Saturday, April 10**  
**7:45 pm – 8:30 am**  
**Board Room**

Present: Toni Calasanti, Kylie Parrotta, David Brunσμα, Marni Brown, Denise Bissler, Kirsten Dellinger, Barbara Combs, Will Tyson, Beth Rushing, Katie Acosta, Kecia Johnson, Stephanie Bohon, Lisette Garcia, Michael Hughes, Shannon Davis

Not present: Chris Ellison, Earl Wright II, Eduardo Bonilla Silva

Toni Calasanti called the meeting to order at 7:52 am.

Executive Officer Report – Dave Brunσμα

Dave Brunσμα reported that at this point in the meeting we had 1,074 registrants and that last time we were in Atlanta we registered 1141. We currently have 1144 members and still expect more to register. Dave reported on the fiscal year that passed. For the year of Eduardo Bonilla Silva’s meeting our operating expenses exceeded our revenues by \$10k. It was the largest SSS meeting in our history (2018). We brought in 20% higher than we estimated for registration. We had 15% growth and it brought in more money, but, expenses were up. Our conference hotel was not large enough to hold all of the papers, so we had to take out an additional location at the Omni. We had to rent out breakout rooms and extra AV. Extra \$7k in expenses. The Finance Committee has been working through numbers and ways to enhance the meetings. The membership in the NOLA year was 1571, and we ended with the highest number of registrants (1405) in SSS history.

Dave Brunσμα has completed 7 years as the Executive Officer. He thanked the Executive Committee for their support of him and of Southernns. He thanked Slade for his gifted skillset that has been vital to the health of the organization. Dave said Amanda Koontz did an amazing job and she was on top of things and was organized. Dave Brunσμα commented that he works with Toni Calasanti, but that this was the first time he really had worked with her. He said he was looking forward to working with Beth Rushing and Denise Bissler. Tanetta Andersson will be the program chair and he thought it would be a great team. He thanked Charles Tolbert, John Ryan, and Virginia Tech for being so supportive of his position, of the Society, and of Toni Calasanti. Dave Brunσμα also thanked Martha Crowley and George Wilson.

The Executive Committee discussed the positive things that people have been saying about the meetings and that the networking sessions yesterday were very well attended. Dave Brunσμα said they would be reaching out to the presidors to get information about who attended sessions.

Toni Calasanti thanked the Executive Committee, stating that it was great to work with everyone to better the organization. She said she appreciated the conscientious nature in which people have dealt with everything.

Toni Calasanti passed the gavel to Beth Rushing at 8:10 am and explained the history of the mirror and the books that are passed between the Presidents of Southern.

#### Comments from President Beth Rushing

SSS was the first professional conference that Beth Rushing ever attended and where she first presented. She said Southern has been her professional home for all of these years and was a special place for her. Beth said Southern was a vibrant and intellectually interesting organization and that it was striking to reflect on where we were and the year to come.

Beth Rushing provided a mini bio. She's been a faculty member, but for the bulk of my career has been an administrator. She is now President of a consortium of 35 colleges in Appalachia and feels she comes to the organization from a different place. She is interested in how sociologists are placed in different places and make different sociological impacts on the world. Tanetta Andersson from Trinity College will be the program chair. Laura Atkins will be local arrangements chair. She discussed her ideas for the meetings. How do we put sociology to use? How do we put our sociological findings to use in the world? "The study of literature is equipment for living" – rings true for sociology too.

Business meeting adjourned at 8:18 am.

**EC Meeting**  
**Saturday, April 10**  
**7:45 pm – 8:30 am**  
**Board Room**

Present: Toni Calasanti, Kylie Parrotta, David Brunσμα, Marni Brown, Denise Bissler, Kirsten Dellinger, Barbara Combs, Will Tyson, Beth Rushing, Adia Harvey Wingfield, Katie Acosta, Kecia Johnson, Lisette Garcia

Not present: Chris Ellison, Earl Wright II, Eduardo Bonilla Silva

Beth Rushing called the meeting to order at 8:33 am and asked everyone go around the table to do introductions.

Unfinished Business

Toni Calasanti brought up that the Executive Committee needs to discuss terms of filtering requests of what to post on the Listserv. She provided the example of the recent fire at the Highlander Center and how they debated whether or not it was something that SSS should post. SSS currently gets paid to post job ads on the website. We discussed posting calls for papers and for presentations on social media and the need to development guidelines for posting materials on the website and on the Listserv. Currently, Dave Brunσμα uses his discretion and we decided that would be best until the new website rolls out.

Marni Brown brought up the sexual harassment sessions and asked the Executive Committee to discuss our plan moving forward.

Beth Rushing said that she needs to be updated on the Ad-hoc Sexual Harassment Committee (Marni Brown and Barbara Combs have served on this) and will review the SSSP and SWS policies.

We discussed creating a committee with a Gmail address so that people were not using University addresses to message about complaints. We brainstormed ways to make the meetings more inclusive and how to best address harassment, especially race-based types. We went through several scenarios and how to take educational responses, not just punitive ones. We talked about policing white fragility and organizational liability for not addressing serial harassers and the need and corresponding costs associated with having a lawyer and partnering with SWS and SSSP and having their ombudsperson attending conferences.

Beth Rushing will find out more about the ombuds and will work on that. She liked the idea of a discrimination committee and the safe zone idea around harassment and proposed the creation of a committee.

MOTION. Marni Brown makes a motion to establish an ad-hoc discrimination committee and Will Tyson seconded. [discussion continued without vote]

Toni Calasanti discussed appointments and Katie Acosta proposed changing the name to the Diversity, Equity, and Inclusion Committee. Dave Brunnsma asked if we should make it a standing committee or ad-hoc for now.

MOTION. Toni Calasanti moved to establish an ad-hoc committee on Diversity, Equity, and Inclusion Taskforce and Dave Brunnsma seconded. Vote: 14 Yes.

Beth Rushing wants members of the executive committee on the task force. Lisette Garcia, Kecia Johnson, and Kylie Parrotta will join the taskforce.

Beth Rushing will follow up with the sexual harassment taskforce (Toni Calasanti, Barbara Combs, and Marni Brown).

Meeting adjourned at 9:38 am.