

Minutes 2022
Executive Committee Agenda
Southern Sociological Society
Birmingham, AL Meeting

Wednesday, April 7
2:00 pm – 6:00 pm

Present: Beth Rushing, Kylie Parrotta, David Brunnsma, Lisette Garcia, Stephanie Bohon, Cameron Lippard (late), Earl Wright II (left for session), Marni Brown, Abby Lowerman (presidential aid), Kendra Jason (late)

Not present: Toni Calasanti, Margaret Hagerman, Tiffany Taylor, Adia Harvey Wingfield, Megan Underhill, Kecia Johnson

Welcome, Approval of Inter-Meeting Minutes, President Bohon's Report
President Bohon called the meeting to order at 2:05.

President Stephanie Bohon requested that Kylie Parrotta correct two things in the 2021 meeting minutes to clarify that the DEI Task force made recommendations, not her as President on page 13 and 14 motions.

President Bohon acknowledged that it has been a hard year for our membership. She intentionally did not put pressure on committees to do more work since members were feeling overburdened. President Bohon and EO Dave Brunnsma stated this has been the hardest meeting to negotiate and plan. Nadya Vera is replacing James Maples as TSS Editor. James Maples will be resigning as archivist as well. Martha Crowley and George Wilson finished their term as co-editors of *Social Currents*. They are being replaced by Jennifer March Augustine & Amanda Koontz. Kylie is rotating off as recording secretary and Rhiannon Leebrick will be replacing her.

Local Arrangements – Patricia Drenti & Verna Keith

The committee started meeting in summer 2022. They made a list of sites and attractions, while keeping in mind distance and transportation. Two emails went out to the membership with materials and COVID requirements. A list of child care options for members was provided and bus service information was included. The local arrangements guide is on the app. Stephanie thanked Patricia and Verna for their service and for getting the materials together for the membership.

Dave Brunnsma encouraged the EC to discuss the requirement for COVID vaccinations and the anti-harassment pledge. Lyla and Dave individually messaged people about their vaccine cards not being uploaded and were able to receive 100% compliance. Dave Brunnsma worked up a draft for COVID protocol for the annual meeting, Stephanie Bohon reviewed and approved it. It was uploaded to the mobile app for members on Thursday morning of the annual meeting.

Program Committee / TSS – James Maples & Carmel Price (Nadya Vera)

3 people canceled today due to positive COVID tests and a few other people canceled because of other issues. We had 9 cancellations earlier that made it onto the errata sheet that were not COVID related. James and Carmel have enjoyed being program co-chairs and said it was exciting working through the uncertainties of the conference. They were happy to be back face-to-face with 152 sessions and 482 people who have submitted papers.

James and Carmel made a help video for the next program chairs and they will share the link with Kylie to pass on to the new chairs. They paid attention to the themes and sizes of the rooms when booking and scheduling. They anticipate hiccups, but want any issues brought to their attention. James said that it would be a historic video and wanted to add a strong thanks to President Bohon. Carmel said that there would be a series of sessions that are on COVID happening in the same room to make it easier logistically.

Stephanie wanted to remind EC that James served the society for a long time, and that he once said that if she was ever President that he would be program chair and she took him up on it. Stephanie thanked Carmel and James for all of their work putting together a strong program.

Stephanie brought up how we only have money in the budget to bring one program chair to the site visit, even though we typically have co-chairs for the program. She wants the EC to think about the budget and how site visit travel works. If only one person can attend, it requires communicating with the co-chairs so that it is clear that the workload shifts if only one person can attend the site visit.

James presented on TSS. He has served as the editor and as the webmaster. He came from a military family who thinks service is central, which is why he has served the organization so much. James planned on being TSS Editor forever, but he remembered his Dad said: service isn't just about you, and that when you find someone who can serve better than you that you need to lift them up. That said, James stepped down as editor so that Nadya Vera could step up. TSS added graduate students as editors. It's been growing and the identity is changing in the society. We are covering the history of the organization and capturing parts of the society that get overlooked.

Nadya Vera thanked James Maples for the kind words, especially being a great mentor and colleague. Nadya said she enjoys editing and grammar. She doesn't see the position as work and is excited to help the organization. She is excited to capture the moment in history for the organization. Stephanie thanked James for his years of service.

Stephanie Bohon noted that Nadya came to Sociology from a background in Communications and was a PR professional before coming to UT for her PhD. She is confident that Nadya will be organized and on top of the position. James echoed those words and said he was excited to see how she would elevate TSS. James mentioned that TSS was part of the archives, but that Nadya should work with the future archivist to figure out how to highlight the work.

Stephanie said that Earl Wright II is going to have to find an archivist. James said it was difficult for him to access the archives. Most materials are digital, but having a grad student at University of Kentucky would be helpful as would a funding model. As an outsider, James couldn't actually go into the archives. EKU covered the printing costs.

Executive Officer Report – Dave Brunσμα

Dave Brunσμα shared the color-coded stickers of different shapes at the registration table. Green = okay to shake hands, Yellow = okay with talking, not touching, Red = keeping distance, no touching. Dave said our membership has been through a lot during the pandemic. It is his goal to understand everyone's needs and to support the membership. It has been the hardest meeting to plan ever, but he is very happy with the registration numbers. He anticipates that people will register through Saturday and that we'll probably have 600-700 people. Myrtle Beach in 2023 will be a good place for Earl's meeting.

The EO keeps the books through Quick Books. Dave keeps all the receipts and reconciles the materials every month. He takes it to a CPA at the end of the year to do our taxes. Our membership year is now on the calendar year and we ended up withabout \$10,000 revenues over expenditures. If things go as planned, some money might go back into the bank and some might go into the AV account. Being virtual in 2021 meant we had fewer hotel costs and we bumped NOLA to 2027. We quit contracting out so far so that we could assess member needs. Site selection is diving into the request for proposals (RFP), which is what the rep uses to take to the hotels to do contract negotiations. It outlines the events and room needs. The committee will be updating the RFP. We renegotiated Myrtle Beach because we were not going to make the room night requirements and we will probably do that with the 2024 contract as well.

We were down about 50% last year. We were down 44% in 2020. Patricia is going to meet the Birmingham Visitors Bureau representative to set up the table. Dave said we don't need to dwell on membership categories going down because people didn't want to do the virtual meetings. Last year was a weird year with expenses. For example, we had to give two deposits for this hotel and they were both due in 2021. We had a surplus of \$9,347. We provided some extras for members in 2021, like the STARTS program that was funded through ASA. We are waiting to see how university budgets change and impact our members' abilities to travel. Dave is excited to be back in person even if this will be a smaller meeting.

Dave said the organization was looking good. We have an investment account with Vanguard, an investment account with Edward Jones, and another account with Regions. Our asset profile is \$372,220.30. Our investment fund 293,015. Himes fund is up to \$26,000 and we only use that account once a year for the award. The audio-visual account was used to update some screens but we are at \$13,000. We bought portable PA systems. Our cash account is around \$39,000.

Current membership numbers are 695 and we are at 535 registered. Everyone is vaccinated who is attending and everyone signed the anti-harassment pledge. If there are any issues the members are supposed to contact EC.

We have had an investment account with Vanguard since the early 2000s. The type of account is a total stock market index of 4070 stocks. It includes industries and companies that our members would frown upon if they knew about it (i.e., military, prison, tobacco). Dave proposes that the Finance Committee takes a look at pursuing a more socially responsible investment path. Stephanie recommends the finance committee reviews the companies and come back to the EC. Beth did a RFP for endowment management and was able to specify what types of organizations they were interested in. Lisette Garcia brought up that there are socially and environmentally friendly investment firms that would manage smaller accounts like ours. Lisette Garcia wanted to know if we were concerned about racial and gender diversity of the boards as well or just about the types of companies. Stephanie said we should look at who we are investing in and who is managing the funds. Beth brought up looking at community foundations in the South to expand the opportunities. Finance will need to bring a proposal to the EC after doing some investigation.

We are allowed to raise dues every 3 years. Dave said we did it in 2019 for the 2020 membership year. We could make the decision to raise them again this year and to make it happen in 2023. Dave looked at Easterns, Pacifics, and Midwest and said we are still cheaper and offer more to our membership. Dave said we could consider a 10-25% dues increase. Cameron was concerned about a drop in attendance if we raise the dues and Dave mentioned that we don't have to raise all of the categories. Stephanie brought up that most states haven't gotten pay raises and our members are feeling inflation. Earl brought up that we will need to think about costs and hybrid meetings in the future. Kendra brought up that a conference she attended recently had 400 in person and more than 200 online. Cameron brought up that if we do hybrid it will cost more and Kendra said it could increase accessibility. Lisette Garcia said an organization she is in does live chats during the conference and said we could think about ways to use technology outside of large companies. Stephanie said you become reliant on the technology at the hotel and that streaming might become an issue. Dave said we negotiated the internet down to zero for this hotel because of different problems, but that initial estimates from the hotel when we were looking into hybrid possibilities for these meetings were quoted at \$60,000 from the hotel - which is patently prohibitive. Lisette Garcia has a contact at Marriott to do contract negotiations for non-profit organizations. Cameron brought up that the conferences could partner with the universities to do the virtual sessions, but that it would require a lot of logistics. Marni said that the virtual component could increase grad student participation and undergrad participation by hosting watch parties.

Dave's term as EO is up. EC needs to decide which way the organization wants to go and whether they want Dave to do another term. Dave wants what is best for Southernns. He has support from his university to do it again, but wants to make sure the organizational leadership is doing what is best for SSS and suggested that the organization do an open call for EO to see whether there are other interested parties. Stephanie brought up that being EO is the greatest, non-paid position ever and that Dave has been doing a tremendous job.

AEO – Lyla Byers

Lyla introduced herself. She has been getting the registration table set up. She shadowed Slade, but this is her first face-to-face meeting as AEO. Lyla has been consolidating the memberships' accounts to make communication better across the organization. She has been capturing whether members want to get more involved when they renew dues. Lyla has been making sure members are signing the anti-harassment pledge, have access to *Social Currents*, and to make it so members can purchase multiple things at once (i.e., one department covering multiple undergrads). Lyla has been streamlining processes and procedures, such as getting the awards documentation and eligibility sorted before it goes on to the Honor's Committee. Lyla and Dave individually monitored the COVID cards and vaccination requirements. Lyla sends the emails to the membership, does the website maintenance, and fixes bugs before the conference. Lyla has been featuring members on the website and wants to build up a rotation of people to highlight. It is a work in progress, but the website interface is improving.

Beth requested information from the database about non-academic engagement, but wants more information collected about the positions that people have. Beth wants to explore how we can get more information on past and current members, so that we can work to recruit and retain. Dave wants the Membership Committee to look at the information that we are gathering and to make it more useful. Lisette Garcia said she is in the ASA database as non-academic position but then receives emails as Professor Garcia, so she recommended that the language reflects positions accurately. Beth said a lot of the people in the "other" category have an institution listed even if they are in a non-academic position. Lisette Garcia said "othering" the people who have non-traditional positions is not helpful for attracting members and making them feel included. Lyla will work with Kylie to do the committee transitions and to add new EC members' photos to the website.

Membership Committee – Joanna Hunter

Joanna said that they were staffing a table like a student career fair so that the membership could become aware of the different SSS committees and learn what everyone does. Joanna has been attending since she was a PhD student and thinks of Southern as her home. She wants to get new students involved. There will be a sign-up sheet so that people can get more involved. The link went around to EC so that people can staff the table. She will send Dave a QR code to print out. Stephanie said having the table is helpful for new members and for people who may need help navigating spaces. She wants to see the table staffed again in future meetings.

Cameron brought up that the Membership Committee could explore new membership categories for the in-take survey. We want to be able to know who are members are and what they do. We want to be able to organize sessions around grant writing and assessment for professional development, but need to know which members are available. Dave wants membership to take over the satisfaction survey and Lisette Garcia would like JEDI to add some questions as well. Kendra suggested looking at what other interdisciplinary organizations were doing and how they were categorizing people by themes and topics. Kendra wants to see interest groups get incorporated into SSS so that people get more networked and receive more mentoring with tangible outcomes.

Cameron brought up highlighting the benefits that come with membership year-round. Lisette Garcia said we need to clarify what our goals are for the membership. Organizations are struggling with membership. What are our value propositions? Kendra Jason's idea on connecting people through interest groups is good, but what are we providing to the next generation? They want to see what they can get from being a member. Lisette Garcia said this was the first conference a lot of us attended and we keep coming back. We need to proactively get the next group involved. We need to identify what they need and help with professional development. Marni brought up that STARTS was filling the gap on professional development for graduate students and junior faculty. Dave said that only about 150 people respond out of our membership when we send out surveys. Perhaps we could host a focus group session. Lisette Garcia said we could use STARTS to leverage and attract new members and encouraged us to think about how to scale it to attract new members. We need to create curriculums and tracks for differentiating ourselves from other organizations. Kylie will follow up with Joanna about the membership survey and including JEDI questions.

Gender & Sexuality – Tanetta Anderson

Tanetta's flight was delayed. She stepped up to become chair of the committee in September when Bri resigned. Tanetta and Bri consulted about the safe space room. Tanetta wants to get involved in organizing more sessions for the meetings and potentially creating a mini-conference for next year. The committee has been quiet due to COVID, but hopes to become more engaged next year. Stephanie reminded the EC that the committee was central in getting lactation rooms and gender-neutral bathrooms into our contracts. Stephanie wants the committee to think about how the safe space room is labeled and Kendra Jason recommended calling it a welcoming space.

Honors Committee – Norma Burgess

Norma had the EO assess eligibility before the committee reviewed the award materials this year. he said it saved a lot of time and made the process more efficient. She said they received fewer applications this year. There were 4 categories and 4 winners. Norma wants to see more applications next year. Communication was an issue on the committee and it was hard to get feedback from everyone. Norma learned that a lot of people do a lot of work in the organization and that we need to make more members aware of the awards so they are recognized for their efforts and service. Kylie and Stephanie thanked Norma for her work reviewing the awards. The distinguished lecturer award is complicated and we don't get many applications for it. Stephanie wondered if we needed to change the structure of the award. The idea is the winner goes to a campus to give their distinguished lecture. Norma and Dave said the awards need to be communicated better to the membership, but the communications go out and we cannot make people read them. Norma brought up that about half of the people who were nominated the year before weren't eligible because of their own or the nominator's membership lapsing.

MOTION:

Beth Rushing makes a motion to make the Charles S Johnson and the Boone Beard Award annual awards. Lisette Garcia seconded. 9 YES. Unanimous.

Earl mentioned that it reads wrong that the gender and race awards are only given every other year. Cameron suggested that we review the language on the distinguished lecturer award. We have a lot of people who are great teacher-scholars and a lot of people who aren't tenure track, but who are great lecturers. Cameron said that people probably aren't going to self-nominate for an award like that. Stephanie wants to task the Committee of Small & Community Colleges to review the Distinguished Lecturer Award and to decide if this award should be continued. If it should be continued, what is a better mechanism for deciding the location that the lecture would be given. Kendra Jason will provide context to the conversation at the EC liaison.

Committee on Professions - Michelle Petrie

Michelle said that the committee has focused on planning sessions. Michelle wanted to thank Stephanie Teixeira-Poit for all of her work on the committee. They organized a session on journal editors and one on being new to the tenure track.

JEDI – Lisette Garcia

The committee focused on the STARTS program this year. We received a Carla Howery Enhancement grant to develop the curriculum. We had 37 applicants and had a cohort of 33 participate in the 4 virtual workshop sessions (inclusive language and difficult convos, positionality and classroom management, anti-racist teaching and inclusive pedagogies, JEDI in careers). Cohort members will be submitting materials for the "critique me" session that will be happening on site, like teaching philosophies and JEDI statements. We will be presenting at ASA and will aim to write up a paper for Teaching Sociology. Kendra Jason was curious about the sustainability of the initiative. We need to move the diversity statement from the committee page and move it to the About page.

We do not have the membership composition voted by the entire membership. The EC voted, but the membership hasn't. We would need nominations for the elections. In May we passed the motion that there would be 6 members with 2 expiring every year. [The JEDI Committee shall consist of six members elected by the voting membership of the Society for a term of three years with two members' terms expiring each year. The chair(s) or designates from the CREM, Gender & Sexuality, Community & Small Colleges, Status of Students and Membership Committees shall also be voting members of the JEDI Committee. A liaison from the Executive Committee shall be a non-voting member. A Chair and a Chair-Elect of the JEDI Committee shall be selected by voting members of the committee and shall each serve a one-year term.]

We need time to solicit the nominations. It is a new committee so we'd need to share the description of the JEDI Committee. We will send the info to Joanna to see if she can add JEDI info to the QR code. Ask current committee members if they want to stay involved and/or renominate them to help with institutional memory. Stephanie said we can send

a call out for nominations since we need to get six, so we'll need to get 8-12 on the ballot.

For STARTS to be sustainable, we would need funding. JEDI could use STARTS as a model. Stephanie said \$2500 isn't that much, but coming up with that out of SSS annually is unlikely. But, the Distinguished Lectureship is \$2000 and we could consider using those funds instead. Beth will volunteer to look for funding for STARTS externally. Dave said that we received royalties from Social Currents this year (\$250). Cameron mentioned that we could consider doing STARTS as a pre-conference and that as a Department Chair he would be willing to cover it as professional development for his faculty. We were trying to organize an informal network for STARTS as a cohort. Stephanie asked if we could charge \$100 online. Cameron brought up AKD charges \$25 for continuing education credits and that as a chair he wants faculty to get training. The creation of cohorts would encourage people to come back to the conference.

Marni wondered if JEDI could partner with the President's theme to create intellectual stimulation throughout the conference and people's networks. Building connections while people are here is what brings them back. Lisette Garcia said that as an ASA-MP, being part of a cohort has created a family feel for her at the conference and that doing something similar for SSS members would be valuable. Lisette Garcia sees the revenue potential, but doesn't want to exclude people due to costs. Stephanie said that as a department chair that this is the type of training that she could fund. We could set up scholarships to defer costs.

Earl asked if there was a relationship between this funding stream and a potential connection to increasing membership fees. Dave said it was more about timing than financial necessity. Stephanie said part of the issue is not wanting to wait ten years and then raising dues a lot. Kendra Jason thinks making it a pre-conference would increase visibility and that there is more DEI support now, which could be timely. You could do a pre-conference and then have quarterly meetings throughout the year. This would institutionalize mentorship and training. Kendra Jason said we could create a certificate program and Dave said we could recognize the cohorts at the honor's ceremony. We could build it into the fabric of what we do as SSS. Abby mentioned that ASA has an option for overpaying and the extra funds go into a scholarship category for people who need reduced memberships. We will assess the post-survey data to see what participants thought about the STARTS cohort experience.

Stephanie brought up that accessibility issues are coming up. The hotel had an issue with getting members accessible rooms. JEDI will take a look at member needs and make sure that members can participate in the society fully. Lisette Garcia said that accessibility should be part of the RFP process. Marni brought up that we need to tap the Local Arrangements Committee to help with impairment needs. Perhaps a local university could offer someone to sign during the meetings or have a contact at the visitors bureau. We could use an accessible template for PowerPoints. Dave brought up that we need to give attention to our retired colleagues and making sure they aren't isolated from the organization. Kendra Jason brought up that other conferences are using ADA approved templates. We could create a tool kit and place it on the website.

The Committee on Professions can create the templates and guidelines. Lisette Garcia recommended that we have the website checked for accessibility as well.

President Bohon adjourned the meeting at 5:25 pm.

**Executive Committee Agenda
Southern Sociological Society
Birmingham, AL Meeting**

**Friday, April 8
8:30 am – 10:30 am**

Present: Beth Rushing, Kylie Parrotta, David Brunnsma, Lisette Garcia, Stephanie Bohon, Earl Wright II, Marni Brown, Kendra Jason, Megan Underhill, Adia Harvey Wingfield

Not present: Toni Calasanti, Margaret Hagerman, Tiffany Taylor, Kecia Johnson, Cameron Lippard

President Stephanie Bohon called the meeting to order at 8:30. Dave Brunnsma sent out the COVID message to the membership via the App. He also sent the budget for the EC to review. The Finance Committee has reviewed the budget and voted to approve it. We have never been to Myrtle Beach before so we are not sure what to expect. We have to spend a certain amount on food and beverage due to contractual obligations. We originally did \$35000 and 1200 room nights. After summer 2021 Dave renegotiated to \$30,000 for food and beverage and 900 room nights. It is hard to predict the revenue side. Using the March 1st pre-registration deadline this year for the face-to-face meeting, we have historically seen that about 25-30% of our final numbers happen on site. Dave Brunnsma built in 5-10% for growth hoping that this meeting and COVID declining would encourage membership to come. Stephanie Bohon pointed out that she didn't charge SSS for the site visit. Dave said we should be focusing on the third column.

Adia Harvey Wingfield said the Site Selection Committee met yesterday. The committee discussed new sites and new clauses for the contracts. We need a site selection officer according to the bylaws and the job is archaic now and we need to vote to eliminate this position. The motion comes from the committee to remove the site selection officer from the bylaws.

MOTION:

Motion came from the Finance Committee to remove the site selection officer. 10 YES. Unanimous.

The lines from the budget for the site selection officer will be removed, pending approval of the bylaw change.

MOTION:

Motion came from the Finance Committee to approve the budget. 10 YES.
Unanimous.

Stephanie Bohon said we need to replace the archivist, but questioned if we will continue needing one if all of our materials are digital. Kylie Parrotta brought up that the SSS files are in her personal Google drive, which means the links are going to not work when Rhiannon Leebrick becomes secretary. We need to create system or interface where EC can have access. Can the EO and secretary send the materials electronically to the University of Kentucky? Dave Brunsma said we have a system for doing digital materials with them. Lisette Garcia asked if we could do something through the website. Kylie will connect with James Maples and Lyla Byers. Beth Rushing volunteered to explore archivist practices on what we should and shouldn't archive.

Dave Brunsma said there was a protocol about what we should send and shouldn't send to the archivist. As President, Stephanie decides what to send to the archivist. Dave said that when he and Don Tomaskovic-Devey had exchanges about hotel contracts and thought that those might be materials someone would want to review again in the future. Dave said there is a protocol for EC and Beth said she could work with Ruth at UK to explore archives. Marni brought up that SWS-S was doing archival work to explore the history of founding members of SWS-S

Status of Students

We discussed the committee composition. It used to be faculty and then became split with students. We now have it co-chaired with a student and a faculty member. We discussed that the committee should be entirely graduate students.

MOTION: Megan proposed the language to remove the faculty member from the committee.

Section 16. There shall be a standing Committee on the Status of Students. The committee will encourage student participation throughout all aspects of the Society, and shall promote the interests of students in the Society. The committee is appointed by the President and shall be composed of students. ~~members and one faculty or professional member.~~ Student members shall be allowed to complete their terms on the committee even after they finish their degree.

YES. Unanimous

Small Colleges & Community Colleges – Amy Sorenson

Amy Sorenson said the committee met four times over the last year. They developed new language for their committee bylaw that the EC voted on. The committee organized a few sessions, including a panel on sociologists leading DEI work at small colleges. The committee is interested in sending out a survey to get at what members at small colleges and community colleges need. Stephanie Bohon brought up that we have an award called Distinguished Lecturer. The original intent was that a famous sociologist would get the award and SSS would pay for them to give a talk at a small college. When people

are nominated and win, we have difficulties getting people to bring them to their campuses. Stephanie wants the committee to review the award and consider eliminating or restructuring it. The award gives a cash prize even though being on the roll of honor doesn't. Should it? How should the logistics of a campus visit work? We currently provide \$2000 for travel, but depending on locations, that might not be sufficient funds. Amy wants a list of small and community colleges, which Beth Rushing has compiled in the past and will provide. Amy will review with the committee and report back.

CREM – Stephanie Bohon on behalf of Adria Welcher

Stephanie Bohon encouraged the EC to go and look at the display that Adria Welcher made for the Birmingham meeting. She put a lot of work into it and it is a great history lesson.

Marni Brown brought up that there are interdisciplinary scholars here and some who might be the lone sociologist in their department and that we need to help people network and identify one another. Marni said we need to think about how to reach members who aren't at R1 and R2 schools.

Stephanie Bohon said we have a Committee on Soc Practice and Soc Professions and it might be useful to make it a mission for one of them to become the voice for sociologists working outside of the academe or who may be doing sociology differently. In some blended departments, sociologists don't have a voice. Beth Rushing wants to do a session at Myrtle Beach on how to protect and expand the Soc major and minor. Marni Brown brought up that we are practicing sociology in different ways and teaching sociology to social service students who may not be sociologists, but we want to have people included and incorporated.

It was noted that the Presidential Plenaries have been fantastic.

Association of Black Sociologists – Loren Henderson

President Stephanie Bohon said part of the reason the Mid-South Sociological Society exists is because Black sociologists were not historically treated well in the Southern Sociological Society. Loren Henderson wants to establish some institutional connections between the organizations to build collaborations at the meetings. ABS is a thriving space for Black sociologists and they also try to challenge systemic racism. Loren Henderson said we should all be working together because we have similar goals. ABS supports their members so much, but with little resources. ABS members participate in SSS and we want to welcome new members by building bridges. Stephanie Bohon said SSS and SWS-S have historically had a strong relationship and she wants to see partnerships with ABS. Stephanie wants to see a table and shared sessions. Adia Harvey Wingfield wants to see collaborations. Hayward Horton and Melvin Thomas are on the Black Caucus and they talked with ABS about museum tours or collaborative mentoring for students. A lunch or mentoring breakfast. ABS is heavy with grad students right now, so it would be good to cater a session to them like a hand-to-hand. ABS will have their meeting in Chicago October 12-16 and it would be good to have EO attend. Loren brought up hosting virtual sessions for student professional development. Stephanie suggested having ABS be comped a membership and be added to CREM as an ex-officio

voting member. Marni brought up that CREM has the travel scholarships. Stephanie Bohon said it was now allocated to faculty at HBCUs and MSIs.

Dave Brunnsma said we made the Gomillion Himes award and that we have money in the account and that there are guidelines for accessing it. We could potentially pull money from there to offer 10 student memberships. Adia Harvey Wingfield wondered if it would cause problems for our SSS member who are not part of ABS. Dave Brunnsma said the CREM money used to be used for students and now it is for faculty, so we should consider reinstating it. Stephanie Bohon said it would be great if Earl Wright came and talked to ABS at Chicago as the SSS President. The Invisible History project was great and Loren said we could have CREM, the Black Caucus, and ABS do a session on history and that the transparency could build trust between the organizations. It could be an information session that could build bridges between the organizations.

Lisette Garcia brought up that the JEDI members wanted to have SWS-S have a permanent position and EC went against that. Lisette Garcia wondered if it would be a consistency issue if we had ABS have a position on a committee. Stephanie said that we have caused harm to our Black members in documented ways. Kendra Jason expressed concern with ABS joining CREM if they need to be revived first. Adia Harvey Wingfield said ABS and SWS-S have different relationships with SSS and wanted to clarify if we are putting the EO or President of the outside organization on to committees and/or comping memberships. Historically CREM has put together sessions and put together the scholarship proposal. Kendra Jason said that the histories are different and we need to consider equality versus equity. Lisette Garcia said we need to communicate about it clearly. Conversation tabled.

Committee on Practice - Andrea Hunt

Andrea Hunt said the committee initially planned 5 sessions, but reduced it down to three. They had a small session on environmental practices and it turned into a collaborative discussion about opportunities outside of academia and covered transferable skills, and jobs at places like RTI. The committee wants to organize a session next year on research jobs. They will be doing a session on teaching sociological practice. Andrea made social media graphics and sent them out to colleges and high schools in the area (but didn't receive any responses to her email). The panel yesterday talked about applied work.

Stephanie Bohon wants the committee to create a powerpoint template that is accessible for the membership and some professionalization guidelines (the latter primarily for use by students). Andrea said she works with Disability Services and Universal Design and will work with her colleagues to design this. Stephanie wants the committee to address how to better serve sociologists who are in blended departments. Kendra Jason mentioned that sociology is interdisciplinary, but that our positionality in different disciplines and organizations should be considered too. Andrea said it was hard to find but one or two sociologists in community colleges and mentioned that sociology departments might get merged with others in the future because of discipline issues. Marni Brown brought up the mentorship angle as well, so that you can seek out a SSS member who has had a similar experience and Kendra Jason said this was essential for grant writing collaborations.

Archivist – James Maples

Stephanie Bohon discussed the digital archive practices. James Maples has had conversations with Ruth, but there isn't a formal protocol. Because SSS isn't giving money to UK, we aren't a priority. James Maples said on rare occasions members may donate a physical item (e.g., Robert's Rule of Order book). James said it could turn into a digital position. Getting to UK and dealing with parking and getting into the building with COVID has been a barrier. James said it would be good to have a UK graduate student in history or sociology do some of this work. Stephanie asked if the position was necessary and whether the EO and Secretary could directly send things to Ruth. Cameron Lippard wondered why the archives were at UK and if we could move them. James stated if we request digital items it can take a day or a week. Beth Rushing wondered if there was a contract between SSS and UK. The materials are at UK because of Jim. James said they wanted to charge \$20,000 for a funded position.

Kylie wondered if Virginia Tech would take the archives. James Maples has made SSS his family and has enjoyed serving the organization, but has found the archivist position frustrating. Dave went to the archives in the past to review the materials about the split between societies. He had a good experience. Beth Rushing said her organization has a digital archives and will be learning more on best practices. Beth and James will work together. Stephanie said ASA had hundreds of boxes and that people who don't know how to properly archive shouldn't be doing the work. Cameron Lippard expressed the high opinion he has of his work, service, and opinion about the archivist role. Ruth has been kind to James throughout the process, but the issues are with the archives. James supports SSS materials moving to another institution. Stephanie said we should consider housing it at a top library science program in the South. James is grateful for the family that SSS has provided and expressed how happy he is to be back face to face with everyone.

Nominations – Cameron Lippard

Cameron thanked Katie Acosta and Dave. Katie set up a lot of policies and procedures to follow. They made a list of everyone who has ever served and talked about how to diversify selections and move people up. The committee started working on the slate in May last year. Everyone who said yes was put on the slate, which is why the list is longer than usual. We will roll people over who are interested that aren't selected. The biggest hiccup is filling the President role. We need candidates who are excited to serve. We will need to fill the JEDI Committee after that is voted on. Cameron echoed what Norma said yesterday...that you cannot wait on the committee to all respond before you get started on committee business, which in this case was putting the slate of candidates together. We put a lot of work together putting lists together on people's future interest to run.

We need strong presidents to run the organization. High status presidents bring in people for one meeting, but those people often do not renew their memberships. Some people want to know where the meetings will be before they consider running. We need to give people a reason to be a part of the organization, to serve, and lead. Dave Brunsma said it requires confidence and reliability to be a president. We need someone

who can draw on their network to bring people to plenaries and people who have the skillsets. Stephanie Bohon said we need people who have previously served on EC to become President. Marni Brown brought up the institutional support being an issue for some people. Someone teaching a 4-4 without graduate students cannot do the position. Beth Rushing said it was hard to do the appointments when she was President. Stephanie said we have had presidents in the past from small colleges but it is a lot of work. Cameron Lippard encouraged people who were interested to contact people who have previously filled the role. People may need time away from the classroom to be able to manage their SSS duties, which not all institutions can do.

The meeting was adjourned at 10:30 am.

**Executive Committee Agenda
Southern Sociological Society
Birmingham, AL Meeting**

**Business Meeting
April 9, 2022
7:30-8:30**

Present: Kylie Parrotta, David Brunnsma, Lisette Garcia, Stephanie Bohon, Cameron Lippard, Earl Wright II, Marni Brown, Kendra Jason, Kalasia Ojeh, Shannon Davis, Rhiannon Leebrick, Michael Hughes, Marni Brown, Shaonta Allen, Courtney Williams, Caitlin Charles, Anthony Stone, Kierra Toney.

Not present: Toni Calasanti, Margaret Hagerman, Tiffany Taylor, Megan Underhill, Kecia Johnson

President Stephanie Bohon called the meeting to order at 7:31.

President's Report – Stephanie Bohon

President Bohon declared SSS 2022 a success. It was the smallest registration since the Richmond meetings, but people are happy to see each other. Stephanie thanked the EC members who are rolling off, including Kylie Parrotta, Cameron Lippard, Toni Calasanti, Kecia Johnson, and Lisette Garcia. New people coming on to EC are Gayle Kaufman, Irene Brown, Ali Sewell, Juan Jose Bustamante will be coming on to the EC. Stephanie Bohon acknowledged Mike Hughes for the Roll of Honor recipient and congratulated him. Stephanie said the meeting has been a success because of James Maples and Carmel Price. They have been excellent at managing everything from the site visit. They have gone above and beyond putting together this program and making the space work. Stephanie thanked Cameron Lippard for all of his assistance and willingness to always help and checking in to see how he could serve. Stephanie said there are no words for Dave Brunnsma. Stephanie said she talked him into being EO in 2012 and highlighted the work he has been doing for the organization over the last decade.

EO Report – Dave Brunσμα

Dave explained how we use Quickbooks, file taxes, and do the budget. Operating revenues \$88,406. Operating expenses \$79,059. \$9,347 at end of fiscal year 2021. The primary driver of our revenues and expenses were virtual in 2021. Expenses and revenues were down in 2021. We ended the year positively, which is good. At the end of 2022, if we have a surplus, we can place extra in the investment account or the money market account. We communicated effectively and efficiently to our members. We offered STARTS to our members this year as a new initiative for professional development. We are hoping the pandemic is waning and that university support and travel budgets will likely impact our members' travel capacities. We are working the best we can to prepare and support our members. Our 2022 meeting has been smaller, but it has been wonderful. It is great to be rebuilding together. The society maintains 3 primary accounts: Investment, reserve, cash. The entire asset profile \$372,220 is the highest ever. It is a function of the rich getting richer during the pandemic. \$293,000 in the investment (18.3%+). Himes fund \$26,000 (23%+). The Finance Committee and EC are talking about getting into more responsible investment funds. Money market account is \$13,649. The constitution requires that we maintain a reserve fund at 33% (we are currently at 186%, instead of 33%). Our checking account has a \$31,484 balance.

Our membership numbers have been increasing since early 2010s and registrants to the meetings. EC has been considering numbers to be plateauing. It will be 3-5 years to see what membership and registration will look like after the pandemic. 826 members in 2021. We collected \$48,000 in dues net of credit card fees.

665 members registered for virtual meeting last year. This year we have had 779 members and 626 registrants. Next year is Myrtle Beach for the first time ever and the following year will be in New Orleans. In 2025 we'll be in Charlotte. In 2026 we will be in Jacksonville for our rescheduled meeting and 2027 will be in New Orleans as our rescheduled meeting (from Adia's presidency that was virtual). Dave Brunσμα will be ending his 10-year term as EO, which is 2 terms worth. Dave thanked the members and EC for their continued faith and confidence in him. He is pushing for programs and professional development that will benefit the members. We are making strides as we come out of the pandemic. We are needing sociological analysis in our society more than ever before and as SSS changes, we are generating new ideas and initiatives. We are ensuring more justice and inclusion in our meetings.

Stephanie Bohon opened it up for questions. Marni Brown asked if the dates for next year could be made available on the website along with the hotel so members can plan. March 29-April 1st. Sheraton Myrtle Beach Convention Center.

Stephanie Bohon thanked Rhiannon Leebrick for agreeing to serve and step up as recording secretary. Stephanie Bohon said Dave Brunσμα would step up for one more term and that he is also willing to let the organization go in another direction under different leadership. Stephanie Bohon emphasized that being EO is a great deal of unpaid work, but it is rewarding in a lot of ways.

Shaonta Allen recommended that a person consider shadowing for a year to see if they were interested in taking over Dave Brunsma's position. Stephanie agreed that it is a big job with a lot of moving parts. Dave Brunsma added that we should think about the transition soon.

Stephanie Bohon explained the tradition of passing on the materials. President Ron Wimberly's theme was Sociology with a Southern Face. Someone gave Ron Wimberly a mirror and it kept being passed. It was once broken. But, Beth Rushing replaced it. President Stephanie passed the mirror to President-Elect Earl Wright II so he could see Sociology with a Southern Face and so that the audience could see theirs. Stephanie shared the 50-year History book and said we need a much more honest history of the next 50 years. She explained the Robert's Rules of Order book that has been passed around from Presidents from 1951. It has been signed by all of the Past Presidents. Mike Hughes pointed out that it was lost for a few years after Grove was president. Stephanie took off her ribbon and passed him the gavel. Earl Wright II became President of Southerns.

President Earl Wright II said he is a person of few words so he wouldn't need 15 minutes. He ran to Vice President twice without getting it and then became VP and is now President. He thanked his recently deceased mentor, Thomas Calhoun, for the guidance he provided during graduate school. Dr. Wright also thanked his former graduate students and current mentees from the department of Sociology at the University of Cincinnati (affectionately called #BearcatSociology) for their support and that he considers them his extended family. Earl thanked Dave Brunsma, Stephanie Bohon, and Kylie Parrotta for aiding in the transition. Earl Wright II shared his vision.

President Wright II announced the 2023 THEME: "I Will Find A Way or Make One": Embracing and Advancing the American South's Tradition of Sociological Innovation and Scholar-Activism". He announced his Program Co-Chairs: Anita Bledsoe-Gardner from Johnson C. Smith University and DeMond Miller from Rowan University. The Local Arrangements Co-Chairs will be Stephanie Southworth from Coastal Carolina University and Matthew Wilkinson from Coastal Carolina University.

He provided the abstract below for the conference in Myrtle Beach:
Narratives on the origin and development of sociology in the United States largely focus on the individual and institutional exploits of scholars located at Midwestern and Northeastern institutions. Only recently have scholars seriously investigated the role of Southern based scholars and institutions on the discipline's emergence and development. Had our sights been set on the South we would have learned long ago that this region was consequential, in ways both positive and negative, to our understandings and applications of the discipline. We would have known long ago that Southern sociologists and institutions were the first to embrace the discipline, establish methodological practices now commonplace in research studies and publications, and produce people-centric and public facing scholarship we now call scholar-activism and public sociology. The American South's significance to sociology has a long and rich tradition that continues to this day.

This year's theme, "I Will Find A Way or Make One!: Embracing and Advancing the American South's Tradition of Sociological Innovation and Scholar-Activism," is an invitation to those located in or engaged with research on the American South to show how their work continues the efforts of early Southern sociologists to impact the discipline through theory, methods, and substantive topical areas including, but not limited to, gender & sexuality, health & medicine, race, regionalism, and rural sociology. We welcome your participation as we celebrate this region's past and, more importantly, *map the discipline's future* through dynamic research that engages with "everyday people" in ways that address the many challenges facing this nation and world.

The American South has long been the bellwether for this nation's future direction(s). Let us, as Southern sociologists, again meet the challenge of using science to confront the pressing issues of this moment and lead the way toward societal transformations that positively impact the life chances and life outcomes of our fellow Americans. This is our legacy. This is our charge. This is our responsibility!

I hope to see you in Myrtle Beach, South Carolina April 2023!

President Earl Wright II adjourned the meeting at 8:03

**Executive Committee Agenda
Southern Sociological Society
Birmingham, AL Meeting**

**Executive Committee
April 9, 2022
8:30-10:30**

Megan Underhill, Marni Brown, Cameron Lippard, Kendra Jason, Kylie Parrotta, Earl Wright II, Dave Brunsma, Irene Brown, Juan, Stephanie Bohon, Rhiannon Leebrick, Gayle Kaufman

Not Present: Tiffany Taylor, Ali Sewell, Margart Hagerman, Beth Rushing

Publications Committee – Gayle Kaufman

Gayle Kaufman stated the committee's biggest accomplishment was finding new editors for *Social Currents*. They started the process in March instead of January. It was difficult to find people who were interested in applying. They put together a spreadsheet of people who were interested and they paid attention to diversity. They held a session where they had the current and past editors of *Social Currents* speak to interested candidates and ten people attended. The committee extended the deadline. They discussed editorial teams but not everyone knew each other. The committee received

two applications from two teams. The new editors Jennifer March Augustine and Amanda Koontz.

The transition period was shorter than usual and the new editors weren't supported by their universities until they became editors. The committee discussed relationships with SAGE publications and the possibility of providing more support. The committee discussed a new chair. Kylie Parrotta will reach out to Natalia Ruiz-Junco about becoming chair.

Stephanie Bohon brought up the impact factor and the royalties. Cameron Lippard discussed the relationships between *Social Inquiry* and *Social Currents*, specifically co-hosted sessions around publishing and editing. Stephanie Bohon encouraged people to put *Social Currents* articles on their syllabi. Cameron Lippard recommended encouraging the people who won awards to submit their papers and to consider doing a special issue. Amanda Koontz and Cameron Lippard discussed "Currents" as in what is currently going on. Dave Brunisma said the impact factor is 1.48 and we get 15% over anything we make over \$50,000. In 2021 we shot up and got \$225 in royalties. Dave is looking forward to when it is 10X that amount. Dave had a conversation with Myra Ali (publishing editor) and said it's about usage and market driven. The content last year was very impactful and we should think about why that was. Lyla Byers made it easier for members to access the journal online. Gayle Kaufman said having the content searchable and by having it in areas has helped. Stephanie Bohon said that PAA sends out blasts out to members about the top downloaded articles and the new content and we could consider doing the same. Cameron Lippard said that their award papers still go through blind review. It can serve a pedagogical function. Juan Jose Bustamante said that students search through the library websites and not through the actual journal and that we needed to see what search engines we're coming up in. Earl Wright II mentioned designing flyers to send to departments with graduate programs encouraging submissions.

Gayle Kaufman brought us back to discussing how to better support the editors, especially in the period of transition. There currently isn't funding for managing editors, but they may get a buyout from their institutions. There has been turnover at SAGE, but the people they need to contact keep changing. Gayle said SAGE needs to do more. Cameron Lippard said that it is an industry issue. Gayle said that the new editors did not have a contract to sign and Dave Brunisma will look into that. James Maples will no longer be editor of TSS. Nadya Vera will be replacing him as editor. There are no clear terms for the position. The committee discussed the purpose of TSS. There isn't a mission statement so they weren't sure if it or a blog.

Dave Brunisma said the contract was signed in 2013 and we have until 2023 to update the contract. Dave said we could renegotiate and that the Publications Committee should be involved in the discussions of what changes we want. EC would then weigh in on the recommendations. It is an opportunity to impact contractual change. Cameron Lippard wondered if it would be worthwhile to go to an alternative publisher to have a contingency offer in your hands and Stephanie Bohon agreed having competing proposals from publishers would be strategic. Stephanie said we could ask SAGE to pay for receptions. Earl Wright II asked for Gayle Kaufman to take this back to the

committee to make recommendations for the EC regarding contract negotiations and possible alternative outlets.

Anti-Harassment Taskforce – Bri Turgeon

In 2020 Adia Harvey Wingfield asked the Committee on Gender & Sexuality to look into the policies and the committee didn't want to limit the scope of harassment. So, the taskforce was formed. Since Bri Turgeon was chairing CGS she transitioned to chairing the task force. They looked at ASA and SSSP's policies. ASA's was complicated and couched in ethics. SWS was also examining and discussing these policies. Bri Turgeon collaborated with everyone and looked at what was working and wasn't and how the organizations were defining harassment. Bri Turgeon said the EC discussed liability insurance last year. The committee liked the bones of the SSSP policy and also suggested some recommendations for making things more accessible. The taskforce doesn't want to be the one to implement the policy because they didn't feel they had the training to do it. The committee would review the policy and then work with external actors to explore the investigation aspects. Stephanie Bohon posed questions for the committee to consider (It was suggested the committee start by addressing the following: what is harassment to SSS, what are we asking of our members, and what are the consequences for members who are accused? What constitutes due process and accountability?). The committee went through SSSP's policy and added some suggestions about how harassment can happen virtually, in sessions, committees, and they wanted to highlight the types of behaviors and where they can take place. The committee is asking members to review and sign a statement agreeing not to harass. In terms of consequences for members, SSSP has sanctions, and the committee is suggesting that we hire someone external to manage. Consequences could include being asked to leave, rescinding awards, barring from leadership positions, removal from organization. The chair of the committee would bring it to the President's attention to work with the external organization. Bri Turgeon wanted an update on liability insurance and the documents that they submitted. Bri wants to turn the taskforce to turn into a formal committee that would receive training.

Dave Brunnsma said we purchased directors and officer's insurance. It is a million-dollar policy that is claim-based and mostly for a lawyer. It would cover settlement costs and legal fees. It is \$600 a year. Cameron Lippard wants to see this fast tracked. Kylie Parrotta brought up turning the task force into a formal committee. Bri Turgeon said that the people on the committee would need to receive training and that it should have co-chairs. The current members on the task force do not want to be responsible for implementing this, but would likely be willing to serve on the committee. Cameron Lippard wanted to know if we could consult with SSSP. Stephanie Bohon said SSSP is a national organization with paid staff who are housed in Stephanie's department, so she volunteered to contact them. Stephanie wondered if we were over complicating the issue. She noted other organizations have simpler policies and that we don't have money to hire consultants.

Cameron Lippard said we currently have the check the box policy as step 1, and liability on step 2, and Dave said step 3 would be Ombud. Marni Brown brought up that Myrtle Beach and New Orleans will be sites with a lot of alcohol and this would be a concern.

Dave Brunnsma recommended that he, Bri Turgeon, and Earl Wright II have a conference call with the SSSP leadership about their processes. Dave Brunnsma was uncomfortable with being the only person to have harassment complaints reported to. Cameron said that we have to have a clear process that is fair to all members. Juan Jose Bustamante said we need to be mindful of due process. Bri Turgeon thought SSSP has had some issues and recommended victim services and different resources to members.

We took a break. Cameron Lippard left for a session. Dave Brunnsma left so we could discuss the EO position. Earl Wright II said that Dave Brunnsma's term is coming to an end and that Dave was willing to step down or will continue. Earl said it is extremely likely he would want to remain, but that we should give him time to talk to his institution. Stephanie Bohon was EO before Dave and that it is an unbelievable amount of work equivalent to being a Department Head. There are real benefits to being EO, such as name recognition and being nominated for other organizations. It's a launchpad to other service positions. You get a free suite at the meetings and you're typically treated well by the hotel. Stephanie was encouraged to be EO by her former Department Chair. You receive a graduate student to help with being the AEO. It is against the bylaws, but maybe we want to appoint Dave for one more year and then have someone shadow Dave.

Marni Brown wondered if a new person would know how much work the person was responsible for. Stephanie Bohon said it's typically 10 hours a week and then a lot more leading up to the meetings. Depending on the hotel, it can be a lot of work on site as well. Stephanie Bohon said that she wouldn't have been able to do the job without a graduate assistant. Megan Underhill mentioned that you can get hotel points, but Stephanie said you don't always get the perk. Kylie Parrotta brought up the concern of the institutional memory being lost. Earl Wright II said we could release a call for applicants and that 2022-2023 could be the shadow year. Stephanie said EO is a calendar year job and that the shadowing person could start in 2023 and come on officially in 2024. Kendra Jason wondered what would happen if we put out a call and no one responded and Stephanie said that Dave could stay on. Stephanie said that the person's institution would need to provide support, including a course buyout and a graduate assistant. Earl said Dave might need a period to digest what has happened at this conference.

Kendra and Megan needed to leave for the airport but supported Dave staying on and putting out a call. Kylie Parrotta recommended that we have someone with experience doing contract negotiation and budget management. Stephanie Bohon said it hasn't been advertised since 2007 and that we would need to develop a job position to send out to the Listserv. Kylie and Rhiannon will work with Dave to develop a position. We discussed possible candidates.

[remaining in attendance: Marni Brown Earl Wright II, Irene Brown, Stephanie Bohon, Kylie Parrotta, Rhiannon Leebrick]

Kylie Parrotta brought up members of STARTS wanting documentation for their participation in the program. [We don't have quorum to vote]. Stephanie recommended saying that if they wanted a certificate of completion that they would need to have all of

their materials vetted. The STARTS crew got \$2500 from ASA and will put together a proposal and budget to EC.

Earl adjourned the meeting at 10:09.