



**Agenda – ASTR Executive Committee
Midsummer Teleconference
June 19, 2019
11:30-1:00pm Central**

Ratified at Fall 2019 EC Meeting

1. Roll Call

Present: Marla Carlson (President), Jimmy Noriega (VP for Conferences), Esther Kim Lee (VP for Publications), Patricia Herrera (VP for Awards), E.J. Westlake (Treasurer), Scott Magelssen (Secretary), James Harding, Doug Jones, Kate Bredeson, Elizabeth W. Son, Sarah Bay-Cheng, Aparna Dharwadker, Baron Kelly, Shayoni Mitra.

Administrators Present: Laurie Krueger (Manager), Arzu Alimohd (Assistant Manager), Nancy Eriksen (Administrator Transition Consultant).

Guests Present: Dorothy Chansky (incoming VP for Publications), Paige McGinley and Margaret Werry (incoming EC Members)

Not Present: Rose Malague, Rhonda Blair, Hala Baki (GSC Rep)

2. Call to Order at 11:35am

3. Approval of the Spring EC Meeting Minutes and appendices

MOTION: To Approve the Minutes of the Spring EC Meeting. Moved by Harding. Seconded by Bredeson.

Vote: 13 yes. 0 no. 0 abstentions. The motion carried unanimously.

4. Approval of Budget

MOTION: To approve the budget circulated by Westlake in advance of the meeting. Moved by Dharwadker, seconded by Kelly.

Vote: 12 yes. 0 no. 1 abstention. The motion carried.

5. Proposal for Co-Sponsored Event award

There is one proposal for a co-sponsored two-day symposium, “Revolutions in Sound,” at the University of Maryland, organized by Caitlin Marshall and Iván Ramos, Visiting Assistant Professors at UMD.

The organizers are asking for \$500 in ASTR support.

MOTION: To co-sponsor “Revolutions in Sound” without funding. Moved by Noriega. Seconded by Bredeson.

Discussion:

It was pointed out that the description of the Award on the ASTR website notes that monetary support will be awarded “in exceptional cases,” though proposals in the last couple of years have all been funded. Why not fund an award this year? We are still in fiscal downturn, and have been compensating by tightening our belt. For instance, we drastically reduced the Program Chairs’ budget for the 2019 conference. So, it doesn’t make sense that we fund this award when we’re reducing spending on our regular offerings.

There was clarification that if we opt not to fund an award this year, the funds budgeted for co-sponsored events could be used for other purposes, e.g., to off-set the deficit.

President Carlson would give an explanation to the applicants as to why we cannot give them funding at this time.

Vote: 13 yes. 0 no. 0 abstentions. The motion carried unanimously.

MOTION: To remove the \$1000 line in the budget for co-sponsored events. Moved by Westlake. Seconded by Harding.

Discussion:

Where will the funding go? To off-set the budget deficit.

Vote: 13 yes. 0 no. 0 abstentions. The motion carried unanimously.

6. Additional appointments: Joanna Das as DSA liaison; Adam Versenyi, Robin Bernstein, and Stacy Wolf to the Nominating Committee.

Discussion:

From President Carlson: Versenyi has agreed to chair the committee in his second year (i.e., for the 2021 election).

Carlson noted that she was mindful of ASTR's commitment to diversity and equity when seeking appointees to the Nominating Committee. These appointees are all white people: Though Carlson approached a number of others, including those whose names were recommended to her, none were able to accept the appointment this year. Despite the demographic make-up, this is a right thinking, knowledgeable committee.

Vote: 13 yes. 0 no. 0 abstentions. The motion carried unanimously.

7. Motion to add new bylaw to address representation and marginalization in our organization and our field

We voted at the spring 2019 EC meeting to present a bylaw change regarding equity and diversity to the general membership. The language for the motion was crafted by task force members Bredeson, Mitra, and Lee and circulated in advance of the meeting:

Note: discussion will need to involve placement of this bylaw.

MOTION: to add the following new bylaw to address representation and marginalization in our organization and our field.

Section 1:

ASTR is an association where, in the 21st century, equity and representation of all humans, regardless of status, are core values. We recognize that there have been structural problems of access and privilege in this organization, field, and in academia at large, and we strive to repair the way our field and profession have shut out people from historically marginalized populations. We seek in an ongoing way to make our organization one in which people's voices and scholarship are recognized and amplified, regardless of gender, sexuality, race, ethnicity, ability, age, national origin, class, and religion. We specifically aspire to make our organization a scholarly and professional home for those who have experienced discrimination because of the above markers of personal identities, even where such identities were shifting or not salient to the individual.

The Executive Committee and ASTR membership shall act in ways consistent with this core value of equity and representation.

Furthermore, those charged with nominating members for election or naming committee chairs and members shall diligently seek qualified persons representing the full representation of the membership of the association. Where the membership in a given period is not reflective of the diversity stated above, we will actively work to grow and support members of underrepresented groups, with a path to leadership roles.

Section 2:

The American Society for Theatre Research acknowledges that our professional meetings and scholarship in the United States and Canada takes place on the traditional and ancestral lands of many indigenous nations. We acknowledge here and as an ongoing part of our organization the original caretakers of the lands on which we now live and work. To the extent possible, our professional meetings and conferences will acknowledge the specific ancestry and nations of the region in which they are being held.

Discussion:

A question: Do we need what amounts to self-critique in the first paragraph? Answer from the task force: It's not that we are simply calling out discriminatory behavior. In explicitly recognizing the makeup of ASTR prior to this time, we want to acknowledge that there are structural problems we are committed to rectifying.

A question: Should we be foregrounding the identity of the scholar over the scholar's work in this way? While we should pay attention to the expanded locations of theatre and performance, the identity of the scholar may not always match their discourses. A recognition of the globality is appropriate, and the inclusiveness of the identity of the scholar is connected to this. The make-up of the leadership is a much more practical matter. Answer from the task force: We looked at other diversity statements and wanted to avoid mere lip-service to diversity in those statements. We wanted to grapple in a complicated and real way with the legacy of some scholars feeling left out of this organization.

At this point the time allotted for discussion ran out. The EC considered tabling the motion for today and taking it up as an electronic discussion in the coming weeks. Another option was to wait until the November EC meeting to discuss it in person. This option would not allow us to put the bylaw change in front of the general membership until November 2020, because we need time to run it past a lawyer and put it in front of membership for 30 days prior to the meeting as required by the bylaws.

MOTION: To take up the proposed bylaw change on diversity and inclusion as an electronic meeting. Moved by Dharwadker. Seconded by Bay-Cheng.

Discussion:

A sensitive issue like this would benefit from face-to-face discussion. But ASTR has a history of getting out in front of issues like this before they become controversies. It might not make sense to prioritize bylaw changes that aren't as urgent in the November meeting while deferring this one.

Carlson: if we don't put it before the general membership, I will discuss it in my President's report so we can signal our activity in this area.

Having another Zoom meeting in August dedicated to this issue alone, when folks are available again, would still give us time to get the bylaw change to a lawyer and to the membership 30 days prior to the meeting.

Vote: 1 yes. 12 no. 0 abstentions. The motion did not carry.

MOTION: To table the discussion until the November meeting. Moved by Westlake. Seconded by Son.

Discussion:

Should we vote on a motion whether to take this up as a Zoom meeting in August before we vote to take it up in November?

Westlake withdrew the motion.

MOTION: to have a Zoom meeting dedicated to this issue in August. Moved by Harding. Seconded by Noriega.

Vote: 13 yes. 0 no. 0 abstentions. Motion carried unanimously.

8. Language for new bylaw provision for removal from office

We voted at the spring 2019 EC meeting to present a bylaw change to the general membership for a provision for removing officers and appointed committee members for cause. Rhonda Blair was charged with presenting language for the motion. Blair submitted a handful of options. President Carlson asked for a motion to accept one of these possibilities.

MOTION: to add the following new bylaw specifying a provision for removal from office. Moved by Harding. Seconded by Dharwadker.

An ASTR Officer or committee member may be removed from her or his position due to inactivity or consistent lack of compliance with the policies of ASTR. Removal from office requires a minimum 2/3 vote of the Executive Committee.

Vote: 13 yes. 0 no. 0 abstentions. The motion carried unanimously.

9. Motion to add new bylaw defining the Conference Program Selection Committee, to replace Article XIII pursuant to ratification of its repeal.

We voted at the Spring 2019 meeting to repeal Article XIII and revise Article XIV. But we need to add a new Article XIII describing the Conference Program Selection Committee, since it will be mentioned in the revised Article XIV. Language submitted by Noriega:

Article XIII: The Conference Program Selection Committee and Its Function

Section 1: The Conference Program Selection Committee shall consist of the Vice President for Conferences (chair, with a vote); a member of the EC (appointed by the President in consultation with the Vice President for Conferences for a two-year term); a TLA representative; the Graduate Student Caucus member appointed by the Vice President for Conferences in consultation with the Graduate Student Caucus Representative for a one-year term; and a member-at-large elected for a two-year term by a majority of those members in good standing voting by ballot. If an unexpected vacancy occurs in the Conference Program Selection Committee, the Committee shall have the option of appointing a replacement for the unexpired term. The terms of the EC representative and the member at large shall begin in alternate years.

Section 2: The function of the Conference Program Selection Committee will be to discuss and suggest possible conference themes for the Executive Committee's consideration and approval; to suggest potential Program Chairs for the Executive Committee's consideration and approval; and to work with the Program Chair to ensure continuity and diversity in conference themes and structures.

Section 3: Those elected to the Conference Program Selection Committee may not serve consecutive terms.

Section 4: The Conference Program Selection Committee shall meet at least once each fiscal year, typically in conjunction with the annual conference.

Vote: 13 yes. 0 no. 0 abstentions. Motion carried unanimously.

10. Motion to revise Article XIV of the bylaws, which defines the Program Committee

MOTION: To present a change to Article XIV of the Bylaws at the November General Membership Meeting. Moved by Noriega. Seconded by Bredeson

Article XIV: The Program Committee and Its Function

Section 1: The Program Committee shall normally consist of the Program Committee Chair (recommended by the Conference Program Selection Committee and approved by the Executive Committee for a one-year term); a Graduate Student Caucus member (different from the Graduate Student Caucus member on the Conference Program Selection Committee, appointed by the Program Chair in consultation with the Graduate Student Caucus Representative for a one-year term); a TLA representative, and additional members appointed by the Program Chair and approved by the Executive Committee for one-year terms (normally from three to seven members). The Vice President for Conferences shall serve ex officio.

Section 2: The function of the Program Committee shall be to plan and execute the conference themes at the annual meeting of the Society.

Section 3: The Program Committee shall meet at least once each fiscal year, typically in conjunction with the annual conference.

Vote: 13 yes. 0 no. 0 abstentions. The motion carried unanimously.

11. Alternatives for refinements to the nominations process and agreement between bylaws and handbook.

We voted at the Spring EC meeting to revise the Nominations and Elections process. The following language was circulated prior to the teleconference.

Article VIII: Other Committees

Section 1: The Nominating Committee shall consist of five members in good standing, exclusive of institutional members of ASTR, ~~named by the executive committee~~ **appointed by the President in consultation with the Executive Committee** for

staggered terms of two years. The Chair of the Nominating Committee shall be a member of the committee in their second year of service. The Executive Committee, in making appointments, shall give consideration to the inclusion of representatives from various geographical areas and various scholarly and professional specialties represented by the membership at large **and shall make appointments consistent with ASTR's core values of full equity and representation.**

Section 2: The Nominating Committee shall make nominations for Officers and members of the Executive Committee as vacancies occur. Every year the Graduate Student Caucus (composed of all graduate student members in good standing) shall nominate at least two candidates for the Graduate Student Representative position. The names of the candidates will be forwarded to the Chair of the Nominating Committee for inclusion on the ASTR Executive Committee ballot. The slate shall be placed before the membership ~~in an announcement in the ASTR Newsletter or by some other official communication~~ **in an official communication** no later than ~~eight~~ **seven** months preceding the annual meeting. Additional names may be added to the list of candidates by a petition signed by no fewer than ten members and submitted to the Secretary, along with written consent from the nominee, no later than ~~seven~~ **six** months before the annual meeting. The Secretary will then distribute, collect, and tabulate the mail ballots, **with voting complete** no later than ~~six~~ **five** months before the annual meeting. Institutional members shall receive one vote.

Section 3: The Executive Committee, or the President in consultation with the Executive Committee, shall appoint other committees as shall from time to time be deemed appropriate.

Discussion:

Neither the bylaws nor the handbook specify that the EC needs to approve the slate presented by the nominating committee. We have done this in practice but have not technically had the authority to do so.

MOTION: To amend the motion with a new second sentence in the second section: "The nominating committee shall forward the recommended slate to the Executive Committee for approval." Moved by Harding. Seconded by Westlake.

Article VIII: Other Committees

Section 1: The Nominating Committee shall consist of five members in good standing, exclusive of institutional members of ASTR, ~~named by the executive committee~~ **appointed by the President in consultation with the Executive Committee** for staggered terms of two years. The Chair of the Nominating Committee shall be a member of the committee in their second year of service. The Executive Committee, in making appointments, shall give consideration to the inclusion of representatives from various geographical areas and various scholarly and professional specialties represented by the membership at large **and shall make appointments consistent with ASTR's core values of full equity and representation.**

Section 2: The Nominating Committee shall make nominations for Officers and members of the Executive Committee as vacancies occur. **The nominating committee shall forward the recommended slate to the Executive Committee for approval.** Every year the Graduate Student Caucus (composed of all graduate student members in good standing) shall nominate at least two candidates for the Graduate Student Representative position. The names of the candidates will be forwarded to the Chair of the Nominating Committee for inclusion on the ASTR Executive Committee ballot. The slate shall be placed before the membership ~~in an announcement in the ASTR Newsletter or by some other official communication~~ **in an official communication** no later than ~~eight~~ **seven** months preceding the annual meeting. Additional names may be added to the list of candidates by a petition signed by no fewer than ten members and submitted to the Secretary, along with written consent from the nominee, no later than ~~seven~~ **six** months before the annual meeting. The Secretary will then distribute, collect, and tabulate the mail ballots, **with voting complete** no later than ~~six~~ **five** months before the annual meeting. Institutional members shall receive one vote.

Section 3: The Executive Committee, or the President in consultation with the Executive Committee, shall appoint other committees as shall from time to time be deemed appropriate.

Discussion:

Does there also need to be language for what we do if the slate isn't approved? No, we don't need that specificity. As with other items, the slate would just be sent back to the committee.

Vote: 13 yes. 0 no. 0 abstentions. The motion carried unanimously.

12. Possible addition of a GSC representative to the Field Conversations team

The GSC representative to the EC and the Field Conversation coordinators have agreed that it would be helpful to have a GSC representative. The EC was asked to consider whether this is the right time to make such an appointment. Everything has been set for 2019, so this representative would be joining the conversation for Field Conversations in 2020.

The VP for Conferences discussed the growth of the field conversations and the degree to which they have begun to direct the way the conference program develops. They have a large impact on the Food and Beverage Budget and meeting room availability.

Although President Carlson will not make an appointment at this time, nothing prevents the Field Conversations team from reaching out to the GSC. Within the next year, the EC will discuss the structure of the conference and the place of the the Field Conversations.

The President and Secretary will communicate with the GSC appointee and the Field Conversation Coordinators about this decision.

13. Plans moving forward

We will schedule another Zoom meeting in August to discuss the Bylaw change regarding diversity and inclusion. (There will not be an electronic meeting in advance of Zoom meeting). Those who have suggestions for changes to the Bylaw language changes can be in touch with task force, who will bring us revised language in August.

We'll prepare the language for all the bylaw amendments we approved today and send them to Nancy to share with the attorney.

14. Other Business

We need to vote on the motion to accept Article VIII as amended. We voted on the amended language, but not to put it forward to the general membership.

MOTION: To accept the motion for revisions to Article VIII as amended. Moved by Westlake. Seconded by Harding.

Vote: 13 yes. 0 no. 0 abstentions. The motion carries unanimously.

MOTION: To make the Bylaw language regarding removal from office gender inclusive. Moved by Westlake. Seconded by Harding.

An ASTR Officer or committee member may be removed from ~~her~~ ~~or his~~ **their** position due to inactivity or consistent lack of compliance with the policies of ASTR. Removal from office requires a minimum 2/3 vote of the Executive Committee.

Vote: 13 yes. 0 no. 0 abstentions. The motion carried unanimously.

15. Adjournment (1:00)

MOTION: To Adjourn. Moved by Noriega. Seconded by Westlake. Vote:

13 Yes. 0 no. 0 abstentions. The motion carried unanimously.