Governing Council Mid-Year Meeting
Sunday, January 31, 2021
12noon - 3pm ET via ZOOM

Documents for meeting
1. September 2020 Minutes
2. Finance- ATHE Balance Sheet; Draft Budget and Budget Assumptions; FY 2020 Audit; 2021 Proposed Conference Rates
3. 2022 Proposed Conference Committee
4. Operations manual- MAL Roles and Responsibilities
5. Antiracist initiative: Armeh Institute of Emotional Justice Proposal; Workshop Series Proposal
6. Vision Planning: Thoughts and Questions; FG Task Force findings

Attendance
Present on Zoom: Josh Abrams, Jon Rossini, Chase Bringardner, Ann Haugo, Carla Della Gatta, Jane Barnette, Noe Montez, Jen-Scott Mabley, Dassia Posner, Christin Essin, Monica White Ndounou, Emily Rollie, Lionel Walsh, Megan Geigner, Suzanne Delle
Staff: Aimee Zygmonski, Shaun Franklin-Sewell

12:05pm Call to Order - Josh Abrams

12:05pm Approval of September 2020 Minutes
- Will discuss bylaws in future
- Affiliate memberships will be discussed in the future
Committee slates- send to Aimee and Josh

Motions
Minutes Approved- 12 yes, 0 no, 2 abstain
Follow-up GC members send committee slates to Aimee and Josh

12:08pm Finance
- Jon presented budget with several conference scenarios as plans are still in flux.
  - The reserve account is $704,204; org is financially healthy but spending still exceeds revenue. Current budget has negative variance; hybrid conference would result in a loss; virtual could save money but that depends on hotel penalty/cancellation policies (not reflected in budget)
  - Projecting 825 members for 2021; currently have 962 members
  - Org income from membership dues, exhibitors, and royalties from journals; expenses are committee meetings, awards, journal postage-printing-mailing, hosting conference
  - Note that awards in a virtual conference year still needs budget line
- Discussion about draft 2021 conference rates 2021
  - Reflect membership scale of cost; rates based on average cost per person for conference to break even; Open Water cost for 2020 was $12.5k and 2021= $27k
- BTN and ATHE agreement needs to be clarified. BTN conference registration rate has historically provided BTN members access to ATHE.
- Note that virtual reg. fees far exceed last year—need messaging around this.
- Suggested changes:
  - Add option to sponsor grad student/contingent faculty
  - Omit top cap
  - $35K rather than $30 as the lowest cutoff (grad stipends)
  - Add non-presenter rate?
- Audit shown, explained, and accepted
- Proposal for rolling membership

**Motions**

| Tabled approval of conference registration rates to late Feb. meeting. |
| Audit Accepted- 12 yes, 0 no, 2 abstain |
| Tabled rolling membership vote to late Feb. meeting |

**Follow-up**

**GC Members** send conference rate feedback to Aimee and Jon

**12:45pm**

**Area updates**

- **Leadership Institute**
  - Noe explained there is a working timeline for LI to take place as 6-week virtual institute leading up to conference with Jake Pinholster and Kirsten Sosnowsky. Keeping it budget neutral. Noe reaching out to people to review the proposal.

- **Journal Planning (Christin)**
  - Christin shared work from ad hoc committee (full report forthcoming). [https://docs.google.com/document/d/1NM5eZ2LC3Y0NvO30PyHnmueuWgEdSg_h0rRpdflb65*/edit?usp=sharing](https://docs.google.com/document/d/1NM5eZ2LC3Y0NvO30PyHnmueuWgEdSg_h0rRpdflb65*/edit?usp=sharing)
  - Suggesting moving forward with members being allowed to opt out of print (need to speak with JHUP), monitor changes and statistics to see if change is sustainable.
  - Need to rethink online editor. Role is unsustainable; need to reconsider online platform.

- **Online Access Research**
  - Megan showed shared information about possibilities for online access to outlets such as Project Muse or JSTOR for members. [https://docs.google.com/document/d/1zIhOdegLLsb70h164i8y1zGXD4TU0sINNfNbTvFSk5s/edit?usp=sharing](https://docs.google.com/document/d/1zIhOdegLLsb70h164i8y1zGXD4TU0sINNfNbTvFSk5s/edit?usp=sharing)
  - Will come back with more information.

- **Sector Support**
  - Josh and Jane want to create webpage on ATHE.org w/ resources for programs in crisis to have quicker response than current letter writing (which will also continue).
  - Task force

- **Awards Proposal**
  - Discussion about commendation or recognition for contribution to field during pandemic. Definition of “contribution” needs to be inclusive and equitable.
  - Dassia will work with Christin to bring first book award proposal to in April GC meeting.
Motions

None

Follow-up

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<th>Notes prepared by Megan Geigner, ATHE Secretary</th>
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**Motions**

No motions.

**Follow-up**

- Noe will have people review LI’s proposal.
- Christin will bring full journal report to April GC meeting.
- Megan and Aimee will figure out member #s and Megan will do more subscription service research for April GC meeting.
- Dassia will work with Christin on first book award proposal and w/Ann for contribution recognition.

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**1:16pm**

**Conference updates**

- Ann shared new logo for conference and explained possible performances and excursions. Still working on keynote; still trying to figure out what is in-person and what is virtual.
- 2022 Committee Proposal (Jen-Scott) approved.

**Motions**

- 2022 Conference Committee Proposal approved - 12 yes, 0 no, 2 abstain.

**Follow-up**

- None.

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**1:28pm**

**Operations Manual Update**

- Carla explained reformatting/copyediting (inclusive “they,” “Roles and responsibilities” “duties”); Need conflict of interest statement.
- Suggested FGR Liaison Officer name change.
- Discussion about MAL roles: what they do, in what areas of the GC that they serve, how to make these officers more accessible to members and responsibilities. Suggestion for Equity MAL.

**Motions**

- Tabled changes to April GC meeting.

**Follow-up**

- GC members send feedback about MAL descriptions/ideas to Carla, Suzanne, Lionel, and Emily.
- Carla will bring formal proposal for MALs and FGR Liaison name change to April GC meeting.

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**1:35pm**

**Break**

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**1:46pm**

**Anti-racist training proposals and planning**

- ATHE has made a commitment to antiracist programming, training, and planning.
- Needs to be long-term, ongoing, and addressing leadership turnover at both GC and FG level.
- Possible partners so far considered; however more suggestions should be considered:
  - Armah Institute (see proposal)
  - https://www.enrichchi.org/
  - https://www.driep.org/anti-racism-training
- Needs budget line-item. Investigate grant writing. Budget lines from print journals or in-person committee meeting could go toward this.
- GC agrees goal should be antiracist training for all aspects of the organization and is committed to figuring out how to do this in our multilevel organizational structure.

**Motions**

- Tabled to April GC meeting.

**Follow-up**

- Monica and Josh (and Jon?) bring proposal(s) to April GC meeting.

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Notes prepared by Megan Geigner, ATHE Secretary.
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<th>Time</th>
<th>Session Title</th>
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| 2:00pm| Workshop Series Proposal               | • Alicia Tafoya has proposed ad hoc workshop committee (see proposal) with possible programming for this spring. Discussion about how this will work with GC and with larger antiracist initiative. Discussion about larger, institutional approach vs. small, ad hoc steps.  
  • Discussion about logistics—ATHE members pay workshop givers directly or is this part of ATHE membership fee? |
| Motions| None                                  | None                                                                                                                                                                                                   |
| Follow-up | Josh will direct Alicia to connect with Monica, Jon, Emily | None                                                                                                                                                                                                  |
| 2:11pm| Vision Planning Discussion and Breakouts | • Breakout discussions re: 1. What is the chief function of ATHE as an organization in its current configuration? In what areas does ATHE currently excel? In what areas could ATHE improve? Where do you see ATHE in 5 years? 10 years? How is ATHE responding to the changing fields of Theatre and Performance and the changing structures of Higher Education? Notes from breakout forthcoming  
  Focus Group task force  
  • Chase shared doc. about relationship between FGs and the overall organization. 2 big areas- communication and information. GC and FG relationship improvement suggestions: FG summit?, Marketing campaign about relationship to show benefits, Create clear expectations document.  
  • Think about FG budget and overall use of technology |
| Motions| None                                  | None                                                                                                                                                                                                   |
| Follow-up | GC members send Aimee breakout discussion notes  
  Chase to provide more detailed proposal about FGs for April GC meeting | None                                                                                                                                                                                                  |
| 2:59pm| Next Steps for April GC meeting       | • Aimee sent survey for meeting time  
  • Need to find Feb. meeting time  
  • Committees think about strategic expenditure (from reserves) |
| Follow-up | GC members fill out date availability survey for April GC meeting  
  Aimee send Feb. meeting time survey | None                                                                                                                                                                                                  |
| 3:04pm| Adjourn                               | None                                                                                                                                                                                                   |