Documents submitted prior to meeting

1. Consent Agenda:
   a. April 24, 2021 Minutes
   b. 2022 Conference Theme
2. ATHE FY2016-FY2021 Year End Comparison
3. Membership and Conference Income/Expense Analysis Draft Numbers
4. Investment Spending Policy and Notes
5. Final T&P Guidelines
6. Report on PhDs/MFAs outside the field

Attendance

Present on Zoom: Josh Abrams, Jon Rossini, Chase Bringardner, Carla Della Gatta, Jane Barnette, Megan Geigner, Noe Montez, Christin Essin, Dassia Posner, Emily Rollie, Monica White Ndounou, Jen-Scott Mobley, Dani Snyder-Young, Suzanne Delle, Anjalee Deshpande Hutchinson, Eunice Ferreira, Carlos Alexis Cruz
Absent: Lionel Walsh, Ann Haugo
Staff: Aimee Zygmonski

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Actions</th>
<th>Follow-up</th>
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<tbody>
<tr>
<td>11:36am</td>
<td>Call to Order (Pres. Josh Abrams)</td>
<td>• GC/FGR meeting in late August</td>
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<tr>
<td>11:37am</td>
<td>Consent Agenda(Pres. Josh Abrams)</td>
<td>Actions</td>
<td>Motion to approve passed with 9 yes, 3 abstain</td>
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<td>Follow-up</td>
<td>Megan send Shaun notes to post on website</td>
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<tr>
<td>11:38am</td>
<td>Welcome new GC members and forming Committees this fall (Pres. Josh Abrams)</td>
<td>Actions</td>
<td>None</td>
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<td>Follow-up</td>
<td>GC members: Be sure to choose people to serve on committees so the slates can be approved</td>
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<tr>
<td>11:45pm</td>
<td>Finance Update (Treasurer Jon Rossini and Aimee Zygmonski)</td>
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<td>Financing Update: Discussion of budget and Year End Comparison</td>
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<td>○ Positive balance for the first time in a long time due to no midyear meeting, no print journals</td>
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○ Keep being careful when return to in-person conferences; $40K loss to Austin hotel, $20K of which will come back after we return to Austin in 2023

● Discussion of conference registration numbers
○ Over 1000 conference registrations as of this meeting, 200+ were non-members (higher than in-person conferences); conference registration higher than predicted
○ Comparison to past years: Chicago 2016= 929; Las Vegas 2017= 778; Boston 2018= 962; Orlando 2019=604; last year online= 1025. How can we continue to have this level accessibility in in-person conferences (knowing that we can’t stream from hotel rooms)?

● Discussion about how to stay in budget for return to in-person conferences
○ Note that in-person will cost more with AV and F & B and room minimums; hotel costs going up 5% per year but our rates do not reflect that.
○ What is useful for us to do in person? Jon questions the many concurrent sessions model
○ Detroit and Austin contracts are binding for the next 2 years; after that, we can start thinking about different conference structures or models

● Discussion of proposed investment spending policy
○ Reserve fund has been growing well: $778k total now
○ Create a spending range for each year—floor is $600k for the reserve fund because that is generally total expenses for a year; Going forward can spend 3-5% in the next fiscal year; “The stated objective goals are to be in service of or organizational mission and specific strategic priorities as determined by the GC in consultation with focus group leadership.”
○ This year made a comment EDI activities to Hyphens and Spaces and direct $5000 to FG for EDI grassroots efforts= $31k total
○ There has been no investment in reserve; we do have a proviso in case we get a large gift; (We should have a clear gift policy—Aimee can write one
○ Jon will amend first bullet point on doc to make clear the accurate # of quarters (20 quarters)

● Discussion about communicating membership timing and spending to ATHE membership

<table>
<thead>
<tr>
<th>Actions</th>
<th>Motion to approve (with friendly amendment about 20 quarterly records) strategic spending policy: passed with 79% yes and 21% abstain</th>
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<tbody>
<tr>
<td>Follow-up</td>
<td>Jon will amend strategic spending strategy document to make clear the 20 quarters Aimee will draft gift policy</td>
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<tr>
<th>12:08pm</th>
<th>2021 Conference Update (Aimee Zygmonski)</th>
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<td>● Discussion of state of current conference as of this meeting:</td>
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<td>○ 1017 registered for conference. 211 comped registrations for artists, fellowships, partnership w/ BTN</td>
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<td>○ 298 sessions on schedule (most we have ever had at any ATHE conference)</td>
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<td>○ 14 sponsors- part-time marketing person helped</td>
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<td>Actions</td>
<td>Follow-up</td>
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<tr>
<td>None</td>
<td>Aimee or Josh share the working groups meeting notes with GC</td>
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**12:18pm**

**DEI Consulting Update (Pres. Josh Abrams)**
- Discussion of meeting with consultants
  - Armah institute not available; contracted Hyphens and Spaces
  - Had initial meeting with Hyphens and Spaces and created task force drawn from across organization with Sept/Oct meeting. Task force: Chase Bringardner, Josh Abrams, Aimee Zygmontski, Khalid Long, Carlos Alexis Cruz, Dani Snyder Young, Ann Marie Costa, Donatella Galella, Patricia Herrera, Gibson Cima, Alex Ripp
  - Acknowledge the sense of urgency and that things MUST happen now
  - Thanks to Monica for making this happen and the GC for approving the money to do it

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**12:22pm**

**Tenure and Promotion Guidelines Approval (Noe Montez)**
- Discussion and plans for final draft
  - New drafts have language for specific guidelines to respect cultural differences and has incorporated new field areas (theatre historians outside of theatre and performance depts and those in Eng. depts); and info on digital publications curtesy of Christin and DJ Hopkins
  - Will post to website after approved
- Kudos to Noe for this incredible work!

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<tr>
<td>P and T guidance approved with 92% yay and abstain 8%</td>
<td>Aimee with send to Shaun to put on website Aimee will announce in ATHE news on August 12</td>
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**12:26pm**

**Report on PhDs/MFAs outside the field (Megan Geigner)**
- Discussion of research and report Megan did on this constituency and how to best to include them in ATHE’s fold
  - People want it to be on website but not as white paper
  - Noe has list of all the PHDs conferred from 2012 to present that he can share—
- Notion of creating space for our non-professors - connects to EDI, FG summit; ATHE should be a creation of networks
- Mentorship outside of academic structure
- ATHE embracing “hug” that allows people to feel part of org year-round instead of just at conference or for 1-off set of events
- Need to remember that if we do 1-off events, these folks have 9-5 jobs
- What resources would they like to be available to them
  - Discussion about making a new “Expansive Career” or “Beyond Higher Ed” FG
  - Structure of ATHE needs to be more malleable - needs to be more accessible - not having progress because ATHE is structured toward FGs
  - How do we make space for the way the field is changing at such a rapid pace; maybe not a new committee or new FG

### Actions

None

### Follow-up

- Megan will pioneer this with Anjalee (and maybe VP for advocacy?)
- Noe will send Megan his research
- Megan and ETC will get in touch with JHUP for and HEB (Aimee)
- Megan work with Shaun to make a place for this on website

### 12:45pm

**Focus Group Summit Update and Discussion (Chase Bringardner)**

- Discussion about how FG summit developing
  - Chase will talk to FGRs at meeting in late August and make subcommittee (please include FGR alum); opportunity to think about FGs as part of structure of ATHE
  - Goals are to rethink structure of ATHE to make it more accessible, participatory, transparent, and connected (instead of Big v Small ATHE)
- Discussion about how best work with volunteer labor
  - Be mindful about expecting DEI work from BIPOC members
  - The Latinx Theatre Commons gives number of hours up front for all volunteer commitments
  - Make work limited-tasks shovel-ready (so-to-speak)
  - Help FGs learn to delegate and structure tasks
  - ATHE leadership roles are too labor intensive and especially w more and more members not having tt jobs where this counts as service for P and T. We need to fix that.
- Discussion of possible alternative conference structure in the future
  - A poster session and/or research sharing that allows for a large number of people to engage in a single plenary session to lower the number of concurrent sessions paired with virtual component of traditional panel presentations prior to the days of the conference itself
  - Conference then run over fewer days, meaning less overall cost to the members and organization
  - Break conference into chunks (allowing folx to then register for the first half, the second half, or the whole thing) so it can be in smaller, less expensive (overhead/minimum cost) venues.

### Actions

None

### Follow-up

None

### 1:00pm

**Updates / Information from Focus Groups (Josh Abrams)**

- Discussion about FGs work during pandemic-shout-out to ATDS
• Discussion about conference proposal ranking system and panel config
• Midyear reports suggest lack of clarity in current system
• Aimee looked at other organizations to see how they adjudicate panels
• Discussion about ways to increase communication across FGs to avoid repeat panels; can submissions avoid the FGs?; Maybe add a second step to proposal process to let people do their own matchmaking or collapsing or do an ASTR ranked system or add spreadsheet part
  o From chat: have the new book sessions be consolidated so more works can be celebrated—in dialogue with each other
  o ATHE listserves are silo-ed; CPs curate but they are limited in the broad organizational conversation and tend to “cluster” in their FGs
  o Some prof. organizations have graphical membership directories on their websites that show what all the members work on with contact info to find collaborators. ETC is talking about trying to create that on the ATHE website
• Discussion about labor and communication for panel submission and ranking
  o Uploading system was tied to Openwater, but not clear if we are going to do that again
  o We need a way to review panels centrally to be able to have space—too hard logistically
  o How can we keep whatever structural changes we make reasonable for our small labor pool (Aimee and Devon)

Actions | None
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Follow-up | CarlosAlexis and Chase will meet to talk about FG accountability plans
GC will continue to think about better panel ranking systems

1:13pm | Bylaws Review and Operations Manual Update (Josh Abrams)
Congrats to Carla for work on operations manual
Megan and Khalid to help with bylaws review with Josh to make them more general to stop limiting us

Actions | None
Follow-up | Josh will contact Megan and Khalid to start bylaw review

1:30pm | Thank you to all outgoing members of GC and to Josh and adjourn

GC To-Do List:
• Megan send Shaun April GC notes to post on website
• GC members: Be sure to choose people to serve on committees so the slates can be approved
• Jon will amend strategic spending strategy document to make clear the 20 quarters
• Aimee will draft gift policy
• Aimee with send P and T final to Shaun to put on website and will include announcement in ATHE news on August 12
• Megan will pioneer this with Anjalee (and maybe VP for advocacy?)
• Noe will send Megan his research
• Megan and ETC will get in touch with JHUP for and HEB (Aimee)
• Megan work with Shaun to make a place for this on website
• Carlos Alexis and Chase will meet to talk about FG accountability plans
• GC will continue to think about better panel ranking systems
• Josh will contact Megan and Khalid to start bylaw review