**IASNR Council Meeting Minutes[[1]](#footnote-1)**

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| **Date:** September 2, 2021  **Time:** 2:00-3:30 pm US ET  **Location:** Virtual |
| **Voting Council Members Present:**  0 Carla Koons Trentelman 0 Gladman Thondhlana  0 Tanya Howard X Jesse Abrams  X Tasos Hovardas X Kindra De’Armen  X Chloe Wardropper 0 Jens Emborg  X Azahara Mesa-Jurado X Kate Sherren  **Non-Voting Council Members Present:**  X Dana Johnson,  X Chun-Yen Chang  X Sarah Church,  **Executive Officer Present:** X Bill Stewart X Becky Schewe 0 Lee Cerveny  **IASNR / SNR Office Present:**  X Jessica Hill ☐ Paulus Mau  **SNR Editors-in-Chief Present:**  ☐ Kristin Floress ☐ Emily S. Huff |
| Call to order: *2*:03 pm U.S. Central Time by Bill Stewart |

1. **Quorum**. Determined that we have enough voting members for quorum (eight present).
2. **Approval of Minutes (June 2, 2021 meeting).** This was not undertaken due to unexpected absence of IASNR Secretary.
3. **Treasurer’s Report (See Appendix 1 for more details)**

**a. Treasure provided quarterly report.**

* + Becky (Treasurer) noted that IASNR is doing very well financially. We have a couple places where we have gone over budget, but we are running quite a surplus of revenue, and we are running under budget for costs. Overall, we are in very good standing.
  + We have a substantial surplus from conference registrations and a substantial surplus from memberships; those are the funds being redistributed to committees.
  + We paid more to Taylor and Francis because of the higher membership right, which offsets some membership gains.

**Discussion:**

* + Kate asked about the likelihood of an ongoing surplus or whether the Council should be considering this as a short-term situation.
  + Becky explained that most likely we will not have a surplus of this size going forward. This year’s surplus is related to the switching to a virtual format over the past two years. Some money was saved through that as well as the backlog of dividends built up over the past several years. Going forward, the line that we can expect to be available to committees, is this investment dividends. Depending on how our investments are doing that year and on market conditions, there could be something likely going forward, but it won't be of the kind of magnitude that we have this year.
  + Becky further noted that we have reached a point with our with our investments where we are over $500,000, which is sort of the tipping point at which nonprofit advisors say you can start spending now on your dividends. We are at that point and thus can comfortably start spending our dividends.

**b. Committee proposals.**

* + Becky reminded the Council that we have $6,000 available to committees, up to $2,000 to $2,000 per committee and just to clarify, we decided as an executive team that we didn't want to limit to one proposal per committee. If a committee has more than one idea that they want to submit, this is welcome.
  + Bill encouraged everyone to think big and let that idealism drive the proposals.

**Discussion:**

* + Kindra asked about the feasibility of providing international travel funds or scholarships for students to attend the IASNR conference. She noted that attendance at conferences helps with retention and internationalization the association. Potentially the Association could provide two scholarships per year or something similar. In the development of our proposal we would we ask the Awards team to choose the awardees. Or, perhaps the co-chairs of the SAC could choose awardees. This is something that we would like the Council to discuss and make a recommendation. Kindra also noted student travel scholarships has always been a separate budget line. But it would be helpful to hear from the Student Affairs Committee about how you envision the use of those funds would be most effective. Clarification was requested about whether previously student travel funds were used for conference registration or travel costs to attend. Previously, they have been called a student travel scholarship but it's been through waiving registration fees. The focus of this scholarship would be travel costs.
  + Jessica clarified that the process has varied in the past. Sometimes it is a waiver of registration costs and sometimes a check is issued to cover travel. The minimum amount ahs been $100. Typically it has been about $250 per student. It might be a complete registration waiver, or it might be the registration minus the membership costs. Jessica noted that in some cases, she learned that the reimbursement would actually give them a profit, because they also received institutional support.

**c. Conflict of interest form.**

* + Becky explained that the conflict of interest form. The IASNR accountants advised that we complete this so that we can comply with non-profit status. It was attached it to the email with the agenda. Becky will send reminders and would like any feedback on this potential conflict of interest document.

1. **IASNR Conference Updates**
2. **2021 Virtual Conference Re-cap** (Jesse)
   * Jesse said that the 2021 conference was a huge success. There was a great planning committee and much support from Council in moderating and hosting, getting the word out. Jessica went above and beyond and really made the whole thing happen and deserves a special thanks. There were no major technical difficulties. Only one session had get moved at the last second to another forum because of zoom issues. The committee was happy with the WHOVA platform.
3. **2022 IASNR Conference – Costa Rica** (Becky)
   * + Becky explained that planning for 2022 conference is going well. David Matarrita is leading that planning effort and he just came back from, from a trip to get further details on some of the venues the meeting venue, places to eat places to stay, as well as field trips. He said that it is all looking really good. The hotel is giving us everything that we're hoping for and the University of Costa Rica is providing the meeting venue free of charge. David scouted out a field trip that looks excellent and he's really excited to show people that part of history. We haven't had a lot planning committee meetings yet but those will start soon. We will be announcing our first call for organized sessions and things so a team will be assembled to start reviewing those.
   * Becky also noted that the conference planning team met with the student affairs committee to make sure that we cover all the bases on the student needs and get those addressed early on.
4. **2023 IASNR Conference** – Portland, ME (Jessica)
   * Jessica provided updates on the 2023 conference. Tentative dates were the first week of June, but then the second week of June opened up, so the conference dates were moved to the 10th, which is the second week of June. That's important because for some universities, their semesters lines up where their finals are early in June.
5. **2024 Conference and beyond –** (Becky)
   * Becky explained that the letters of intent, were due to the business office August 31 and the site selection committtee received three letters of intent; and, we expect to receive at least one late one. The submissions we've received so far from Edmonton, Canada, Darwin, Australia, and airns Australia (which was to be the host in 2020 – canceled due to COVID). The Cairns team is being headed up by Jessica and someone from the hotel because the two people who were originally the facilitators of the 2020 meeting are not able to do that in their current professional positions. We expect late submissions from Reykjavik, Iceland and Denver, Colorado. Becky personally emailed all members in Sub Saharan Africa, Latin America and Asia, to invite proposals. We did not receive any, but there is a potential interest in the future.

**Discussion:**

* + Kindra asked if there would be options to incorporate virtual components to conferences because it can be really difficult for people to attend conferences live as members of the association when they're not always located near where they live. Could we think about potentially having the keynotes be live. We can think of this in the context of the IASNR regional hubs which could potentially include an online component. We received feedback during the 2020 student forum, which was originally scheduled for Australia, but was virtual. Nearly everyone in the student forum, said that they would not have gone to Australia and so that they were glad to have a virtual conference. The SAC did request that for future conferences, the organizers describe options for hybrid and virtual components so that's definitely something that we envision for future conferences.
  + Kate added that maybe there are ways to decouple these things. Some associations run the main conference but the are other online events to keep people connected throughout the year, which could be remote. By planning so far out, it makes it hard to do some of the things like partnering with other associations or co-locate conferences.

1. **Committee Updates**
2. **Student Affairs (Kindra)**

* Kindra provided a brief update or report back from the conference, which was successful for student members. Several new students joined the association, through the 2021 conference. There was an active student forum (with 18 participants) and follow-up exchange amongst students throughout the duration of the conference.
* For the virtual quizbowl, only nine people attended. There were no university-only teams. There were three different students from three different countries in attendance. We got feedback on some of our questions.
* This was followed by a student happy hour with 14 people which was very interesting and engaging.
* There has been growth in SAC membership and we ended up getting some students on our list from Becky's outreach for committee members. We sent out a follow up email after the conference to student members, and so we have included eight more students on our list of SAC members and the SAC is open to expanding our list - we're really open to wanting to hear a variety of voices from students. Our SAC listserv has 19 members. And then we also have other students who aren't on our listserv who were interested in joining the slack on the SAC Slack channel which is pretty much made for students in the association and so there's so there are forms of communication through slack.
* We would like to hear from folks about whether it's during this meeting or just via email that committee chairs for committees that still need student members can let Kindra know. Kindra will mention vacancies at the next student affairs committee meeting. Kindra also wanted to know the names of the student reps on each of the committees to be able to track this. Next SAC meeting is September 3, 2021. SAC representatives met with the conference planning committee to have early discussion.

1. **Elections (Chloe)** 
   * Chloe said that there was not much to import since we are in the quiet period. Chloe is transitioning off of the Council at the end of this year and will be able to work with the new elections committee chair when that gets formed in the spring.
2. **Diversity, Equity and Inclusion** (Gladman absent, Bill presented)

* Bill provided the report. The DEI committee met once this past summer and had some really good discussion going . One topic is the IASNR logo, which features two white faces when it is printed white on black and two black faces when printed black on white. There also is a gender issue there. So, there is a need for a review of that. The DEI is hoping to maybe cooperate with the membership committee and others to rethink the logo and then hire a professional to create it for us. That might be a proposal they put forward.
* In addition, the DEI committee is talking about languages and use of native languages at the conferences, having a possibility for native languages to come forward in their presentations. It also came up the idea of having native languages within the abstracts too.
* Kate added that the DEI session at the conference was excellent- well-organnized and well-attended. The conversation was really really rich and produced a lot of food for thought.

1. **Professional Development** (Bill for Tanya)

* Bill reported that the Professional Development committee has been very busy and they have created various sub-committees and are working on three prongs. (a) Mentor program. They gained a lot of feedback at the mentor roundtable at the conference. Information shared was well- aligned with what was gained last year at the at the roundtable. Mark R will be taking the lead on that redevelopment of the IASNR mentor program. (b) Bi-monthly webinar series. The committee supports the notion that we need to make something attractive and beneficial to our members year round. And so they'd like to keep that moving through with the webinar series featuring scientific presentations. Tanya already invited some presentations from people at the conference to see if they wanted to have their talk posted on the website. (c) Membership directory. We currently don't have a functioning membership directory. This is needed for many purposes, including developing connections between members, so we know who is doing what, and particularly for the mentor program, so that they can have more customization of mentor assignments. In order to do that, they need to know who's out there, that would be willing to be a mentor for them. So, the Professional Development Committee definitely sees a need to get a membership directory, up and running. I know that that's a concern for the membership committee also so I'm going to say that that might be some sort of joint, have joined forces there to get a membership directory going.
* Kate added that the directory is a really important initiative, and it would be important to figure out how to do that in a way that doesn't create a huge burden for Jessica. It would be good if the directory updates itself so we don't have yet another profile to keep current and you know these are.

1. **Conference Support** (Jesse) No additional information. See above.
2. **Publications** (Tasos)

* Tasos explained that he shared two documents in the Chat that the Publications Committee has worked on. He presented four major themes.
* (a) Business model for SNR press. The first is the SWOT (strengths, weaknesses, opportunities, threats) analysis for the SNR press. The committee is concerned that they would need some type of guidance or general directions from the Council for renegotiating the book press, and this is why we prepared this document for review. Send any comment to Tasos. We (pub committee) are working on a business model for the book press. We have a lot of members asking, Why should I submit a book proposal? Why don't I just send, journal articles? What is the added value of a book edition? What is the competitive advantage what again what is the added value there? Looking also ahead in 2023, we need to renegotiate our contract with the SNR book press publisher so strategic discussion is timely. We should be preparing that so that by the time we would need to renegotiate the contract we would be ready at least in the general overview of what we want from the press.
* (b) Editorial board. Another thing is that we would like to renew the editorial board of the book press and we have received one application, please see the advertisement. Jessica will send it again soon. Please send it to colleagues to everybody who would be willing to support the book press through this throne application for the for the tutorial board.
* (c) Hubs. The second file, I uploaded I the chat includes several discussion points on the regional chapters we're working on in the publication's committee. There is a European chapter already established. We are now working with Emmanuel, and Roland to establish an African chapter. Quite soon in Costa Rica we will be able to discuss, establishing a Central America Chapter. Then Australian and Asia could follow. We can grow this community of practice and support internationalization. We need some strategic thinking of how to integrate regional chapters with IASNR. In the document, we outlined those are quite important for discussing before this idea matures, so that we can guide the process and the coalescing in regional chapters. The publications commitees is submitting a proposal for funding that develops the IASNR website to host landing pages for the regional chapters so that we don't get scattered. They also would like to use the website as a communication mechanism so that members can interact with each other.
* The publications committee is looking for a student representative. In our next meetings probably Kindra and Dana we would like a student member in the publication's committee please see if that is possible.
* Bill said that he was assuming that there was going to be a proposal coming forward from either your committee or jointly work between Publications, Becky and the IASNR press. He asked if that would be something that Council would review and if that how Tasos want to structure the discussion between this contract renewal and our organization.
* Tasos replied that the Council needs to have a couple of strategic decisions on how to move on with the SNR book press -- What are the priorities, what is the added value of somebody sending a book proposal? What is the strategic advantage of publishing om SNR press? Unless we have the strategic thinking, I'm afraid we we cannot renegotiate details. The first stage is this strategic thinking, and thenwe can prepare a proposal review, and finally proceed with with the negotiation.
* Tasos added that in 2023 we have the renegotiation with Taylor & Francis for the SNR journal, so it's it's two things we need to be thinking about and we will need a strategic discussion in collaboration with the editors, so that we know towards which directions we should be heading.
* Kate commented that this was really exciting news around the formation of the chapters. I see this coming out of the publication's committee, but this feels like something that needs to be coordinated with the membership committee. I'd really like to know what's going on and to have somebody from Membership liaisoning with that. We can do a lot with that as membership committee you know trying to build in some kind of an alternating thing where there's events on the regional level that are complemented by international stuff. But, I would like to have a bigger conversation. I emailed Tonya Straka who I think was an organizer for that meetup and asked her if she wanted to join the membership committee.
* Tasos replied that we would like to have some basics before that. We should be able to discuss on something like a draft structure for the hubs and outline expectations from chapters. For instance, should somebody be an IASNR member before being a member of chapter? Should we redistribute the percentage of registration fees back to the chapters so that they get some revenue? This would create a strong incentive for chapters to recruit new members. All these things needs to be in place of course we can discuss them jointly. If everyone would like to review these points and get back to me, please do so. Again, we need to have strategic thinking about how to enlarge, our community of practice and actually support the three basic objectives of IASNR: nternationalization, recruitment, retention, everything is there in the regional hubs.
* Kate said that we might think about ways to do it so that actually you have a bit of an add on to the membership fee that would then be redistributed. That is how it's done with many of the special study areas within the AAG (American Association of Geographer), for instance. You pay a small amount, when you register and then those funds go to those special groups. But, I don't know how complicated that is because I know the finances need to sit in the US for various reasons. I think of people perceived value with these chapters, then I don't think people would hesitate to put an extra $10
* Chloe had a similar qeusiton to Kate, which is, the regional chapters idea has been something that has been discussed for a while and it seems like this is a great part of an effort moving forward. And I was just wondering the ways that it was connecting or envision to connect with membership and professional development. Tanya was really spearheading that Australian hub. I don't know if she'd been involved in these discussions at all.
* Tasos mentioned that one big challenge is how we can create incentives for people to get engaged, no matter how much distance they feel between themselves and IASNR. Usually people just join a conference or two and then and then stop their engagement. The incentives are important for us to discuss. I believe in creating a continuity. The key term here is ‘community of practice’ if somebody knows or feels that she will be benefiting from the end. she will have the opportunity either to provide or get support somehow. This will expand the reputation of IASNR. The next conference will be a good place to consolidate some things about it. Hopefully at the next conference, we will be able to run to three regional hubs by then. Costa Rica is a perfect venue to have a discussion about this.

1. Membership (Kate)

* Kate reported that the Membership Committee met once this summer and once right before the conference, so there's not a whole lot that's new. (a) new member meeting. We had the new members meeting at the IASNR conference. We had eight to 10 people attend. The conversation was rich and enjoyable and friendly. We asked people really what it was that was bringing them to IASNR. We heard the same phrase related to ‘disciplinary diversity’ and that they're not being asked to be in a box or fit in any particular kind of archetype. They also were attracted by the mentorship and networking opportunities. Many of them did feel like they were facilitated by the virtual format, but that they also really did crave networking and mentorship. (b) The awards subcommittee. The awards sub-committee is our next big job. We are hoping that these awards will have some kind of a financial value, but if that is something we want to do in perpetuity, we may need to organize and find sponsors for these awards. Any ideas that people have about what kind of, what kind of awards we should have are appreciated. We are just at the very early stages of this. We have to participate in the membership directory that Tonya is leading to coordinate with the regional hub stuff.
* There seems to be a perception that there's a really diverse set of particularly qualitative methods that are being used across our membership. And it was raised at the, at the DEI meeting that some bipoc folks are not feeling like the methods that they are using are welcome at SNR. There were some people at the European meeting saying we use just such different methods that are used in this kind of core idea of IASNR. Going back to the book issue … I'm doing the decadal review, there's not a lot of space in there to talk about methods, but if there could be a summary or a book about the qualitative methods that we use as a field that really encompasses it can serve as guidance for editors and reviewers as well as students of programs, because I think qualitative methods is one of those kind of fuzzy spaces, everybody has a good sense of what makes good quants, but what makes good qual is a bit trickier. So, I was just something I wanted to bring up here might, if you, if you have interest in something like that or know somebody who would have maybe put a bug in their ear.
* Someone made a comment about the awards. A comment that I've heard a few times is that they like that we don't do awards, they go to a lot of other associations, and there's this big kind of award process and it seems like the people that get the awards are the same people all the time. It is just their way of patting themselves on the back, and that there's a sense of ‘in group’/ ‘out group.’ If we made the awards fun and really accessible to everyone, we we can maybe combat that.
* Kate replied that award thing is something that was handed to Membersip, kind of as a done deal -- like this is what the membership committee needs to do. But, I'd love to hear other people's thoughts on this. The idea of awards usually starts with something more formal, like the high school yearbook. Is there something more fun that can be done that would be more inclusive?
* Jessica mentioned that it could be something simple, like having the student volunteers keep track of who asked the most questions or who was most likely to arrive at their presentation late… something fun that would remove the stuffiness atmosphere. I've gone to conferences and felt turned off by this huge formal award process. We don’t do that with the best paper awards. I think we do a really fantastic job, especially with the Student Award, and we do our best to highlight those, but I think just I want to caution as we think about this that we put ourselves in the shoes of a new member who already feels like they're on the outgroup. IASNR is a great group of people, but there's a specific cohort of our members that are very well known, and we can inadvertently make clicques. We don't want the award to also do that but I think there's definitely fun ways to do the awards.
* Kate noted: We need to think about – what if all of the award winners are white women one year or white men one year? What does that look like? We have to be careful what the awards are, and make it to where the awardees can be diverse, and all backgrounds, age, race, gender, topic area, everything.
* Jesse suggested that the award could be structured on something like, innovation. I think that's one thing that means that the long standing well known names within IASNR don't always have a monopoly. If we see they're doing something really interesting in terms of their research, or their communication, or their outreach their engagement, conducting research to practice, it can be somewhat, open, but I think this idea of really rewarding people who are doing kind of new and interesting things and kind of pushing the state of practice a little bit.
* Kendra said that she has seen the awards processes before for a section of a large academic association, and that award process involved an incredible amount of materials to prepare for nominees. That is something else we should think about. You might need a number of letters and all these different documentation, and what about the accessibility of these awards – what are the requirements for recommending or submitting to an award?
* Becky mentioned the policy created by the Rural Sociology Society and how they worked with attorneys to develop it and everything can be handled confidentially through our Ethics committee. Any nominee for award or for Office has to be the name has to be circulated to all council members and then people have a specific amount of time to contact the chair of the ethics committee if they're aware of a known ethics violation. It’s a complicated compromise between protecting people's privacy but also ensuring ethical behavior. There's tension between Kendra's comments about making the application and processing as easy as possible and making sure it's thoroughly vetted. The nightmare is people are nominated for a prestigious award and then it becomes clear that they were already a known sexual harasser. The award has to be withdrawn.

1. Ethics (Carla sent a report. Bill shared the report.)

And there's one that actually requires our action. Membership of the Ethics committee needs to be approved by our bylaws here. They've got Carla, Lee Azahara and Brett. They would like to add to others: Brooke from the Student Affairs Committee, and also Jessica Chad. Our bylaws actually called the Ethics committee needs to be approved by council.

MOTION: . I'd like to have a move to to approve the Ethics Committee as Carla, Lee, Brett, Brook, and Jessica.

1. Kate moved. There was a seconder for that motion. No discussion. MOTION APPROVED.
2. The Ethics committee. is looking at the evolution of the Code of Ethics. Currently, it is written with a punitive tone. They want to bring out what are the aspirations that we as a community of scholars and researchers and agency staff sort of aspire to. There may be some things that have come into our view that we didn't know about when this code of ethics was first developed. They would like to move forward with language differences. They also want to look at input from membership. They want to make sure that the memberships that the whatever code of ethics, they come up with the membership has been thoroughly consulted. This would have to be voted on, like the bylaws and constitution this past summer. And she says that's not really the timeframe they're working within just wanted to update us to that. They want to make the Code of Ethics more visible and are looking for ways to have forums or events where the Code of Ethics becomes a conversation piece.
3. **Team Updates**
   1. **Communications**. The communications team has been conversing about the listserv. We are switching to a Google-based listserv. We have our emails that come from the IASNR business office, but we also have a member to member listserv where members can informally contact each other directly through that list. Right now the listserv is hosted at Illinois State, and we're moving it away from the university into a Google group option.
   2. **Executive Council** Bill explained that the Executive Officer team that's Becky Lee and Bill meet once a week and Jessica Hill joins us now and then. We would appreciate your insight. We talk about issues of the association, largely we're each liaison. Bill is liaison with three committees; Becky with three committees and Lee is liaison with two committees. We keep each other posted on what each committee is doing in case there's a need to cross communicate. We talk about a lot of things that have been spoken already in terms of including many times when communication goes out to our members or our Council. We often vet that amongst us to make sure that we're being careful about what we say to everybody and being best use of your time. We've always been sensitive about using time efficiently so that's important.
4. **Other Business**

* Becky: One thing I forgot to mention in my Treasurer's Report, you've all been notified of this by email. We have officially filed their 2020 taxes. Our accountant did alert me that there are some things in our organizational structure that make us fairly likely to be audited. One thing is this conflict of interest, we're going to get that done. There are a few other things I'm taking care of. So hopefully we don't get audited because that would be a real pain in my butt.
* Next meeting: December 2. This will be the final meeting for Azahara, Jens, and Chloe. We will miss you.

1. **MOTION to adjourn**. Chloe moved to adjourn. Kate seconded the motion. All votes (6) in favor. Meeting adjourned at 3:19 ET.

1. Yellow highlights are approvals/actions or votes taken. Blue highlights are to-do items. Purple highlights are questions. [↑](#footnote-ref-1)