



**ASOR Board of Trustees Fall Meeting
November 21, 2021
8:30 a.m.-12:30 p.m.
Chicago Hilton Hotel
Waldorf Room, 3rd Floor**

Present: Susan Ackerman (Past President), Emily Bonney (Treasurer), Margaret Cohen, Pearce Paul Creasman, Erin Darby, Richard Coffman (Board Chair), J. P. Dessel, Lynn Dodd, Peggy Duly, Jane DeRose Evans, Paul Flesher, Sharon Herbert (President), Chuck Jones (Vice-President), Ann-Marie Knoblauch (Secretary), Alex MacAllister, Bob Mullins, Joe Seger, Carolyn Strange, Andy Vaughn (non-voting)

Guest: Marta Ostovich

Absent: Lisa Ackerman, Theodore Burgh, Debra Foran, Michael Hasel, Peyton (Randy) Helm, Melissa Bailey Kutner, Susan Laden, W. Mark Lanier, Carol Meyers, Eric Meyers, Timothy Potts, Ann V. Sahlman, Nancy Serwint, Jason Ur

Preliminary Matters

1. Call to Order and Introductions (8:30-8:40) (Richard Coffman)

- The meeting was called to order at 8:40 AM

Business Items (8:40-9:45)

2. Approval of Agenda (Richard Coffman):

- **BE IT RESOLVED:** The posted agenda is approved by unanimous consent; a report by the Development Committee will be added.

3. Approval of the Minutes from the May 2021 Board Meeting (Richard Coffman):
- **BE IT RESOLVED:** The minutes are accepted with minor typographical corrections.

4. Officers Nominations Committee Report (Bob Mullins) (*Ann-Marie left the room and returned after the vote*)

- The ONC recommends Ann-Marie Knoblauch for a second three-year term as ASOR Secretary (January 1, 2022-December 31, 2024): c.v. and statement posted at <http://www.asor.org/hidden/board-info>

Joe Seger moved.

BE IT RESOLVED that the ASOR Board of Trustees elects Ann-Marie Knoblauch to a second 3-year term as Secretary from January 1, 2022 – December 31, 2024.
Unanimously approved.

5. Trustee Nominations Committee Report (Jane DeRose Evans)

a. Elected Institutional Trustees (January 1, 2022-December 31, 2024):

- To an additional 3-year term: Erin Darby
- To an additional 3-year term: Lynn Dodd

b. Member-elected Trustees: (January 1, 2022-December 31, 2024)

- To an initial 3-year term: Margaret Cohen
- To an additional 3-year term: Jane DeRose Evans

6. Board-Elected Trustee Appointments (Sharon Herbert)

For election to an additional 3-year term (January 1, 2022-December 31, 2024)

Biographical sketches for all available at <https://www.asor.org/about-asor/committees/board-of-trustees-2021/>

a. Carolyn Strange moved.

BE IT RESOLVED that the ASOR Board of Trustees elects Peyton (Randy) Helm to another 3-year term from January 1, 2022 to December 31, 2024.
Unanimously approved.

b. Lynn Dodd moved.

BE IT RESOLVED that the ASOR Board of Trustees elects Eric Meyers to another 3-year term from January 1, 2022 to December 31, 2024.
Unanimously approved.

- c. Ann-Marie Knoblauch moved.
BE IT RESOLVED that the ASOR Board of Trustees elects Ann Sahlman to another 3-year term from January 1, 2022 to December 31, 2024.
Unanimously approved.
- d. Joe Seger moved.
BE IT RESOLVED that the ASOR Board of Trustees elects Carolyn Strange to another 3-year term from January 1, 2022 to December 31, 2024.
Unanimously approved.

7. Motions from the Publications Committee

- a. COP recommends to the Board that Stephanie Budin be reappointed for a second three-year term as Editor of NEA.

Paul Flesher moved.

BE IT RESOLVED that the ASOR Board of Trustees elects Stephanie Budin to second a 3-year term as Editor of NEA (January 1, 2022-December 31, 2024)
Unanimously approved.

- b. COP recommends to the Board that Alex Joffe's term as editor of *ANE Today* be extended for one year while we search for a suitable replacement.
- Sharon noted that *ANE Today* is a popular arm of ASOR, but it also has citations. Right now it is aimed at a college freshman level, and is also connected with ASOR Webinars.

Chuck moved.

BE IT RESOLVED that the ASOR Board of Trustees elects Alex Joffe for 1-year additional term as Editor of *ANE Today* (January 1, 2022 – December 31, 2022)
Unanimously approved.

8. Treasurer's Report (Emily Miller Bonney)

- The report is a positive one. ASOR is in a strong financial position due to the generosity of donors, as indicated by the \$145,000 in gifts given to the Annual Fund in FY20 and the \$125,000 given in FY21. Membership numbers are also strong, including those supported by scholarships. Emily issued a warm thank you to donors. Emily also noted that ASOR has benefitted from the extraordinary performance of the stock market and from the two PPP loans we received during the pandemic.
- The completed audit has been posted and shows increase in assets.
- The posted documents provide the evidence of ASOR's strengths
- Good financial foundation for supporting ASOR's work.
- Emily mentioned concerns over long-term impact of COVID 19 and changes in higher education, which are in the treasurer's report

- Andy noted the final numbers for the 2021 Chicago meeting as of November 21: 1047 registrants (combined for virtual and face-to-face); 85 people have signed up for the Boston meeting as of today.
- The two (forgivable) PPE loans has been very helpful for ASOR.
- Andy also noted that the management firm hired about ten months ago is providing review of our financials, although the contract had to be renegotiated because they could not deliver all they had promised. Britta and Andy are doing the day-to-day work. Andy thanked Britta for her help in preparing the documents for the meeting.
- Sharon congratulated and thanked Andy, Arlene, Marta and Jared for their remarkable work with the Annual Meeting. The Program Committee and the session chairs have also worked very hard.
- Paul asked about ASOR’s financial strategy. Emily noted that the goal is to see more in the endowments for operations in case things dip, also noting that new endowments like the building fund and the BIPOC endowment are growing quickly.

9. Finance Committee Discussion and Action Items (Andy Vaughn and Emily Miller Bonney)

a. Vote to receive the FY 2021 Audit (Exhibit A)

- Emily noted that the audit report was favorable and acknowledged the work being done. Will be putting the audit out for bid in 2022. Richard has transmitted template to Emily and Andy.

Joe Seger moved.

BE IT RESOLVED that the ASOR Board of Trustees receives the Fiscal Year 2021 Audited Financial Statements that have been reviewed and discussed by the Finance Committee and EC. (Note: this is not a vote to approve, but a vote to receive the completed audit. This vote signifies that the Board has reviewed and discussed the audit.)
Unanimously approved.

b. Vote on recommendation to Board to emend December 2020 decision with regard to Board-Designated Building Fund (Susan Ackerman).

- The Building Fund has approximately \$327,000.
- Susan noted the original motion was to not take a draw until the fund reached \$500,000. At that time it had \$250,000, and it is growing robustly. The current budget on the building is about \$14,000 and it’s coming out of operating. To take a draw from the Building Fund will free up \$14,000 in operating for other things.
- Andy noted that we have a policy on all spending accounts. If the fund drops below the amount contributed, the draw is cut in half.
- This comes as a recommendation from the Finance Committee and the Executive Committee.

Chuck Jones moved.

BE IT RESOLVED that the ASOR Board of Trustees emend its prior resolution adopted in December 2020 to strike the parenthetical in the following text: “BE IT RESOLVED

that the ASOR Board of Trustees adopts the motion and amends “Appendix II— Spending Policies” of the ASOR Investment and Spending Policy to add a new account: “Board-Designated Building Fund” with a 5% distribution rate ~~(after the Fund reaches a market value of \$500,000).~~”

Unanimously approved.

Discussion and Voting Items

10. The Strategic Plan (Sharon Herbert)

- Sharon noted that plan has been in the works for a long time. All the standing committees have contributed and discussed at the CCC. Continues work of previous plan (2016-2020).
- Many trustees not present have weighed in.
- One issue that has come up is the vocabulary to describe the area in which we work. “Western Asia” “and the greater (or wider) Mediterranean Basin” is one suggestion.
- Susan noted such a change would involve a change to ASOR’s mission statement.
- Erin noted that the DEI committee could take the lead in this discussion.

Jane Evans moved.

BE IT RESOLVED that the Board adopts the Strategic Plan as presented by the President

Unanimously approved.

Break (9:40-10:00)

11. The DEI Committee and necessary amendments to the by-laws

- Sharon stated that last spring the DEI Task Force Report was received. Sharon was directed to develop a standing DEI Committee in consultation with Erin Darby as chair of Task Force and Chuck Jones (as chair of the CCC).
- ASOR bylaws state that committees write their own descriptions. Sharon has developed short description based on Task Force charge and the Strategic Plan. She invited discussion.
- Andy reiterated that DEI crucial to what ASOR does, and he strongly supports this amendment to bylaws. He views this as one of the most important issues facing organization, and DEI is highlighted in the Strategic Plan. This shows concrete action.
- Sharon has approached 5 people from the Task Force about being on the Committee. All have accepted (pending decision of Board to form committee). An open call for other half of committee will go out very soon. The goal is to cover all types of diversity, not only BIPOC.

Paul Flesher moved.

BE IT RESOLVED that the Board accepts the recommendation of the President and the Executive Committee and amends the bylaws to create a standing DEI Committee.
Unanimously approved.

12. Election of Erin Darby to the chair of the DEI Committee (Sharon Herbert)

- Sharon commended Erin for the outstanding job as chair of the DEI task force. Erin is willing to serve as the inaugural chair of the committee for a three-year term.
- Sharon announced that a call for DEI Committee members will go out in next issue of *News@ASOR*. The goal is to have the committee up and running by January 2022.

Chuck Jones moved.

BE IT RESOLVED that the Board accepts the recommendation of the Executive Committee and the CCC to elect Erin Darby as inaugural chair of the DEI Committee for a 3-year term (January 1, 2022 – December 31, 2024).

Unanimously approved.

Discussion and Information Items (10:20-10:50)

- Sharon reminded the Board that the president can form an ad-hoc committee without a Board vote.

13. Ad hoc Committee on Climate Impact (Sharon Herbert)

- The co-chairs are Virginia Herrmann (who co-presented a poster on climate impact with Lucas Stephens at the 2019 Annual Meeting in San Diego) and Andy Vaughn.
- Climate mitigation efforts are gaining momentum. The focus of the committee is on Annual Meeting, and they will bring an interim report to the board at the spring meeting. A final recommendation will be made at the meeting in November. Alex MacAllister is the Board member serving on this committee.

14. Ad hoc Committee on Archives (Sharon Herbert)

- The committee is focusing on the ASOR archives that were previously housed in the Boston office. They were moved to Harvard in hope that they would keep them, but they do not have the space.
- The Committee will advise on where to move the archives and how to best curate them.
- Committee members: Susan Ackerman (chair), Paul Flesher, Eric Meyers, Jason Ur. Their first meeting is this week.

15. Formation of Search Committee for Chair of the Board (Sharon Herbert)

- Richard's second term as chair ends Dec. 31, 2022.
- The search committee consists of Sharon (chair), Susan Ackerman, Ann-Marie Knoblauch, Bob Mullins, and Eric Meyers. They hope to bring a name to Board at the Spring meeting.

16. Future Annual Meetings (Andy Vaughn)

- Andy referred trustees to his Executive Director’s Report for final attendance numbers.
- A big issue for discussion is the future of the virtual component of the Annual Meeting and what that looks like: should we continue it and if so, when should it be held?
- Virtual component: Should we continue it? When should it be? It most likely is beyond staff capacity to handle a truly hybrid meeting, and the cost of streaming a truly hybrid meeting is very large—i.e., tens of thousands of dollars. However, current staff does have capacity to do both an in-person and virtual components.
- Discussion continued with some of the pros and cons of the virtual component.
- Susan noted that the PC has committed to virtual component for 2022.

Reports (10:50-11:30)

17. Development Committee Report (Lynn Dodd)

- Lynn referred trustees to her submitted written report. She summarized her written report by thanking members of the committee who met monthly.
- How can the Development Committee support ASOR and the Board? We currently have twelve named endowments, allowing ASOR to carry out its mission. Lynn mentioned the extraordinary DEI work made possible by the DEI endowment. She invited the rest of the Board to give and stressed the importance of legacy gifts. The Annual Fund has a goal of \$125K for the Annual Fund for this fiscal year.

18. Chairs Coordinating Council (Chuck Jones)

- Chuck received more committee reports this year than last and they are posted on the website. The CCC has been meeting monthly throughout the academic year. He noted that the Program Committee had an enormous workload this year, especially negotiating last-minute changes to the Annual Meeting program as attendees shifted from in-person to virtual. It might be a good idea to increase the PC’s membership to help with this burden. COP also worked very hard this year on the *BASOR* editor transition.

Jane Evans moved, Emily Bonney seconded.

BE IT RESOLVED that the Board acknowledges and thanks the Program Committee and the ASOR staff for the hard work on the Annual Meeting

Unanimously approved.

19. ACOR (Pearce Paul Creasman)

- ACOR is in good shape and financially stable. There is currently a multi-million dollar renovation going on in Amman, and staff is increasing.
- Other changes include an updated mission statement, strategic plan, and statement of the pillars of ACOR.

20. AIAR (Matthew Adams)

- The Albright Fellowship program is back. The first fellows arrived in August 2021. In early January AIAR hosted a group from the University of Wyoming, and they are expecting a full return to normal in 2022.
- During the COVID shutdown there has been work on several facilities upgrades, including the loggia surrounding courtyard, outdoor lighting for evening events, hostel renovations, increase staff, new furniture, sewer and water supply replacement, remodel of library, new laundry room, new staff lounge, and updates to kitchen.
- AIAR's YouTube channel is hosting a lot of online programming, including conversation with Israel Finkelstein. Doing new series with Andrea Berlin.
- Matt's time at AIAR coming to an end. Katharina Schmidt taking over in June.

21. CAARI (Ann-Marie Knoblauch)

- Nancy Serwint and Scott Moore serving as co-presidents following the passing of Bryan Wilkins.
- COVID numbers rising in Cyprus. All staff vaccinated. Lots of online/hybrid activity. 2020 and 2021 fellows have all completed visits.
- Funding for Cypriot ECS to take part in virtual meeting this year and give posters.
- MOU renewal. Reviewed every five years. Trying to get letters of support to state department. Decision will be made in January.

Break (11:20-11:30)

Breakout Discussion Groups (11:30-12:30)

Board Members split into small groups to discuss the future of the Annual Meeting and ASOR's climate change efforts.

22. Future of the Annual Meeting (Sharon Herbert, Andy Vaughn)

Ann-Marie's Group:

- Concerns about amount of work for staff and PC to accommodate last minute adjustments.
- Virtual meeting not going away.
- Presenters must choose online or face-to-face not both.
- PC subcommittee on Virtual Annual Meeting.
- Have presenters sign commitment that they may not have a place if they withdraw.
- Prevent switching back and forth. Simple written acknowledgement or a box to check when submitting abstract.
- Will these lead to a smaller meeting? What are the consequences.

Alex's Group:

- Possibility of a meeting overseas?

- Virtual component:
 - Other organizations having a true hybrid meeting (SBL).
 - Perhaps ASOR could partner with another archaeological organization.
 - Host event at a university instead of a conference site.
 - Virtual component should stay and keep separate from in-person.
 - Supportive of a deadline for participation commitment.

Susan's Group:

- Confusion over how virtual meeting works (repeated content between virtual and in-person, ambiguity over relationship between the two, 85% of attendees did 3 sessions or less).
- Is virtual meeting worth the staff investment? Some loved it, some hated it.
- More compelling virtual meeting: split dramatically from in-person and have it in the spring. Might address the burn-out problem. Concerns that it would lose momentum.
- Demographics of virtual meeting: avoid creating a better-resourced meeting for those who can afford it vs. under-resourced for those who can't.

Lynn's Group:

- Impact on members and staff.
- Impact of participation on various members of our community.
 - Self-reporting difficulties (overwork, mental illness, overcommitted).
 - Ensure members are not loaded in that way (staff and program committee).
 - Intentional area for evaluations moving forward; seems to be an issue every year.
 - Untenured people who are leaders in the PC-unfair burden but also recognize their energy.
 - Dealing with numbers of papers and quality of papers.
 - People whose funding is contingent on presenting.
 - Empower program committee to reject papers.
- Don't use virtual as second-rate program. Keep it at same level as in-person.
- Non-SBL years: what is impact on ECS? What can we do to think creatively about this.
- Alex MacAllister mentioned getting feedback from Annual Meeting participants. Erin replied that ECS is doing this and will have some data on how ECS individuals value the meeting. Andy noted that there was a survey of participants last year, and ASOR will continue to collect these data moving forward.
- Peggy noted that the website organization was better this year.
- Chuck asked how many attended sessions generally. High attendance in virtual sessions last year (2021). Andy replied that most had 50-60 people, and the numbers are in last year's report. 10%-12% of attendees went to more than twelve sessions. Even in person, some people only do 3 sessions.

23. Climate Efforts (Sharon Herbert, Andy Vaughn)

Andy invited discussion on a completely virtual meeting at one end of the spectrum and buying carbon offsets at the other. These are the two extremes. The committee is trying to figure out where between the two ASOR falls.

Erin's Group (same group as Lynn):

- Encourage members to make individual choices: shorter vacation/self-imposed restrictions.
- Length of in-person meeting shortened?
- Move standing sessions to virtual, and prioritize member-organized sessions and workshops in person.
- Meeting in smaller hotels/cities? Hard to vet impact of different activities.
- Plane travel vs. use of electricity. Our work costs a lot in climate impact. Travel overseas vs. keeping AC off. Need a better handle.

Susan's Group:

- To what degree are issues of climate change a commitment of our members? In strategic plan, is it an organizational commitment or personal one?
- Excavation travel: Where are our members on this issue? What are they doing elsewhere?
- Issue of hub cities-suggest nuance. ASOR has commitment to meet with SBL. Not all hub cities are created equal. (LA not attractive to members). Issues of getting around LA-hard to navigate.
- Ways to use virtual platform to offset.
- Concern about carbon offset option.
 - Feel financially not viable for some. Not all are willing to ask for a scholarship.
 - Concern about increasing the cost.
- Frustration with online program in terms of comparison shopping (deciding between two sessions, can't view both).

Alex's Group:

- Hub cities not all equal.
- Carbon offset fee as an optional idea, not just one option-different levels.
- Encourage members to think about what they're doing in the rest of their lives. Flying is the biggest culprit. More virtual?
- Worry about shortening in-person due to committee commitments.
- Compare cost of virtual vs. in-person. Poster had data for in-person, would be nice to have comparable data for virtual meeting. Offset option for both.

Ann-Marie's Group:

- Much of what we discussed has been covered.
- Can ASOR make a difference? Is this a value of ASOR? How much should we push membership to take this on?
- Not printing programs: paper is not the problem (easily recyclable).
- Figure out how to serve communities in which we work/communities impacted by climate change.
 - Workshops for dig directors.

- Service projects in the field.
- Ways to help with irrigation or things like that?
- Help those directly impacted by climate changes.

Sharon announced that Spring meeting will be in Alexandria on Sunday, May 8th. The Executive Committee will meet on Saturday May 7th.

Meeting adjourned at 12:35.

Respectfully submitted,
Ann-Marie Knoblauch