



**ASOR Executive Committee Fall Meeting
November 18, 2023, 2:00-5:00 PM CST
Chicago, IL Hilton (Conrad Suite)**

Present:

Preliminary Matters (2:00-2:15)

1. Call to Order (Sheldon Fox)
 - a. The meeting was called to order at 2:07 PM
2. Approval of Agenda (Sheldon Fox)
 - a. The agenda was approved on consent, with the addition of *JCS* editors
3. Approval of the Minutes from the Spring 2023 EC Meeting (Sheldon Fox)
 - a. Eric moved, Chuck seconded
 - b. Approved with one abstention

Approval of the Minutes from the October 16 EC meeting

- a. Lynn moved, Chuck seconded
- b. Approved with one abstention

Elections (2:15-2:45)

1. Emily Miller Bonney to a second term as Treasurer (3-year term January 1, 2024-December 31, 2026)

Jane moved, Ann-Marie seconded.

BE IT RESOLVED: The Executive Committee recommends to the Board that Emily Miller Bonney be reelected as ASOR Treasurer for a second 3-year term (January 1, 2024-December 31, 2026).

Unanimously approved.

2. Lifetime Trustees (Sharon Herbert)
 - a. Carol Meyers

Sheldon moved, Emily seconded.

BE IT RESOLVED: The Executive Committee recommends to the Board that Carol Meyers be elected to the Board of Trustees as a Life Trustee.
Unanimously approved.

3. Board Elected Trustees (Sharon Herbert)

- Sharon noted that there are some vacancies for Board Elected Trustees
 - a. Solange Ashby (initial 3-year term January 1, 2024-December 31, 2026)

Chuck moved, Emily seconded.

BE IT RESOLVED: The Executive Committee recommends to the Board that Solange Ashby be elected to the Board of Trustees to an initial three-year term (January 1, 2024 to December 31, 2026).
Unanimously approved.

- b. Ricardo St. Hilaire (initial 3-year term January 1, 2024-December 31, 2026)
- Sharon explained that Ricardo is a cultural heritage attorney who has been involved with ASOR for 15 years or so and is enthusiastic about ASOR's work.

Eric moved, Jane seconded.

BE IT RESOLVED: The Executive Committee recommends to the Board that Ricardo St. Hilaire be elected to the Board of Trustees to an initial three-year term (January 1, 2024 to December 31, 2026).
Unanimously approved.

- c. Mark Lanier (5th 3-year term January 1, 2024-December 31, 2026)

Ann-Marie moved, Emily seconded.

BE IT RESOLVED: The Executive Committee recommends to the Board that Mark Lanier be elected to the Board of Trustees to a fifth three-year term (January 1, 2024 to December 31, 2026).
Unanimously approved.

4. Elected Institutional Representatives (Sharon Herbert)

The results of the Institutional Representatives were announced:

- a. Jason Ur (2nd 3-year term January 1, 2024-December 31, 2026)
- b. Eric Cline (initial 3-year term January 1, 2024-December 31, 2026)

5. Member Elected Trustees (Sharon Herbert)

The results of the Member-Elected Trustees election were announced:

- a. Theodore Burgh (3-year term January 1, 2024-December 31, 2026)
- b. Kiersten Neumann (3-year term January 1, 2024-December 31, 2026)

6. New CCC chairs (Chuck Jones)

- a. Co-chair for DEI Julia Troche

- Chuck noted that Julia had the full support of the Chairs Nominating Committee. She is a very active member. Kate Larson will continue as the other co-chair.

Jane moved.

BE IT RESOLVED: The Executive Committee, on recommendation of the CCC, recommends that the Board elects Julia Troche co-chair of ASOR's DEI committee, for an initial 3- year term (January 1, 2024 to December 31, 2026)

Unanimously approved.

b. Chair for CAP Georgia Andreou

- Chuck: She has been an active member for a long time. This comes with the unanimous recommendation and endorsement from Chairs Nominating Committee.

Emily moved.

BE IT RESOLVED: The Executive Committee, on recommendation of the CCC, recommends that the Board elects Georgia Andreou chair of the Committee on Archaeological Research and Policy, for a 3- year term (January 1, 2024 to December 31, 2026)

Unanimously approved.

Financial Matters Part 1 (2:45-3:45)

1. Treasurer's Report (Emily Miller Bonney)

- At their earlier meeting the Finance Committee (FC) voted to receive the audit.
- Some key points from the audit discussed at the FC meeting:
 - ASOR's net assets are up one million dollars from last year, in part because of generous donors and also because of a robust stock market.
 - This year has also been very positive because of federal grants covering staff salaries, yielding a surplus in the FY23 budget. We should expect this to go down next year, which will have an unfavorable impact on the FY24 bottom line (unrestricted funds available for operations), but it should be okay over a couple of years.
 - Andy confirmed that the unrestricted net assets available for operations went up \$164,000; this number is our accumulated net surplus for operations. This number may go down next year because grants were charged for a higher percentage of Britta's and Andy's salaries than budgeted, and next year the grants may pay less than the budgeted amount of their salaries.
 - Andy noted that the Annual Meeting will also be unfavorable budget-wise in FY24 because of the number of cancellations, costs of the hybrid meeting, and expenses for hospitality and busses to ISAC.
 - Andy pointed out some other areas of interest within the audit, including the increase in named funds and how endowments have grown over time.

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

- a. Action: vote to receive audited financials

Chuck moved.

BE IT RESOLVED: The Executive Committee, on recommendation of the Finance Committee, recommends that the Board receive the audited financials submitted by the Romeo and Wiggins (ASOR's external auditors).
Unanimously approved.

- b. Action Item: Motion to Establish Thomas / Bishop Endowment (see language in Exhibit E)

Discussion: Andy explained that this will help pay for student workers at the Annual Meeting, and the fund generate enough to be used next year.

Ann-Marie moved.

BE IT RESOLVED: The Executive Committee, on recommendation of the Finance Committee, recommends that the Board establish the Thomas-Bishop endowment as outlined in Exhibit E.
Unanimously approved.

- c. Action Item: Motion to amend Investment and Spending Policy (see Exhibit D)

Eric moved.

BE IT RESOLVED: The Executive Committee, on recommendation of the Finance Committee, recommends that the Board amends the Investment and Spending Policy as outlined in Exhibit D to include the Thomas / Bishop endowment.
Unanimously approved.

- d. Action Item: Motion to approve Policies and Procedures as forwarded from Finance Committee (see Exhibit F)

- The procedures outline everything that Andy and Britta do. They have been developed in response to a federal grant review, which flagged that we need written procedures for everything we do. This will help as when we are considered for federal grants, the granting agency will ask if we have written procedures, and now we do. This makes us a safer organization for federal agencies.
- Andy explained that policies need to be approved by the Board, and what is being done is a continuation of current practices. The procedures apply whether we are spending federal dollars or not. For example, anything over \$25,000 requires competitive bids. We now have written procedures for everything.

Chuck moved.

BE IT RESOLVED: The Executive Committee, on recommendation of the Finance Committee, recommends that the Board approve the Policies and Procedures as forwarded from the Finance Committee (Exhibit F)

Discussion: Procedures can be updated with approval of Finance Committee, but policies need to go to the Board. Emily likes the transparency—it is reassuring to external audiences, and membership.

Andy noted that policies are posted on the website, procedures are not.
Unanimously approved.

Break (3:45-4:00)

ASOR 2025 and Development (4:00-4:15) (Lynn Swartz Dodd and Sheldon Fox)

Below is pasted the notes provided by Lynn Swartz Dodd:

- *Three items in this report. First, is thanks. Thanks to each of you because 100% of Trustees gave toward the goal-surpassing General Fund appeal for FY 23.*
- *Thank you to our Trustee Development Committee members. They are the ones that allow us all as Trustees to deliver on our mission which is to provision ASOR to meet its mission and vision.*
- *We continued monthly meetings, as practicable, through Zoom. I would like to name them:*
- *Carolyn Strange*
- *Ann Sahlman*
- *Eric Meyers*
- *Joe Seger*
- *Andy Vaughn*
- *Sharon Herbert*
- *Sheldon Fox*

2. ANNUAL FUND: Looking back to FY 2023 *In general last year, our goal for the Annual Fund of unrestricted giving was \$125K. We surpassed this goal by \$12K for \$137K contributed. 465 individual members and all our trustees gave something.*

For FY 24: *so far more than half of the Officers have given to the Annual Fund. Thank you! I encourage you to give or continue giving. Thus far, ASOR has received **\$73,960.50***

246 gifts above \$10 up to \$88,200.

246 donations above \$10

542 donations under \$10

EC Remind you that March Madness: *usually supports adding one or two fieldwork scholarships to the dozens that we are able to give because of generous endowments for fieldwork and collection participation fellowship. This is an exciting portal for so many students and aspiring archaeologists! This year ASOR is funding **43** fieldwork scholarships of \$2,000 each.*

EC: Outreach: *This year, ASOR has launched its first Israel FOA Trip. Exciting tour for educated specialists. Also, we had a Tunisia donor trip (with a limited number of participants). Participants on this trip made a donation to ASOR.*

Board: Broadening access: *SBA and Hansberry Society have asked ASOR to provide pro bono help for their meeting (SAB and Hansberry*

EC LEGACY CIRCLE: *Dinner was a success last night. Tim Harrison gave the talk to the assembled members and really blew us away with a peek at recent finds and a reflection on his career and years at ASOR. It was very moving, broad in scope, and interesting.*

Last year, we set a goal of reaching 40 Legacy Circle members who included ASOR in their estate plans or who went to their retirement online portals and allocated at least \$2500 to ASOR.

Board only: *Starting now can have a great impact for ASOR over time. You can think of the huge benefit envisioned by P.E. McAllister or Norma Kershaw when they decided to support ASOR. We thank them and we thank all forty of you who have already joined and all who are considering joining!*

EC Thinking about increasing the goal for 2025 to 50 Legacy Circle members *Would be glad for your input on this.*

So – ASOR 2025 the initiative SOFEHACTA. Last Spring we brought to the Board a campaign that will include:

1. *Case statement Strengthening our Foundation – Expanding Horizons, A Call to Action*
 2. *Level of campaign: is \$5M and we are about \$3M. So the quiet phase – a successful start. Big thanks to you all who helped and to Andy who has been indefatigable*
 3. *Results of initial quiet discussions with potential donors leads us to be able to report that we have reached the \$3M level – a successful start. Big thanks to you all who helped and to Andy who has been indefatigable.*
- Conversation turned to the posted “ASOR’s Response to October 7 Events” statement, and there have been strong reactions, both positive and negative. This led to a discussion about ASOR’s evolving and expanding role as an organization that can help lead discussions about topics of concern and interest in the parts of the world where our members do work.
 - Susan noted that even though we publish a journal of cuneiform studies, we do not have an Assyriologist on the Board (although Chuck has substantial training in Assyriology), and we might also want to think about an Islamic archaeologist, as we’ve become the place to present that work.
 - The Spring Meeting (part of development report):
 - EC meeting 9-12 Saturday May 4
 - Board 8:30-12:30 Sunday May 5
 - February EC Retreat:
 - Feb 23-24-25

Thought leadership article for the AIUla project in Saudi Arabia (4:15-4:20)

- Andy was invited to AIUla to see the work that the city is doing and was asked to write a thought-leadership piece. They would like Andy to write a piece on the importance of community engagement and community efforts in undertaking cultural heritage and archaeological projects
- The city hosted a three-day event, where participants saw advantages of community engagement with a large archaeological project. They have 3500 archaeologists on staff and hired 400 French professionals.
- They have asked Andy to write a piece that would highlight the importance of input and ownership from local communities.
- Andy is asking for EC approval to write the piece.
- Susan noted that ASOR members work in places of the world where we don’t necessarily agree with their government
- Chuck noted that Saudi Arabia is pulling out all the stops when it comes to their archaeology
- This was seen not as a conflict, but an opportunity. Approved by consensus without a vote.

Committee Reports and Discussion/Action Items (4:20-4:45)

1. CCC Activities (Chuck Jones)
 - Chuck reported that the committees in CCC are strong and healthy, deeply engaged across the boundaries of their purviews.

- Early-Career Scholars (ECS) and Diversity, Equity and Inclusion (DEI) are very interested in intersectionality. ECS had 100 people at their reception last night, members feel empowered to be part of the organizational structure of ASOR and are willing to speak up
- Susan asked about feedback about the new hybrid format of the meetings. Chucked noted that the post mortem is in progress, there have been many complaints about the technology.
- Eric asked about the guidelines when papers were cancelled at the last minute, as this made keeping to the schedule difficult and people who showed up or tuned in to see certain papers ended up missing those talks due to adjusted timing because of cancellations.
- Several issues were pointed out: session chairs needed better training on the technology; the deadline issue was complex and some presenters did not meet the deadline for uploading their Powerpoint; dropouts and shifting from face-to-face to hybrid added more difficulties. It was also noted that instructions for uploading the Powerpoints was a bit buried.
- In spite of these hiccups, most in the CCC think the meetings went well.

2. Publications (Chuck Jones)

- Activities and request: appointment of *JCS* Editors

Eric moved.

BE IT RESOLVED: The Executive Committee, on recommendation of the Committee on Publications and the Baghdad Committee and with the unanimous endorsement of the Chairs Coordinating Council, recommends that the Board appoint Seth Richardson, Petra Goedegebuure, and Paul Delner to a three-year term as the editors of *Journal of Cuneiform Studies*, to run January 1, 2024 to December 31, 2026.

Unanimously approved.

- Activities and request: Reappointment of *BASOR* Editors

Chuck moved.

BE IT RESOLVED: The Executive Committee, on recommendation of the Committee on Publications, and with the unanimous endorsement of the Chairs Coordinating Council recommends that the Board reappoint Susan Cohen, Marwan Kilani, Jana Mynářová, and Regine Pruzsinszky to a second three-year term as editors of *BASOR*, to run January 1, 2024 to December 31, 2026.

Unanimously approved.

- Discussion ensued regarding COP's request for money to provide translations of abstracts in *NEA*
- Susan asked whether the COP endowment fund might be used to support that; Emily noted there was no dollar amount indicated in the proposal.
- Chuck noted this is an issue for all ASOR publications, not just *NEA*
- Sharon suggested the EC work on this at the February retreat.
- There was discussion of the language provided in the Ad Hoc Committee on Contested Territories' report, and whether it was useful for the PC and COP, both of whom are looking for something more concrete to avoid having to deal with situations on a case-by-case basis in the future.

3. DEI Land acknowledgement statement (Sharon Herbert)
 - Sharon asked the EC whether ASOR wants to frame a land acknowledgement for each meeting and have the president read it at the beginning of the Plenary. She acknowledged that it is controversial, as members of BIPOC communities feel it is performative and hypocritical. It was also noted that the AAA had decided to stop land acknowledgement statements because of exactly this concern.
 - Chuck indicated that the DEI Committee noted that this is not the time to move forward with this but does think it is possible to develop alternatives that are non-perfunctory.
 - This will be a topic of discussion at the February retreat.
 - Sheldon acknowledged the work of the committee.
4. CHI activities (Jane DeRose Evans and Andy Vaughn)
 - Jane is working on a position description for a ASOR CHI Programs Manager.
5. Ad Hoc Committee on Contested territories language (Sharon Herbert)
 - This discussion will take place at the February retreat.
Any committee that seeks immediate guidance on language can be handled on a case-by-case basis by Andy and Sharon.
6. Ad Hoc Committee on Governance (Emily Miller Bonney and Sharon Herbert)
 - This discussion will take place at the February retreat.

The war in the Middle East

1. What should ASOR's stance be?
2. Ramifications and repercussions and how should ASOR handle them?
 - a. Disaffiliation of ACOR
 - b. Two trustees have stepped down (one of whom was the ACOR representative on the Board)

The meeting adjourned at 5:20 PM

Respectfully submitted,

Ann-Marie Knoblauch