



North American Society
for the
Sociology of Sport

**NASSS Board Meeting
Agenda
November 1, 2023
4:00 pm to 7:00 pm**

NASSS Board 2022-2023: F. Michelle Richardson – President, Algerian Hart – Past President, Brian Gearity – President-Elect, Rachel Allison – Secretary, Malcolm Drewery – DCCC Chair, Derek Silva – MAL, Beth Cavalier – MAL, Bryan Clift – MAL, Bob Case & F. Michelle Richardson – Conference Site Locators, Jasmine Hamilton – Parliamentarian, Cheryl Cooky – SSJ Editor, Michael Friedman – Treasurer, Kasie Murphy – Grad Rep, Cristine Vlcek – Grad Rep, Jen McGovern (Web/Communications), Nancy Spencer – Archivist, Heather Van Mullem – Elections, William Bridel – Membership

Not Present: Algerian Hart, Bryan Clift, Jasmine Hamilton, Nancy Spencer

1. Call to Order: F. Michelle Richardson, President, at 4:10 pm
2. Welcome, Introductions & Procedures.
 - a. Richardson: Welcomes, thanks all for attending.
 - b. Introductions 4:13 pm
3. Approval of the Agenda:
 - a. Cooky: As a point of order, can ex-officio members can make a motion
 - b. Allison: no. Approval of 2022 minutes already took place.
 - c. Richardson: Jasmine Hamilton unable to be here, Algerian Hart will serve as Parliamentarian but is currently in another meeting.
 - d. Silva: Point of order, SEEDS funding, is this the agenda item
 - e. Richardson: Yes.
 - f. Cavalier: Remove item 11, which is blank, then motion to approve the agenda. Murphy seconds, all in favor, no opposition or abstention.
- ~~4. Approve minutes of the November 12, 2022, Board meeting (All): don't need to be on agenda, previously approved.~~

Outstanding Items

5. UNDRIP
 - a. Richardson: Does the Board want Vicky Paraschak to be here? If so, will contact her to come down and move into next item while she arrives.

4:56 pm Paraschak arrives and we come back to this item.

- b. Richardson: Vicky brought to us UNDRIP. The document was sent out, she can clarify what this is and what it is asking of us.
- c. Paraschak: Ad hoc committee formed by Michelle last year, 13 members, range of involvement, input from all, complex set of issues. US and Canada and other countries have signed on, supports the rights of Indigenous peoples. We examined how NASSS might align with UNDRIP, foundational wish is that we align with its articles. There are 45, worked to identify ones that are appropriate to physical cultural practices. Cities and organization are aligning. We can look at the bylaws to consider better alignment. Is this organization ready to accept that we want to align with the articles? The resolution was worked on with NASSS committees, DCCC and Political Advocacy, don't know what will happen on Friday. The resolution makes this a standing committee, not ad hoc, which ends now. The new President can create a committee again, but if the resolution passes will come up with plan and description for board and membership. Suggests an ombudsperson or member with commitment to understanding documents like UNDRIP, as well as current policy and legislation – for instance, to weigh in on where to locate conferences– this is a recommendation, to create this position on the board. They could enable practices for how conferences run to be more equitable. If members experience racial harassment, for instance, this could be an independent individual to report and talk to who can route this through channels to be addressed.
- d. Richardson: To play devil's advocate, could it not work under the umbrella of DCCC?
- e. Paraschak: This works in association. UNDRIP focuses on Indigenous and First Nations peoples and their unique rights. Complementary to DCCC, which has a wide range and we will work together.
- f. Richardson: Wanted to ask because it may come up in business meeting.
- g. Paraschak: Consider that in Canada, Indigenous peoples have a unique status, are counted separately in Census.
- h. Richardson: Other questions? Let's move this onto the business meeting agenda.
- i. Silva moves, Vlcek seconds. All in favor. No opposition or abstentions.
- j. Richardson: In favor of moving this onto business meeting. Thank you, Vicky.

6. SSJ Contract

- a. Gearity: Current contract with HK expires December this year. President resigns contract. With Michelle's approval an ad hoc committee looked at publishing options, talked to Routledge, HK, and SAGE. SSJ is owned at HK, HK does not want to share ownership. Asked for more funding, new package for contract, increased favorable terms, stipends, more open access options. Could upgrade website, eliminate cost of members getting hard copy, create login to website to access journal for members. I am resigning as listserv administrator. The upgraded website should be done, involves a one-time fee and HK will help, eliminates annual fee. Also option to do something more dramatic, leave HK and start another journal, phase out SSJ or continue to do both. This has been looked at before and now we are revisiting.
- b. Richardson: What does HK bring to the table, what's in the contract?

- c. Cooky: HK owns SSJ, that's the big thing, that's what they bring. Long relationship, benefits to being at smaller publisher. Like HK vs. SAGE. Brian had these conversations with Larry, ISSA and their journal IRSS at SAGE. As Editor, I have a good working relationship with HK, responsive, not lost in the shuffle, they are invested. Mary McDonald as President looked at establishing a new journal, so did Josh Newman. In revisiting contract, thanks Brian for leadership to improve and negotiate terms, like higher and more competitive stipends.
- d. Richardson: Concern with leaving HK. Past works, what happens to them? Can we still access them as an archive? That is legacy, not just for promotion and tenure but in general.
- e. Cavalier: If we walked, what would happen? Southern walked and the publisher did not delete the journal they just made it garbage, published low quality work going forward. We would have no say in what is published in SSJ anymore, while the journal would coast on NASSS name. HK solved tech issue quickly for SSJ paper committee this year.
- f. Cooky: When we ask for things, they are open and willing to give us those things. Maybe we aren't asking for enough? Maybe talk to editor of JSM, also owned by HK, sister journals. Not to detract from Brian's work, look at little things. More on web or free access.
- g. Richardson: Can we access SSJ from NASSS website, or go to HK? Can members get to it from our website?
- h. McGovern: It will cost money for them to redo our website to make that possible but it is a one-time cost.
- i. Case: Is it typical for journals to be owed by the publisher?
- j. Garity: IRSS is co-owned.
- k. Richardson: It depends on size of the publisher. Some companies are more generous than others. HK is so big, they don't have to give us ownership.
- l. Case: Other publishers I review for, very streamlined and effective. To our advantage to see what others are doing, competition never hurts. The Journal of Event Tourism is sophisticated and works very smoothly. Impact Factor, journals do have effects with that, the better the journal is doing to our advantage for larger publishers. Committees do look at this.
- m. Richardson: Like Google Scholar.
- n. Cooky: SSJ has a low IF in exercise sciences, physical sport studies. Some journals are 5-10. I justify SSJ as a top journal saying it is the flagship of the main professional organization in the field. If NASSS pulled out it may be harder for scholars to submit to SSJ if it wasn't the flagship journal. NASSS brings credibility.
- o. Garity: Shortened contract terms to 3-4 years
- p. Cavalier: Contract says 2026.
- q. Garity: We will renegotiate in the future. In the short term, recommend signing it or asking for what else we want. If we want to explore starting a new journal, we can, have the 3 years of the contract. Get IF and build it up – can't leave HK right

now because need time to establish new journal. HK would salvage or sell or keep SSJ– put in new people, maybe.

- r. Richardson: We need a strategic plan to be able to do that in 2-3 years. Sign contract now and have a plan for this time. No decision needed right now but do need to act sooner than later.
- s. Cooky: Challenges of starting a new journal, IF application is lengthy. Communication & Sport was faster than expected, maybe 5ish years. Flipside as a scholar, I'm not submitting to a journal that doesn't have an impact factor. Brian during Presidency, maybe figure out if we think this is worthwhile, forming ad hoc committee, or maybe not – we're good where we are at.
- t. Richardson: We need to discuss if we are going to do this. I didn't realize procedure would take so long. It sounds like if we did it, we would have to sign 2 contracts with HK for 6 years. Need strategic plan of action. Would need separate editorial boards and editors. Need to pass along plan of action to those who aren't sitting at this table today.
- u. Friedman: Contract questions. SSJ says that print copies will cost individuals \$40/year, if someone has a 5 year membership previous to the contract, do they continue to get the print copy? Who does that question go to? Second question, compensation, under 2.1, editors and associate editors, their employment status, are they independent contractors for NASSS? Under subscription rates, its \$2k total for 3 years of the contract, it says the contract can be reviewed for 1-year terms, so does that \$2k cover the length of the contract including reviews? This would be savings, spend \$10k a year to SSJ for the journal for all members. Handle editorial board meeting breakfast, someone needs to invoice them for that, or make sure that is handled, there were mixed wires with Charles on that this year. Also look at marketing responsibility 5.1, NASSS will assist HK by all reasonable means in. marketing and promoting SSJ – looking at that, if we transition away, could be read as a breach?
- v. Richardson: Would have 2 journals, would communicate about the last year that NASSS would be with SSJ while also launching a new journal. No one would be telling members not to submit to SSJ.
- w. Friedman: We need to be intentional about how we would discuss that with the membership.
- x. Richardson: We would say that we are not renewing with HK so this is last year of SSJ as NASSS flagship journal. Also taking submissions for new journal.
- y. Cavalier: Question, talked about this a long time ago in Virginia Beach, looked at minutes, talked in 2019 about pursuing an open access journal or ES blog with Adam Love. Where did that conversation go?
- z. Gearity: Love was on committee, Engaging Sports as another journal was an option. Asked HK about putting ES on HK website but they were not interested enough in commercializing. To do open access, no infrastructure to support it or revenue.
- aa. Richardson: Open access concern with prestige.

- bb. Gearity: IRSS made \$40-\$45,000 and if we had something like that, we might make \$20-25,000 – we just have to decide and make a plan.
- cc. Silva: Prestige conversation, SSJ generally and aesthetically and in copy editing, does look amateur compared to SAGE. Moving to SAGE or Routledge provides aesthetic prestige, more people would be willing to submit. HK looks more amateur than SAGE.
- dd. Richardson: I teach in a college of business and I always have to fight for journals in general, people don't understand that SSJ is a flagship journal. It doesn't have to take 2% of submissions but we are stringent and submissions are held to high level. Aesthetically never thought about it, new information, thank you.
- ee. Cooky: 3.3, SSJ annual early career award is incorrect language.
- ff. Gearity: Put that in an email, please.
- gg. Cooky: Will send. NASSS members receive discounted rate for open access of \$1,000 – so they're paying \$1,000?
- hh. Gearity: Would it be a benefit if we discount open access rate for members?
- ii. Cooky: I didn't know if that was the rate. Didn't know if people take it up.
- jj. Gearity: A few people take it up.
- kk. Cooky: I have asked that a few articles be made open access.
- ll. Richardson: Grad reps, would love to hear from you. Your voices mean a lot at this table and we want to hear from you if you have input. The hardest thing as grad students is getting the first piece published. What if we were looking for a new publisher? Should we ask for seminars on publishing for grad students? What should we ask for from HK?
- mm. Murphy: Like the Meet the Editors session at NASSS.
- nn. Vlcek: On this issue, nothing to add.
- oo. Cooky: Brian, did you have legal counsel review this?
- pp. Gearity: No because we don't have legal counsel.
- qq. Cooky: Purdue has legal counsel we can access.
- rr. Gearity: If they can do it quickly, then yes, great. Our legal counsel won't review it because its outside the scope. NASSS should put a nonprofit attorney on retainer, not cost all that much, few thousand dollars.
- ss. Allison: Does the Board need to move to approve the contract?
- tt. Gearity: No, President approves it.

7. PPM & Bylaw Updates

- a. Cavalier: I think the Board needs to have quarterly meetings. Business over email is a shitshow.
- b. Richardson: Brian and I discussing today. Needs to be in bylaws and operating manual.
- c. Cavalier: Even outside of bylaw change process, need trial run of virtual meetings, stuff gets lost.
- d. Richardson: Can say when are the quarters for meeting?
- e. Cooky: March June September December.

- f. Richardson: I need a motion.
- g. Vlcek: Motion for 4 quarterly meetings.
- h. Silva: Amendment. Not 4 quarterly, just quarterly.
- i. Richardson: March June September December
- j. Cooky: Having on site meeting is its own thing – then can follow up on things from the conference in December.
- k. Richardson: How available are you in December?
- l. McGovern: Earlier, am available.
- m. Cavalier: But more regular meetings means only an hour commitment.
- n. Richardson: Or could start in January start – I don't have a preference.
- o. McGovern: Check ins in January have gone terribly in the past. Better to recruit volunteers in December. Strike while the iron is hot.
- p. Richardson: Second?
- q. Cavalier seconds.
- r. Gearity: Procedurally, have to agree to have special meetings as our documents show.
- s. Cavalier: What makes a meeting a regular meeting versus special meeting?
- t. Gearity: Section 4, at annual meeting. [Reads bylaws] This and Saturday are regular meeting. Special meetings called by President or 1/3rd members – any place.
- u. Friedman: And can do official business?
- v. Gearity: Yes, with quorum.
- w. Richardson: Can we put this in the PPM now and then make it official into the bylaws?
- x. Gearity: I wouldn't put it into the bylaws. PPM is secondary to bylaws, and I'm all in favor of quarterly meetings.
- y. Cavalier: But can't these be regular meetings?
- z. Silva: Also my read that Beth is correct.
- aa. Cooky: Resolution then needs to go to members? First item of agenda for December meeting?
- bb. Cavalier: What is an additional regular meeting without notice and special meeting with 2 week notice?
- cc. Richardson: This is a part of the PPM, we cover what is not in the bylaws.
- dd. Cavalier: So if we all agree, these are additional regular meetings?
- ee. Richardson: Yes. Put it into the PPM so everyone is in accord. All in favor?
- ff. All vote in favor, no opposition or abstention.

New Items

- 8. SEEDS funding

6:27 pm

- a. Richardson: This started as the junior scholars of color program. Jeff Montez de Oca was the driving force among others. This is not something I am against. We chose not to fund because they did not adhere to the bylaws. Last year at the business meeting were trying to push it through but it had not been to DCCC. Dexter never showed up to chair in Vegas. The SEEDS program was funded \$9k, 4 people showed up. They were giving away food to whoever walked by. This year we did not fund. NASSS does not fund anything traditionally. SSJ is through HK. We do not fund things like this. This program should be done within confines of NASSS programming. For example, Sista Docs is done within NASSS programming. We pay for anything out of pocket, hold workshops every year. The final thing is it is exclusionary because it is not for all NASSS members, and we can't fund anything not for all members. The bylaws do not permit it. The Gary Sailes award does not use NASSS money. It was not appropriate to conduct this NASSS business over email alone, can be construed incorrectly. Want to make a collective statement with board and membership. Just following the bylaws.
- b. Cavalier: In regards to not being in the bylaws, they tried to enshrine this in the bylaws through the official process last year. It's not their fault that the DCCC Chair was absent or that KY did not take minutes at the meeting. Could have and would have been a bylaw amendment that passed last year.
- c. McGovern: I did take minutes and they are out there. They show that the membership was interested in funding this. I hear you, but when membership discussed it, they wanted it knowing it was for a select group. Membership perhaps didn't have full information on costs, but it is wrong to say take it back to them [membership] when they did weigh in.
- d. Richardson: We plan to speak to membership about this. Beth, you are right it is not their fault. But you still can't move it forward without the DCCC Chair. This is unfortunate, but the Chair was not at NASSS for 2 meetings.
- e. Cavalier: The point is that a lot fell apart the last few years with COVID, having a virtual meeting and then 2 meetings in 1 year. I think it's a bad look to deny funding in this context. Outsiders had to pay for this this year. It seems a weird line in the sand to draw since we've done lots of things outside of the bylaw structure the past few years. It is a bad look for this organization regardless of whose fault this is. The membership wanted this to happen in Vegas regardless of the rules and so the Board is in a bad position in light of that.
- f. Silva: There has been a selective application of the bylaws. The bylaws matter for some decisions but not others. I agree that this is a terrible look. Currently NASSS Executive Board is said to sponsor this on the website.
- g. McGovern: I did talk about taking this down with Michelle, but didn't want to cause more confusion by taking it down. NASSS did fund it before so it can fund it. There was support at the meeting in Vegas, and other conversations and this is really important.

- h. Gearity: This is the end of discussion. This is the reality of what was happening. When it was passed by the Board with Jeff as past president, it was designed in a way that violates the bylaws.
- i. Cooky: How so?
- j. Silva: You have cut people off twice, that is disrespectful.
- k. Case: We are here cordially.
- l. Silva: That was not cordial.
- m. Richardson: We are not here with a Parliamentarian. I want you all to feel heard. Let's let Brian offer context.
- n. Gearity: As designed, I did not know the budget attached to it. The volunteers of the Board are not compensated. We don't pay honorariums or for rooms or for food. Jeff created a pre-conference conference without accountability, without transparency about the budget. This was a major initiative to the members, they made requests or demands from the programming committee (Charles and others running conference), then circumvented what they chose without transparency. When I became President Elect I looked into it. I reached out to Jeff and Judy in March, I said let's talk about this and plan it, look at the budget, and they declined. The narrative presented by Judy and Jeff is selective and slanted. It is a bad look. When planning the conference I wanted to handle it and was told to go fuck myself. As the committee chair we'll remove everything from SEEDS to do professional development workshops. Jeff calls or texts on a Saturday and wants to meet, I talked on Zoom with Judy and Jeff, but they never gave a budget or report. Why are they are over budget with fewer participants? They were AWOL this Summer, didn't want to share the bylaw change, still didn't present a budget. I am required to send Mike a budget. On Oct 10th – submitted a budget finally, but went straight to Michael for approval. This was backhanded. We said we want to cut your budget and need you to file a report. The bylaw change they submitted asks for another conference funded for an undisclosed amount with no accountability. What they are doing we were already doing in professional development workshops and can keep doing this in the conference. We all support antiracism and mentoring scholars of color. I was treated with disrespect but they still did not want to negotiate or dialogue in making this happen. When the facts are against us and no leg to stand on in the bylaws, you're going to ram this down our throat last minute and throw me and Michelle under the bus on the listserv. I support SEEDS. SEEDS, DCCC, and UNDRIP are doing different but also similar work at the same time. SEEDS has a problem with their bylaw submission. I'm not the Treasurer, his job to set the budget and move funds. We operate on feedback and the majority. I'm not going to violate our bylaws. In the past we've done that – we need to make sure we do things the right way going forward.
- o. Richardson: All SEEDS activity can be incorporated into NASSS programming. We're not saying don't have this – we have never said this. But to have something preconference that costs money that NASSS pays is not necessary when you can

do that within the confines of the conference. And it won't cost more. If you want to bring in scholars and pay them, then find a way to pay for them. Use those who are already coming. We only pay honorariums to our keynotes and room and board. Maybe we can do registration but lodging - we just talked about our hemorrhaging money. We are broken – but aren't we supposed to be trying to get back on track after COVID? We have to right the ship, COVID is “over,” technically. This is not personal. Looking at this from all sides, this is the only decision to be made. When we didn't pay them, they found the money – if you want to do something outside of the conference, then you find out how to pay for it. There's things I don't know – are the SEEDS people also registered for the main conference? Today there was an incident where a participant insulted hotel staff and damaged property by taking painting off the wall. Hotel gave space for free.

- p. Case: What does SEEDS stand for?
- q. Drewery: Scholars Enlightened Engaged Disrupting Structures.
- r. Friedman: I felt as Treasurer I was getting jabbed to just approve the budget after all that Michelle and Brian were trying to get them to do. This was all 3 weeks, 4 weeks before conference, I see the budget finally in my inbox and look at this like, I don't want to touch this with a 10 foot pole. I sent it to you and they threw you under the bus. The process of it, it's not the program, it's the way it was done.
- s. Richardson: Insulting? Being called out by name on the listserv was insulting. This was also why I could not respond on the listserv, not going to go back and forth on the listserv. Bring it to the meeting.
- t. Murphy: Last time because so few people registered, maybe consider extending who qualifies for the SEEDS program to other marginalized peoples, first gen, queer people. This year, solely as racialized activity again but not the extension, that could be important. At ISSA, grad student activities had a 20 person cut off for workshops. I know people who have participated 3 years in SEEDS but others are not able to access it. How to take it as a useful program and fix it?
- u. Richardson: It is valuable. But they are doing things that can be done within the programming of this organization, under DCCC. If this is only for scholars of color, then another group says we want programming only for queer members, then only Canadians. We become silos. Sista Docs, we have done programming leaning towards black women but we want everyone. Malcolm is not a black woman. The programming is important but without narrow silos. This is not about the people. \$9k and still no report from last year. 4 students showed up.
- v. Cavalier: To be clear, no one questions your integrity. You have a frustrating job, especially the last few years. I wasn't suggesting that we keep NASSS broken. Memory suggests that SEEDS came out of the membership survey in 2017-2018 era. It was intended to be a specific response to a climate perceived at NASSS. The list of people in SEEDS includes people who have given time and energy and money to NASSS, Kathy Jamison, Billy Hawkins – how do we fix this

relationship? What can we do to move forward given hurt feelings and broken bonds? We have a lot of disillusioned members now.

- w. Richardson: We need to all sit at a table together. It might get ugly but this isn't personal. I saw Judy here and we talked about it not being personal. It is personal when you are called out on the listserv or someone says your work is not valid. It is juvenile to call someone out. We Need to sit down, we could have talked about how to work it out. Only half the story was getting out there. I wanted to protect the Board with not providing a response, keep the chaos to a minimum. Their shit is sloppy and it started sloppy, even if well intentioned. That's how we got here.
- x. Silva: These critiques are valid, it was sloppy and not transparent. But our stuff is sloppy, too. Justifying defunding issues with the bylaws, but we also don't follow them. We need to clean up ourselves before we critique others. Pulling the funding is just bad.
- y. Cooky: Finance Committee. Not to fault any individual, but to right the ship, the Board needs to understand more. Maybe hiring a forensic accountant to look at our finances, an audit. In the Treasurer report, I'm assuming you don't have an accounting background. You are a volunteer, not a CPA.
- z. Friedman: My Father was a CPA.
- aa. Cooky: If we keep losing money, we as a Board don't understand where the money goes or why losses are happening systematically.
- bb. Friedman: I can explain that.
- cc. Cooky: We didn't get materials before this meeting and that makes it challenging.
- dd. Silva: Second point. I believe that there is a motion from me from 2 weeks ago to urge the President to refund the program. Raising this again now –
- ee. Richardson: SEEDS still hasn't accounted for the money that has previously been spent. We are broke and have to fix ourselves. We have to judge others at the same time we fix ourselves, on the fly while governing. We'll have quarterly meetings. Can bring these issues to light sooner to address them. Still need to govern NASSS. Where was the money spent? Don't want to give more money.
- ff. Silva: Still move that the Board urges the President to fund this program. I ask for second.
- gg. Friedman: They have raised the money through GoFundMe and Georgia Tech. I have already invoiced, am in process of getting GoFundMe money. They are paying for it.
- hh. Case: How much was it?
- ii. Cooky: We have a motion of the floor.
- jj. Gearity: We don't use Robert's Rules or Order, simply majority in bylaws.
- kk. Cooky, also Cavalier: We've done things already by Robert's Rules of Order.

[Cooky leaves the meeting]

- ll. Silva: Second?
- mm. Murphy: For now?
- nn. Case: How much is it?

- oo. Silva: I raised a motion. Second?
- pp. Allison: I second.
- qq. Cavalier: Point of order. This is an advisory vote, right?
- rr. Silva: Yes, it goes to the Finance Committee, urges committee to reinstate funding. Not binding.
- ss. Case: They did not account for the money from last year.
- tt. Richardson: We received no reports.
- uu. Case: Gotta pull the plug. We are throwing money against the wall if they aren't accounting for it. I don't care how legit it is.
- vv. Vlcek: When it got funded, 2020 on, did they get more money every year. How did we go to \$3500 from \$9000?
- ww. Richardson: I don't know. No transparency. This is not about the people or programming, reporting and transparency are the issues. Why are we paying money to people who are already coming to the conferences? I am less resistant to \$3500 versus \$9000 for 4 people. Now they are breaking things and being disrespectful to staff.
- xx. Cavalier: How do we know they spent \$9k last year if there was no report?
- yy. Richardson: \$9k in Vegas, I don't know what was spent in 2020 or 2021. Charles Crowley gave this information from a bill for things from the hotel.
- zz. Vlcek: We gave an advance or got a bill and paid it?
- aaa. Friedman: I have the overall bill from Vegas. Not able to parse out that \$9k.
- bbb. Cavalier: That is really important.
- ccc. Friedman: Some expenses might have been folded into other things. I can't figure it out.
- ddd. Cavalier: Then we cant say \$9k was spent.
- eee. Friedman: It is indicative of their process.
- fff. Silva: And ours.
- ggg. Friedman: The motion is moot. NASSS is receiving the money. We are not in a position as a Board to restore funding to them. I am required to pay with the funds being given.
- hhh. Silva: The motion is not moot. It is to request something, whether or not that can happen.
- iii. Drewery: I am new here not knowing the history of this program. I am stuck on the question about why is this operating outside of the program? We are getting emails from SEEDS over Summer, but why, what are you doing differently than what DCCC is doing, anyway? Need to backtrack about the program in general. Emails back and forth I still didn't get an understanding of the history, why outside DCCC, money didn't make a difference to me. I need to know more about that part of it.
- jjj. Case: They didn't submit a request for a budget or stay within a budget.
- kkk. Drewery: But how did this start?

- lll. Richardson: This is the thing. This is not questioning the scholars involved. I have enormous respect for Billy Hawkins and others. This was rushed through; we are broken but that doesn't dismiss that this was done improperly despite good intentions. NASSS is fucked up, but because we have to get our things together does this mean they don't also have to do this properly. Do I feel what they are doing can be incorporated into the conference? Yes I do. But if we did fund them, we have to answer where is the money coming from. You found \$3k, why can't you do that on a regular basis? We keep talking about the money, we are spending money we don't have.
- mmm. Vlcek: I did it the first year virtually, and my understanding was that racialized students felt that NASSS was racist and they lacked mentorship and an ability to approach faculty. The program was intended to connect racialized students to racialized faculty.
- nnn. Drewery: Why didn't that come through DCCC?
- ooo. Richardson: Jeff's term as President started in Virginia Beach and then the next year was COVID. There was a breakdown in communication during COVID. As DCCC Chair there were meetings but it was COVID and we all had 20,000 Zoom meetings. That's how crazy we were all on 10 Zoom meetings a day. There has to be a way to come to a resolution about this.
- ppp. Cavalier: Why is there no food at this meeting for the 2nd year in a row.
- qqq. Richardson: Will check with Charles.
- rrr. Bridel: Have heard several times, but not involved in a few years in NASSS, that NASSS is broken fix it. We need to vote on what Derek put forward.
- sss. Silva: Before we adjourn, need a vote.
- ttt. Friedman: I have a 2 minute Treasurer's report.
- uuu. Richardson: Move on motion. Call to question.
- vvv. Gearity: If you go back in the Google Group – we need better record keeping. If you go back in the Group, emails from Jeff show that they requested \$25k over 3 years. First year, spent \$7-8k, last year closer to \$10k – finding a report and teasing that out in detail, logistically difficult.
- www. VOTE on motion recommending finance committee to reinstate funding for SEEDS: 3 in favor [Allison, Cavalier, Silva], 4 opposed, 1 abstention [sorry, didn't note who the abstention was].
- xxx. Friedman: Quick Treasurer's report. It looks bad but isn't. Lost \$45k on 2 conferences last year, bad. But cash flow position, next year will look a lot better. Asset position, net assets about the same year to year, a little bit down. \$140,000 endowed funds is tremendous.
- yyy. Richardson: Next 2 stops after Seattle will be Calgary and Atlanta. Brian steps down as listserv administrator. There is no Finance Committee since no one volunteers for it. Thank you all.
- zzz. Cavalier: Question. Back in 2016, we proposed not to have NASSS over Halloween, what happened to that?

- aaaa. Richardson: Dates are challenging. Not to be a dick but we can't schedule NASSS around your children. These are the best dates available in the cities and the times. Sometimes a week before or after is more expensive.
- bbbb. Cavalier: Perhaps this can be addressed in the business meeting and these costs communicated to the membership.
- cccc. Richardson: It is best for the organization, even though we understand. Have to look at Portland even though I can't stand it, could be best rate. It's about the 'we'.
- dddd. Cavalier: I'm saying the collective said they wanted to avoid Halloween.
- eeee. Richarson: That was the response then to the collective. If you need to be with your children then okay, family is everything.

Silva motions to adjourn, Vlcek seconds, all in favor.

Meeting adjourned: 7:32 pm

9. Eli Wolffe Fund (6:19 pm)

- a. Gearity: Michael Cunningham, NASSS member and family friend, should be here at the conference. The opportunity came up to do something in Eli's honor, Michael asked NASSS to do this. We met with family, created an endowment, drafted bylaw change for a standing committee. One handles fundraising, the other the award for work on disability sport or activism. Am promoting the fund on the website. Eli affected a lot of people who wanted to give. Awards to be given yearly with meritorious applications. The committee can change their operating code if need be.
- b. Richardson: This is separate from NASSS operating fund. The Gary Sailes fund also separate, he gives money every year. Keith Harrison is also donating. Dr. Sailes is going to endow some money in his will.
- c. Cooky: For Carissa, NASSS established in 1981ish, and so we have a generation of members now in retirement.
- d. Gump: Called legacy giving. I can pass on materials on this.
- e. Gearity: Continued revenue or adding capital in the fund is a priority, stronger mechanism for giving gifts. How to do this. Need a clear structure for committees to fundraise, follow processes.
- f. Case: I was at NASSS in 1982 in Toronto, that is scary.
- g. Richardson: Grateful for Eli, seek to uplift his legacy and grow it, call attention to his work.
- h. Friedman: Not sure what committee is looking at: 5% average requirement on endowed funds, so not each year but average of 5% over time, at a minimum giving out close to \$7k a year based on total. They need to do that, will impact our tax rate now that we have endowed funds. I point out that ESPN has given us money, Conrad Hilton foundation, very substantial gifts, real tribute to how he was seen and the impact he had.

10. Wealth Management – guest speaker Carissa Gump (5:19)

- a. Richardson: We are a business and we are losing money, need to be more fiscally responsible.
- b. Gumo: Introduces herself, is an executive direction of national strength and conditioning association, background in non-profit sport management with over 20 years' experience, getting PhD in nonprofit management, will talk about DEI in the association, here to give guidance.
- c. Richardson: We are a business but not running like one. We can't keep losing money, can be smarter. Carissa has ways to help us do that. She has greater knowledge, has done this before.
- d. Gearity: Ideas running for President, Eli's passing and fund hastened ideas for fundraising and endowments. Need ideas from nonprofit management. Independent person on the board, lots of boards do this, looking into website upgrades and more regular meetings on the board. Would like an attorney on retainer.
- e. Case: As a longtime NASSS member, one thing I hope does not happen, organizations like NASSM costs over \$700. NASSS is reasonable but without restrictions, we could easily get up there and \$700 is too high. Control costs, how? Another set of eyes, not just growing the funds but how to build the pot.
- f. Richardson: Lot of turnover. Vision is to move towards having an executive director. Brian is a full-time faculty member and associate dean putting together an event? It's a lot on us as volunteers. Some are students. Still want to have an executive board but also someone whose job is to put the conference together. Bringing in an ombudsman, someone with a legal background, no skin in the game but can review contracts, objective voice. We have to grow. I go to the cheapest conferences, stopped going to NASSM for multiple reasons including cost. NASSS allows me to present and not shoot my whole \$1k budget for travel. Raised registration this year, first time in 10 years.
- g. Friedman: 2019 last time.
- h. Richardson: NASSS is more reasonably priced in our discipline. We want to keep that but need to grow. Trying to find cities and hotels are not being friendly. We should do virtual? We can't, when we sign those contracts we say we will use services, rooms, etc.
- i. Silva: Sent note to board for discussion, looking at ways forward like other organizations. ASA has moved to every 3rd year a virtual conference. We can discuss and do something similar, save a lot of cost.
- j. Friedman: What I am hearing sounds contradictory. We keep conference costs low, aiming for break even but won't be there this year. Losing less than \$10k is close enough until we raise the price again. It would be great to make \$50k on the conference but we need to charge people \$100-150 more than we are now. To pay an Executive Director, where does that money come from? We have less than 400 members. Would cost membership \$125 a year to make it work. Great idea to hire

a professional, but again becomes extra cost to come to the conference. We keep costs low because the work is done by the people in this room, by volunteers. As we professionalize, we will have to raise fees. In Denver 15 years ago the idea of raising dues led to people ranting in the meeting to defeat an extra \$25 a year. We have to make up our minds about what we are trying to achieve financially.

- k. Richardson: I am projecting, not saying right now. That would be a part of our growth. Growing membership.
- l. Friedman: We have had around 400 people since the 1980s, conference has been same size as long as I look back.
- m. Cooky: 400 is at the higher end of the range historically. Used to get 250ish, now norm is at 400.
- n. Friedman: 381 a few days ago. How many new?
- o. Carissa: Do you know your member retention every year?
- p. Bridel: I can figure it out.
- q. Richardson: Not to be pie in the sky, need stronger wealth management.
- r. Friedman: We're talking about 2 things: Wolf Fund \$140,000 combined restricted funds, 5% a year for awards, just awards money. Then after all is paid for, expenses \$80k is receivables, \$100-150k unrestricted cash on hand, there isn't much you can do from an investment standpoint.
- s. Case: We previously paid \$16k for AV equipment. I think that can be brought way down and other things like that. We talk about growth, another conference had over 100 undergrad students. We don't have undergrads, not many. Do we want new opportunities?
- t. Cooky: Wealth management for Eli's fund is important. Need intentionality for growth because bigger isn't better. How to grow while retaining what NASSS is about? What faculty are appointed in, Sociology, critical PCS programs, that's a small group. Sociology of sport scholars are finding themselves in Sport Management programs. Look at Larry Wenner's intro chapter and Jay Coakley's chapter about the state of the field. We are interdisciplinary, maybe reach out to history, American Studies? But if growth shifts attention away from the mission and vision, consider that. Are we morphing into Sport Management?
- u. Case: Yes, that is the case.
- v. Cooky: Yes but some would push back against that. Some would take issue with the contradictory values of traditional sport management with critical sport studies.
- w. Cavalier: Several years have been having conversations about accessibility, environmental impact, and having an annual conference. In my 17 years of NASSS, continued talk about these. Resistant to not having the conference in person, still valuable. Own story part of why. But the conference doesn't need to be the only thing we do. Can be doing more virtual events all year round. We are a business but a nonprofit, not just about profit. To Mike's point, you asked about retention, we all must do assessments with data, annual reports. 'For various

reasons' we are not breaking even. The Board needs to know why and be a part of that conversation – we shouldn't be bleeding money year to year.

- x. Friemdna: Calculating out costs, didn't take into account the 3.5% that Cvent takes - \$10 of every registration is taken by Cvent, that's \$3-4,000. I was pushing for the conference to cost an extra \$25 a person and we decided not to increase prices to what I recommended to keep things affordable and accessible.
- y. Richardson: I am in Sport Management. I agree with what you are saying Cheryl. I love that you have a place for SM here but are not NASSM 2.0 – critical thought about the why. Nonprofits are businesses. Bigger is not better. But Bob this is great, getting undergrads. Love the idea of virtual conferences but my soul needs this place. This is a special place. But need to make sure we are doing all we can to continue to have this haven for Sociology. Virtual option should not be an option – registration fee will be the same, costs to enabling virtual presentations. If you want to be virtual, get a YouTube channel. Conversations are special, can't get that.
- z. Case: Heads in beds. Our fees will skyrocket without people attending in person.
- aa. Richardson: I get what you are saying Derek and we can do virtual events within the year.
- bb. Silva: I don't think we should 100% go the ASA route but just need to discuss these options. Not having virtual options counters inclusivity. We can do things to discuss, of course there is an importance of NASSS to career, but discuss – the purpose is not about coffee, AV, snacks, it's about being here. We need to look at cutting those things.
- cc. Richardson: Those are a part of conference contracts. We get a proposal, we can't say we want rooms but not your food and beverage. We have to spend a certain amount of money with them. We can have low coffee and food but then room prices go up – need to find a balance between room rates and our costs to food, AV, etc. Trying to reduce.
- dd. Silva: I sat on 3 conference committees and have signed these types of contracts and did not have to pay for coffee, snacks –need to look at harder negotiations. ASA big size, lots of leverage. Critical Perspectives in Canada, 100 people, at a hotel, lower leverage. Real discussion needs to be had about cutting some of those things out. Final thing, we think of students as growth area, and it is and we can do this by lowering cost of attendance for students. Could become future full members. \$5 for undergrad.
- ee. Drewery: I am wondering, how are we promoting to other disciplines? Just had conversation with geographer, historian, social worker, doing a panel but didn't know they had an interest or classes in sport? How do we bring people into NASSS?
- ff. Gump: Had it written down to market more. What about people outside of your bubble? To be sustainable.
- gg. Vlcek: Virtual doesn't need to be live streamed. Grad student poster presentations, meet and greet can go into a digital library, filmed presentations

can be posted. Members can access. We should also be reaching out wherever we go, look for local rec sports leagues, can we be sponsored and in return sign up for a week of sports?

- hh. Bridel: Need to incentivize to join earlier. Money in the bank earlier in calendar year. Triples in September, harder to get people to vote in election.
- ii. Cavalier: Same thing with programming during year from the financial management standpoint: don't renew if they aren't coming to NASSS, so how can we get them to renew?
- jj. Friedman: We do 2 things: journal and conference. If we start more programming, then we are going to have to right size membership fees to align with our goals. We need to break even and pay for what we provide. Grad student costs, numbers in Montreal, charging \$100, subsidizing by \$75 on average. Can't afford \$5 unless professional fee become \$450. Then we'd lose some of those members. Just need to get to break even, the structure is okay. Could change membership year instead of calendar year, go July 1-June 30, nothing says we cannot. With HK giving us flat fee there is no cost to us if we say to people instead of expiring Dec 31, now June 30, then 380 people who are eligible to vote in elections. It makes sense with our calendar. Brenda said couldn't be done but my accountant said yes it could.
- kk. Vlcek: Quick note, wherever we head, local universities, are we reaching out to them, bringing down AV costs?
- ll. Richardson: Hotel contracts, butts in beds. Try to negotiate for student rates, hotels want to fill up all their beds, then we can get perks on AV, food and beverage. We chose this hotel because we could fill all the rooms up. The whole hotel in NASSS. Other hotel wanted \$250 a night, and this was 2017, this hotel was \$150 a night. Grad students, you are at the forefront when we are looking at hotels, we do consider your financial position. People think big money rolls in for professors, some folks don't even get \$1k.
- mm. Gump: Thank you to let me observe.
- nn. Cooky: What do you need to know from us?
- oo. Gump: History, the good bad and ugly. No time for a SWOT analysis. But with quarterly meetings, could do each – S W O T. Need a long term strategic plan, there are no fixes overnight. Please pull me aside and talk to me. First timers' orientation could be importance.
- pp. Vlcek: I have worked full time in sexual health research, had a full day orientation for new researchers, 5 hours and 2 hours of roundtables, with a room of tables and 9 minutes with that professional to talk, ask questions. It was great.
- qq. Gump: Some come to conferences who are unemployed, looking for a job. Must mentor young professionals.
- rr. Cavalier: Just last 30-40 minutes, shows problems everyone has experienced cycling in and out planning a conference. A lot of our discussions have been the same. COVID broke us, like everything, things fell through the cracks the past several years. Like Plus 1 initiative.

- ss. Cooky: Plus 1, rotating cities model, trying to build connections and roots.
Bandwidth, ideas but not ability to do them.
- tt. Cavalier: We are shoe stringing and that is the way we get to this result.
- uu. Richardson: We need to move on.
- vv. Vlcek: Does NASSS apply to grants?
- ww. Richardson: No and we don't have sponsorships either, apart from HK.
Thank you to Carissa.

Standing Items

11. Reports

- a. Treasurer's report – Michael Friedman
- b. Election's committee report – Heather Van Mullum
- c. Other reports (as necessary)
 - i. Outstanding SSJ Article Award Committee
 - ii. Outstanding Book Award Committee
 - iii. Barbara Brown Outstanding Student Paper Award Committee
 - iv. Service Excellent Award Committee
 - v. SSJ Early Career Research Award
 - vi. NASSS Research Fellows
- d. Ad hoc committee reports (as necessary)
 - i. Leadership Academy (AH)
 - ii. Conference Fee Categories (Chair: McGovern)
 - iii. Communication Plan (Chair: McGovern/Gearity) Status?
 - iv. Graduate student volunteering opportunities
 - v. Resolutions committee

Other items

- 12. Next conference: Chicago, IL – October 30th – November 2nd, 2024
- 13. AOB?
- 14. Adjournment