

Plains Anthropological Society
Summer Board Meeting via Zoom
Monday, May 17, 2021
(corrected & approved 11-10-2021)

Board Members Present: Kelly Pool (President), Lauren W. Ritterbush (Secretary), Courtney L. Ziska (Webmaster), Alison Hadley, Brendon P. Asher, Brandi Bethke, Richie Meyers, Nancy Arendt, Mary Adair (Past President), Bob Hoard (*Plains Anthropologist* Editor)
Absent: David Posthumus (Vice President), Chris Johnston (Treasurer)

1. Welcome and Announcements

Kelly Pool called the meeting to order at 2:06 pm.

Dave resigned yesterday so not present. (Discussed below)
Chris is unable to attend because he is in the field.

2. Approval of the Agenda

Approval of the Agenda: motion raised by Bob, Richie seconded. [no objections]

3. Approval of Past Minutes

- Oct 30, 2020 First Board Meeting

Motion to approve by Richie, seconded by Bob

- Nov 30, 2020 Second Board Meeting

Motion to approve by Richie with request to correct typo – add ‘s’ to end of Meyers [seconded by Lauren, who will make the required change]

4. Committee Updates

○ **Nominations** (Brendon)

- Slate of candidates: Not yet six candidates. Question about whether additional nominees needed to replace Dave; No, bylaws state that board can appoint a replacement.
- No nominations received from the membership. Brandi and Wendi assisted with compiling a list of ten potential candidates, who have been contacted via email. Three declined immediately, three have agreed to be on the ballot, and four have not yet responded. He will contact these again.
- Courtney asked if we want to extend the deadline by which nominations can be made and whether she should change this on the website. Brendon asked those he contacted to respond within a week to 10 days. Courtney also asked if previous slate of candidates who were not elected were considered. Mary noted that we might ask a previous candidate to fill Dave’s position. After discussion, it was decided to extend the deadline to May 31, 2021.

○ **Distinguished Service Award** (Kelly in place of Dave)

Nominations closed May 15. Dave was chair of this committee and promised to send any nominations he received to Kelly. She will update us on that.

New chair needed – Lauren volunteered. Mary is also willing if she can still chair a committee as past president, which is not clear according to the bylaws. Lauren will chair and will call on Mary if needed.

- **Student Paper Award**

New chair needed. There were no volunteers from the board, but Brandi suggested Kacy Hollenback. Brandi thought she may be willing to do it for a year as an emergency fill in. Lauren agreed with this nomination, but if she is not willing, someone else who has helped in the past, such as Scott Brosowske, might be asked. Brandi agreed to ask Kacy to fill the position this year.

- **Bylaw changes**

New chair needed in place of Dave. Issues to be addressed include the following:

- a. Presidential election – Need to craft wording to change the bylaws to have the PAS President elected by the membership rather than selected from the Board. Bob has already done a lot of this, and Chris, Mary, and Kelly had already agreed to help with this. Mary asked about specifically what is needed; committee would need to come up with specific language to address electing a president from the membership for a two year term. That wording would need to be presented to the membership within the required number of days prior to voting at the business meeting at the conference. Kelly reminded us that we had discussed including perhaps two people on the committee to develop this wording who could represent different views on the issue of electing the president from the membership versus keeping the present practice of selecting the president from the board. (Individuals who expressed willingness to represent one of these views include Mark Mitchell and Lee Bement). Mary clarified that we need language and consideration of the pros and cons of a change to elect a president. Kelly noted that much of the language has already been proposed.

Bob added that an additional issue to consider is how election of the president outside the board affects the number of board members (odd/even). Mary had spoken with Midwest Archaeological Conference (MAC) and found they are not concerned about the number of board members. Bob suggested that maybe not having an odd number of members is not a major concern unless a problem arises, during which other methods can be used (e.g., drawing straws).

Typically, board votes are lopsided and without extensive debate.

Mary volunteered to lead this task of reviewing the proposed wording, tweak if necessary, reach out to others (e.g., Mark, Lee, Joe Artz) for their opinions, and present this to the board before we send it out to the membership.

- b. Do we want to add a compensated position for a Communications Director? Kelly noted that having a formal position for a webmaster (who may also be responsible for other tasks) is an issue we have discussed in the past. Because management of the website is a job that needs a dedicated person who has relevant expertise to manage the website and possibly other social media, it would be to our advantage to have a person outside the board membership who carries this responsibility (similar to the editor, for example). This is a somewhat time-intensive position, therefore, it would also be

appropriate to have some money/pay attached to the position. Bob agreed that this is a critical position so they should be a board member or receive compensation (not both). Mary agreed and said it does not need to be an elected board position. Instead, the board could select that person (as is the case for the editor and treasurer). Kelly clarified that then they would become an ex officio member of the board, like the past president, editor, and treasurer. This would be a fourth ex-officio member. As current webmaster and board member, Courtney thinks this would be in the board's best interest as there is much work associated with the website, responding to e-mail and password changes, addressing journal access issues (which has been a problem in the past year), etc. As a board member with a three-year term (rather than a selected expert), there is the risk of a gap in services, especially if this coincides with a change in the membership chair, who works closely with the webmaster. If we do not have continuity with someone who knows the back-end management of the website, we would be paying Iowa's OSA (who created the website) for that assistance. Instead, with an ex-officio position, we could try to keep a knowledgeable person in the position for as long as possible. Courtney thinks it is worthwhile.

Courtney asked about the title and responsibilities of the position. What do we envision the "Communications Director" doing beyond website and social media; do we envision them doing PR or is that still coming from the president? To Courtney, the title "Communications Director" implies a broader position beyond webmaster. Kelly says Bob suggested that term but was really just thinking this position would be as webmaster and in charge of social media.

Bob also noted not only the critical nature of webmaster, but that this person sometimes is asked to respond quickly to issues, so we need to have someone who is dedicated. Courtney agreed, there should be set expectations, although they should not be required to be in constant email contact. Both Bob and Mary recognized Courtney's dedication to the position.

Mary recognized that this is part of bylaw changes, but she does not feel she has the wherewithal to draft this wording and we need to talk more about what we are looking for, how the person is selected, and compensation. Kelly's opinion is that there needs to be compensation and the person should not be elected to the position. Mary indicated that this would then be someone the board would select. Kelly agreed, or the out-going person might select, find, or recommend someone. Kelly volunteered to work on this with Courtney's assistance.

- **Student Affairs**

Kelly asked Brendon and Courtney about whether they know if Carlton Gover will be continuing as chair for the Student Affairs Committee although his term has ended. Of course, activities were limited this past year due to limitations caused by the coronavirus pandemic. He has not graduated so would still qualify for the position. Courtney recently saw him and noted that he appears to be helping Doug Bamforth (2021 Plains Conference organizer) with conference planning and is active with others, but she doesn't know if he is willing to continue as president of this committee into the next year. Hopefully as limitations due to coronavirus will

diminish this year with more activities returning to some normalcy, the committee will be more active. Mary asked about others and thought Danielle was interested in staying on the committee. Brendon will reach out to Carlton to see if he is willing to stay on.

- **Native American Student Award**

Kelly reminded Richie that last year's announcement was sent out in mid-August with last year's deadline set at Oct 31.

- **Ethics and Inclusion** (the former Anti-Harassment Task Force)

Brandi had suggested the Ethics & Inclusion name, and Brandi, Cherie, and Richie have volunteered to serve on this task force/committee. Brandi drafted an initial charter that will be adjusted after our informational meeting with the University of Colorado representatives from the Office of Institutional Equity and Compliance. The plan is for that meeting (scheduled for May 24, 2021) to cover safety codes and membership and conference registration self-certification wording, procedures for registering potential complaints at the conference, and then how we might enforce our anti-harassment policy. Brandi wrote draft wording "keeping Plains/ PAS up-to-date with current issues and helping with formulating appropriate actions or policy and response."

As organizer of this year's Plains Conference, Doug Bamforth has concerns based on a recent issue at the annual SAA meeting and has created a draft statement about abstract submissions guidelines stating "We will reject any presentation that appears to violate or advocate violating any PAS ethical guidelines, including guidelines about looting, artifacts sales, tribal consultation." He would like to get a statement out to the membership prior to the conference, again, a kind of self-certification process, and make sure abstracts get reviewed. Mary asked 'by whom?' Kelly believes Doug is planning to do this with aid of others. Brandi suggested we could roll into the discussion comments shared (via email) by Richie, Brandi, Chris, and Alison regarding how to structure our reaction to the SAA paper. She noted that we should not focus on the SAA debacle, but be forward-looking in a positive manner so we don't give that paper more attention. Brandi noted that instead of a written response to the SAA paper that our statement look forward. She also asked how or if abstracts are reviewed. Alison noted from her past conference organizing experience that abstracts were skimmed. Mary supports a positive approach to our statement. She suspects there probably has not been much review of abstracts in the past, but if we reject an abstract, we have to have a policy to support the decision. Brandi noted discussion with Chris and that we need to check old conference handbooks, then add a written statement that can be added to the website (call for papers). Kelly reported that Doug appears to be planning to review every abstract to prevent the occurrence of what has happened elsewhere (SAA).

Brandi noted that there used to be an ethics committee and wondered why PAS had that in the past. Kelly indicated that this was in 2010-2014 and various people (Bob Dawe, Mark Miller, Joe Watkins) were involved. This may have been formed to develop the general PAS ethics statement. Courtney looked at old minutes, which are available on the website, and saw that it was for the general ethics

statement, different than what we are addressing now. Kelly stated that it is useful to have such a committee for issues that arise.

Lauren moved to establish a standing Ethics & Inclusion Committee; Mary seconded; unanimous. Brandi will chair with Richie and Cherie as members. Bob suggested the conference chair be a member each year.

- **Membership**

Alison acknowledged the assistance of Chris and Courtney as vital to completing her job as membership chair.

In January, Bill Green asked if there was a retiree rate (like SAA). Our rates are not high, but Alison sought input from other board members. Mary does not think it is necessary; we are already fairly low in our membership costs and we have more retirees than regular members so reduction would affect budget. Regular rate right now is \$67. Lauren suggested we table this until membership rates overall are reconsidered for possible increase in the future. A small reduction might be considered at that time in recognition of retirees' contribution and likely their fixed income while also sending a message that we value their membership and their continued contribution.

On a related issue, Richie noted food for thought that the AAA is considering a reduced rate for their small number of tribal members (39), who in many cases come from communities with high unemployment and dependency on one another. This is appropriate given the history of the discipline of anthropology built off the backs of Native people. To entice more Native anthropologists/students to attend our conference, we should consider something like waivers. Brandi noted that SEAC offered free conference registration to tribal members. For Plains, that seems right now to be the decision of conference organizers if they are able to cover that cost. (Brandi and Sarah Trabert are trying to pursue this for the future conference they are organizing). There are, of course, other decisions about free student registration for the conference. Kelly asked about student cost being cheaper. Yes, it is about \$36. Bloomington offered free registration for students. This can vary according to each conference. Brandi pointed out that many more tribal members attended SEAC. Mary suggested (like Lauren's suggestion about considering a retiree rate) that a Native American rate be considered in the future when rate increases are discussed.

Conference registration cost typically has been decided by the conference organizers, but this is something the board should be involved with since we cannot continue to lose money on the conference. More oversight is needed for conference expenditures. Alison agreed; the organizers of the San Antonio conference were under a lot of stress to keep the conference costs low. Mary recognized that this is a stressful position for conference organizers because so many decisions need to be made and money committed before they know how many people will attend. There should be guidelines for each conference chair before they make decisions about expenditures and rates.

As a person who is planning a conference at this time, Brandi noted that the biggest budget line is alcohol so maybe we need to reconsider free beer at each event. Bob suggested reduced rate rather than free beer, and Mary noted that it only needs to be at the Early Bird party. Brandi noted that having a board decision would be helpful or having guidelines. Courtney asked if sponsorship is common, and Brandi indicated that they are looking at ways to do this (more than just putting out a sponsor's logo).

Lauren wanted to make sure the handbook chair or committee is active and that they consider these issues. Kelly reminded us that Chris fills this position and will inform him of this conversation regarding free or reduced registration, etc.

Bob raised the issue of the conference app, asking if we own that. Courtney thought we pay the developer to tweak this each year. Lauren indicated that we paid the developer \$3000 to develop the original app (2018) and now we pay them about \$1000 to adjust it each year. Kelly noted that Doug is already planning to use the app for this year's conference.

5. Old Business

Plains Anthropologist

○ **T&F new contract**

A contract has not yet been signed with Taylor & Francis (T&F) publishers because of a wording issue regarding reproduction requests and who addresses those. Bob expressed that this should be clarified in the contract, not in negotiations. He believes we (PAS) should be in control of such requests. Copyright law is important, and this is not an issue about the money involved, but it is about right of ownership. Bob believes it should first be the decision of the author, then PAS, and then the publisher. Kelly reported on the conversation with Peter Gane at T&F, as follows. PAS suggested changing the statement about reuse of PA content located on the inside cover of the journal to say "no part of this publication may be reproduced, etc., without prior written permission from the Plains Anthropological Society. All requests to reproduce should be directed in writing to the Editor of the *Plains Anthropologist*", and then the editor would refer requests to T&F. Peter came back with alternative wording stating otherwise and that the society will be informed of all requests for republishing copyrighted material via the publisher. The reason for routing requests through T&F instead of the editor is that T&F receives many requests for material, often from other academic publishers who will be able to pay a fee, and that PAS then would get that revenue through royalties. T&F thought that it would be an onus on the editor to have all these things dumped on that person and then have to pass those on to T&F. They feel that having all permission requests continue to come directly to T&F would allow them to take care of them and we can profit from the money made from academic publishers. Bob is not opposed to that, but what do others think? Mary asked for point of clarification regarding ownership. The way it is worded now does not give the author any copyright ownership. Bob agreed, but he thinks it makes sense for discussions with academic presses to be between the publishers. However, for reuse by a single author, it seems reasonable for the editor to seek approval from the author(s) and if

they are indifferent or agree, then go forward with that. Mary wondered whether Bob trusts T&F to forward reuse requests to the editor. Bob indicated that he really does not trust them very much, but if it is in the contract and we find them not doing so, we can call them on it. Bob noted that in the past 3 ½ years, only two requests were received and those got tangled up by T&F. Mary would like to avoid this. Bob agreed that in a perfect world, if a press wanted to use something in PA, they would contact us and then we would contact the authors, but this might be difficult to contact some of the authors. Kelly reiterated Bob's point about being in the contract. If this change is made, T&F would need to revise their website (which basically asks those who wish to reuse their material to pay a lot of money). In the past two cases noted by Bob, both authors who wished to reuse their previous writings eventually gave up. Bob will look into this, present a recommendation, and share that with board members in an email.

- **Distribution delays:** Mary asked if the May issue of PA is scheduled to be mailed in May. Bob and Chris have done their part in making that possible. Bob indicated that when you receive your journal depends on zip code or the T&F mailing system through Pennsylvania. None of the members present reported that they had gotten their May issue yet. [Lauren, Courtney, and Brendon later indicated that they received the May issue in mid to late May.]

There is still a backlog of earlier issues. Alison said T&F noted that the 54 members who signed up late can expect their Feb. issue to be 90 days late! According to T&F these should be in route. These kinds of delays need to be addressed since this is in the contract with T&F. How is this redressed when issues are not received on time? We need to continue to work with T&F to improve this essential service.

- **Contract for new editor**
Kelly reported that, following Chris's recommendation for fiscal responsibility, a simple contract is being drawn up for the new editor, Bill Billeck. Kelly also will do this for the Treasurer. We will also need this for the new position of webmaster/ Communications Director. Bob agreed that this is symbolically important as it stresses the importance of the position and its responsibilities.

b. Conference

- **CU Equity Meeting**
Kelly reminded us that the Board will meet via Zoom with University of Colorado (CU) representatives from the Office of Institutional Equity and Compliance (OIEC) on May 24. Nancy will not be able to attend. Others who have been encouraged to attend are Bill Billeck, incoming PA editor, and Doug Bamforth, 2021 conference organizer. Outgoing editor, Bob, and Danielle Soza, student member, have also been invited.

Kelly and Mary's discussions with the CU representatives indicate that they will review wording structured largely after that of the SAA with regard to code of conduct, a safety code for meetings, and self-certification for membership and conference registration. The latter might be something like agreeing to a statement that "I have not been convicted of nor is there an on-going investigation of me for

violations of ethics or Title IX.” The CU specialists will likely provide us with a couple different ways to potentially say these things so we can decide what is appropriate for our organization. Once we make this selection, we will likely need to send those to a lawyer for review, which might cost a couple thousand dollars. Mary agreed this is what to expect, but we also need to discuss how we respond if there is a situation. We will not have an ombudsman, and volunteers at the registration table will not know whether members who register should be allowed to do so. We have to trust members and attendees to be honest; let’s look to be positive; our new ethics and inclusion statements will give us some grounds for not accepting registration by offenders, for example. Kelly noted that the CU OIEC staff has been very friendly, knowledgeable, and willing to assist. Doug will schedule a workshop for the membership with them at this year’s conference at a time when nothing else is scheduled. The workshop will remind members we are adults and are expected to act accordingly, like you do at your place of employment. Brandi expressed thanks to Kelly, Mary, and Doug for coordinating this and to the CU staff for their helpful assistance. Mary reported that the CU staff has been helpful from the beginning; Doug initiated this and because he is with CU, they have been willing to assist. They have specifically indicated that they will not charge for these services. They understand situations we described to them and that we are a small non-profit organization.

- **Childcare Survey**

Doug has requested that we ask membership about their interest in childcare at the upcoming conference. He is coordinating this survey with Chris and Courtney. Mary wonders if this is something we (PAS) would pay for. She is concerned about cost and does not want it to get out of hand. Bob suggested this might be provided at charge to individuals because we can’t keep adding PAS expenses for the conference.

- **Abstract Statement**

Kelly thanked those who provided thoughtful comments via email about the recent issue with one of the papers presented at this year’s SAA (views not in line with SAA’s values and the need for careful abstract review). Do we want to address that specific paper or rather craft our own statement that tries to ensure this does not happen at a Plains Conference? Any comments?

Courtney likes the proactive approach and not mentioning the SAA paper; it accomplishes the goal without giving more press to that paper. A statement specifically about that SAA paper does not accomplish anything and just beats a dead horse. (Kelly wonders if the publicity has increased sales of the authors’ book. Alison wondered if the book has been reviewed for PA. Bob reported that Matt has not said whether the book has been sent out for review.)

As an aside, Courtney asked if Matt Hill is continuing as book review editor. Bob reported, yes, he is continuing with Bill Billeck (new editor).

6. New Business

- a. **VP resignation**

Kelly reiterated Dave’s resignation from the PAS Board and position as Vice President. He is moving in a completely new direction with his career.

[Kelly lost internet (1:36:40-1:41:51). Board members conducted casual conversation about this board vacancy, the second in a couple years and both times the VP. Mary suggested that the Executive Committee meet to discuss this – Kelly, Lauren, Chris, and Mary (?).]

b. Donna C. Roper Research Fund Award deadline, pending sufficient funds

In Kelly's absence Mary started to wrap up the meeting with a brief discussion of the Donna Roper Award. She needs to check with Chris to see how much money is available. If sufficient funds have been generated to make an award, then a call for applications will be sent to Courtney to put on the webpage.

[Kelly returned]

c. Fall Board meeting

Kelly suggested that we have about an hour meeting via Zoom roughly a week before the 2021 Plains Conference in Boulder in order to get most of the business out of the way. She proposed that we then meet for about an hour in person at the start of the conference so that we can attend the Early Bird party. Chris suggested we might have a table that board members sit at during the Early Bird to facilitate any discussions. (Perhaps more people would consider being on the board if they did not have to miss the Early Bird party.)

c. Tax filing

Chris is working on this.

8. Adjourn

Motion to adjourn by Mary; seconded by Brandi.
Meeting adjourned at 3:52pm.

Meeting minutes by Lauren W. Ritterbush (PAS Secretary)