

ASOR Board of Trustees Meeting  
Goodwin Boardroom, Meade Hall  
Virginia Theological Seminary  
3737 Seminary Rd.  
Alexandria, VA  
April 6, 2019  
9:00am-1:00pm EDT

In Attendance: Richard Coffman (Chair), Sharon Herbert (Vice President), Ann-Marie Knoblauch (Secretary), Heather McKee (Treasurer), Andy Vaughn (Executive Director), Sheila Bishop, Emily Bonney, Teddy Burgh, J.P. Dessel (arrived late), Lynn Dodd, Peggy Duly, Jane DeRose Evans, Debra Foran (arrived late), Joseph A. Greene, Tim Harrison, Randy Helm, Susan Laden, Heather McKee, Carol Meyers, Eric Meyers, Heather Parker, Ann Sahlman, Joe Seger, Carolyn Strange, Eric Welch, Bryan Wilkins, Ed Wright.

Absent: Lisa Ackerman, Susan Ackerman, Vivian Bull, Hanan Charaf, Michael Hasel, Øystein LaBianca, W. Mark Lanier, P.E. MacAllister, Elizabeth Macauley-Lewis.

Invited Guests: Melody Knowles, Vice President of Academic Affairs and Associate Professor of Old Testament, Virginia Theological Seminary, and former ASOR Trustee; Rick Spees, Executive Director, CAORC; Marta Ostovich, ASOR Programs Manager.

**Preliminary Matters (9:00-9:15am)**

**1. Call to Order and Introductions 9:02 am**

- Richard thanked Marta Ostovich, Andy, his wife Amy, and other family and staff involved for putting on a wonderful reception at 209 Commerce St.
- The Board observed a moment of silence in honor of George Ackerman, Susan Ackerman's father, who died this week, and Elizabeth Billhimer, the young niece of ASOR Membership Manager Felice Herman, who also died this week after a short illness.

**2. Welcome from Melody Knowles, Vice President of Academic Affairs and Associate Professor of Old Testament, Virginia Theological Seminary, and former ASOR Trustee**

**3. Approval of Agenda**

**BE IT RESOLVED: The Agenda is approved by unanimous consent.**

**4. Approval of the Minutes from the November Board Meeting (November 18, 2018)**

**BE IT RESOLVED: The minutes from the November Board Meeting (November 18, 2018) are approved by unanimous consent.**

**5. Approval of the Minutes from the January Board Conference Call (January 7,**

2019)

**BE IT RESOLVED: The minutes from the January Board Conference Call (January 7, 2019) are approved by unanimous consent.**

#### **Business Items (9:15-10:45am)**

##### **6. Officers Nominations Committee (Joe Greene, for Hanan Charaf)**

- The Officers Nominations Committee brought forth two candidates:

6a. Richard Coffman, for a second three-year term as Board Chair (January 1, 2020-December 31, 2022): biographical sketch posted at <http://www.asor.org/hidden/board-info>.

Joe Seger moved to appoint Richard Coffman for a second three-year term as Board Chair. Lynn Dodd seconded.

Discussion was enthusiastic, referring specifically to Richard's sense of humor and his enthusiasm.

**BE IT RESOLVED: The Board appoints Richard Coffman for a second three-year term as Chair of the Board.**

6b. Sharon Herbert, for an initial three-year term as ASOR President (January 1, 2020-December 31, 2022): cv posted at <http://www.asor.org/hidden/board-info>.

Joe Seger moved to appoint Sharon Herbert for a second three-year term as Board Chair. Lynn Dodd seconded.

Discussion was equally enthusiastic. Sharon will be part of a long line of excellent people in this position, and she brings an excellent skill set to the job.

**BE IT RESOLVED: The Board appoints Sharon Herbert for an initial three-year term as President.**

- Joe Greene noted the committee is in the process of interviewing candidates for a third position, that of Vice President. Once the process is completed the committee will submit a report and recommend an action at November's meeting.

##### **7. Board Trustee Appointments (Richard Coffman for Susan Ackerman)**

- Richard brought forth one candidate for a Board Trustee appointment

7a. Ann Sahlman, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021): biographical sketch posted at <http://www.asor.org/hidden/board-info>.

Eric Meyers moved and Eric Welch seconded:

**BE IT RESOLVED: The Board appoints Ann Sahlman for an initial three-year term, retroactive (January 1, 2019- December 31, 2021).**

## **8. Committee Chair Appointments (Sharon Herbert)**

- Sharon noted that the chairs of standing committees work really hard and provide a critical lynchpin role. Chairs serve for three-year terms, with second term possible and a two-term limit.

8a. Theodore Burgh, for an initial three-year term as Chair of the Membership and Outreach Committee (January 1, 2020-December 31, 2022): <https://uncw.edu/par/faculty/faculty-burgh.html> and [https://uncw.edu/profiles/burgh\\_theodore.html](https://uncw.edu/profiles/burgh_theodore.html); cv posted at <http://www.asor.org/hidden/board-info>.

Lynn Dodd moved, Peggy Duly seconded:

**BE IT RESOLVED: The Board appoints Theodore Burgh for an initial three-year term as Chair of the Membership and Outreach Committee (January 1, 2020-December 31, 2022).**

## **9. Committee Appointments (Sharon Herbert)**

### **9a. Honors and Awards Committee**

•Lawson Younger, for a second three-year term (January 1, 2020-December 31, 2022): <https://divinity.tiu.edu/academics/faculty/k-lawson-younger-jrphd/>.

•Mahri Leonard-Fleckman, for an initial three-year term, (January 1, 2020-December 31, 2022): <https://www.holycross.edu/academics/programs/religiousstudies/faculty/mahri-leonard-fleckman> and <https://holycross.academia.edu/MahriLeonardFleckman>.

Joe Seger moved, Randy Helm seconded:

**BE IT RESOLVED: The Board appoints Lawson Younger for a second three-year term (January 1, 2020-December 31, 2022) and Mahri Leonard-Fleckman for an initial three-year term, (January 1, 2020-December 31, 2022) to the Honors and Awards Committee.**

### **9b. Publications Committee**

•Eric Kansa, for a one-year term (to fill out the remaining year of Bill Caraher's term), retroactive (January 1, 2019-December 31, 2020): <https://opencontext.org/about/people> and <https://dlab.berkeley.edu/people/eric-kansa>.

•Jake Lauinger, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021):

<https://neareast.jhu.edu/directory/jacob-lauinger/> and  
<https://johnshopkins.academia.edu/JacobLauinger>.

•Sam Wolff, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021):

<https://independent.academia.edu/SamWolff> and  
<http://www.bu.edu/asor/news/2017/04/spotlight-wolff.html>.

•Caroline Sauvage, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021):

<https://bellarmine.lmu.edu/classics/faculty/?expert=caroline.sauvage> and  
<https://lmu.academia.edu/CarolineSauvage>.

Heather Parker moved, Sheila Bishop seconded:

**BE IT RESOLVED: The Board appoints Eric Kansa for a one-year term (to fill out the remaining year of Bill Caraher's term), retroactive (January 1, 2019-December 31, 2020), Jake Lauinger for an initial three-year term, retroactive (January 1, 2019-December 31, 2021); Sam Wolff for an initial three-year term, retroactive (January 1, 2019-December 31, 2021), and Caroline Sauvage for an initial three-year term, retroactive (January 1, 2019-December 31, 2021) to the Publications Committee.**

#### 9c. Early Career Scholars Committee

•Owen Chesnut, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021):

<https://andrews.academia.edu/OwenChesnut/CurriculumVita>  
e and <https://andrews.academia.edu/OwenChesnut>.

•Tine Rassalle, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021):

[https://religion.unc.edu/\\_people/graduate-students/tinerassalle/](https://religion.unc.edu/_people/graduate-students/tinerassalle/)  
and <http://tinerassalle.web.unc.edu/>.

Jane Evans moved, Ann-Marie Knoblauch seconded:

**BE IT RESOLVED: The Board appoints Owen Chesnut for an initial three-year term, retroactive (January 1, 2019-December 31, 2021) and Tine Rassalle for an initial three-year term, retroactive (January 1, 2019-December 31, 2021) to the Early Career Scholars Committee**

#### 9d. Program Committee

•R. Scott Moore, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021):

<https://www.iup.edu/history/faculty/moore,-r--scott/> and  
<https://rscottmoore.org/>.

- Allison Thomason, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021): <https://www.siu.edu/artsandsciences/historicalstudies/thomason.shtml> and <https://siue.academia.edu/AllisonThomason>.

Ann-Marie Knoblauch moved, Randy Helm seconded:

**BE IT RESOLVED: The Board appoints R. Scott Moore for an initial three-year term, retroactive (January 1, 2019-December 31, 2021) and Allison Thomason for an initial three-year term, retroactive (January 1, 2019-December 31, 2021) to the Program Committee**

#### 9e. Committee on Archaeological Research and Policy

- Tim Harrison, for a second three-year term, retroactive (January 1, 2019-December 31, 2021): <https://nmc.utoronto.ca/faculty/t-pharrison/>.
- Kate Grossman, for a second three-year term, retroactive (January 1, 2019-December 31, 2021): [https://socant.chass.ncsu.edu/faculty\\_staff/kmgross2](https://socant.chass.ncsu.edu/faculty_staff/kmgross2) and <https://ncsu.academia.edu/KathrynGrossman>.
- Suzanne Pilaar Birch, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021): <http://anthropology.uga.edu/directory/people/suzanne-pilaarburch>.
- Robert Mullins, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021): <https://www.apu.edu/theology/faculty/ramullins/>.
- Monique Vincent, for an initial three-year term, retroactive (January 1, 2019-December 31, 2021): <https://wallawalla.academia.edu/MoniqueVincent> and <http://www.asor.org/fellowships/excavation-grantsfellowships/previous-fellowship-recipients/monique-vincent/>.

Joe Seger moved, Randy Helm seconded:

**BE IT RESOLVED: The Board appoints Tim Harrison for a second three-year term, retroactive (January 1, 2019-December 31, 2021); Kate Grossman for a second three-year term, retroactive (January 1, 2019-December 31, 2021); Suzanne Pilaar Birch for an initial three-year term, retroactive (January 1, 2019-December 31, 2021); Robert Mullins for an initial three-year term, retroactive (January 1, 2019-December 31, 2021); and Monique Vincent for an initial three-year term, retroactive (January 1, 2019-December 31, 2021) to the Committee on Archaeological Research and Policy**

#### 10. Treasurer's Report (Heather McKee)

- Heather offered congratulations to Andy and others for the acquisition of the new ASOR building at Commerce Street.

- Heather directed Board members to the submitted Treasurer's Report
- The Finance Committee recommends that the board accept the FY 2018 audit.
  - Heather directed attention to page 3 of the audit:
  - From 2017 to 2018, net assets available for operation increased from \$459,000 to \$568,000. This is an increase in money available for operations. As part of the FY2019 budget approved last year by the board, we set aside \$100,000 for FY19 to pay for one-time relocation expenses and one-time staff costs for Boston personnel who are not continuing with ASOR.
  - ASOR received a clean opinion for our FY2018 audit. This means auditors did not see any cause for concern
  - To make future audits easier, ASOR is in the process of aligning our accounting categories with those of the auditors

10a. Review and approve FY 2018 audited financial statements

Ann-Marie Knoblauch moved:

**BE IT RESOLVED: The Board accepts the recommendation of the Finance Committee to accept the FY 2018 Audit**

10b. Adoption of the FY 2020 budget

- Heather directed Board members to the submitted Treasurer's Report
- The item that received most discussion was Annual Fund giving, which was increased from \$85,000 to \$125,000 for FY 2020. This is ambitious based on the current rate of giving.
- \$125,000 is typically a reasonable expectation for the Annual Fund, but because of the building campaign it is assumed there will be some "donor fatigue" and we are currently running behind projections for the Annual Fund in this fiscal year (FY 2019). It is hoped that we can work off of the momentum of moving into a new building to encourage giving.
- Both the Finance Committee and the Executive Committee recommend this increase (but which is below levels from prior fiscal years).
- Discussion continued about strategies for meeting Annual Fund goals when donors are being asked to contribute to other key initiatives as well, also options if this goal is not met.
- Ann Sahlman brought up opportunities and easy fixes to the website and printed material that could help general contributions.

Joe Seger moved:

**BE IT RESOLVED: The Board accepts the recommendation of the Finance Committee as endorsed by the Executive Committee to adopt the proposed 2020 budget.**

*The Treasurer's Report was interrupted at 10:15 to allow guest Melody Knowles, Vice President of Academic Affairs and Associate Professor of Old Testament, Virginia Theological Seminary to say a few words to the Board*

- Andy introduced Dr. Knowles, thanking her for graciously hosting the ASOR staff for the past 8-9 months
- Dr. Knowles warmly welcomed the Board to VTS, expressing how wonderful it has been to share a space with ASOR staff.

10c. Thomas and Marilyn Schaub Legacy Gift

- \$29,000 in an IRA account has been left to ASOR.
  - The Finance Committee and the Executive Committee recommend that the Board accept the Schaub legacy gift and place the funds in the Permanently Restricted Endowment for Operations Account.
- Carol Meyers moved:

**BE IT RESOLVED: The Board accepts the recommendation of the Finance Committee as endorsed by the Executive Committee to accept the Schaub legacy gift and to place the funds in the Permanently Restricted Endowment for Operations Account.**

10d. Creation of permanently restricted funds for the Joe D. Seger and the Stevan B. Dana Excavation Fellowships

- The Joe D. Seger fund has existed for some time, but was never formally established as a restricted fund.
- These resolutions establish endowments for excavation support.

Eric Meyers moved:

**BE IT RESOLVED: The Board accepts the recommendation from Finance Committee to formally approve (retroactively; the ASOR Investment and Spending Policy was already emended by the Board in April 2016 to reflect the establishment of this fund) the establishment of the Joe D. Seger Endowment for Excavation Support.**

*See attached resolution*

Ann-Marie Knoblauch moved:

**BE IT RESOLVED: The Board accepts the recommendation from Finance Committee to formally approve the establishment of the Stevan B. Dana Endowment for Excavation Support.**

10e. Amended Investment and Spending Policy

- With the establishment of permanently restricted funds for the Joe D. Seger and Stevan B. Dana Excavation Fellowships, the language of the Investment and Spending Policy needs to be adjusted to reflect these new funds.

Debra Foran moved:

**BE IT RESOLVED: The Board accepts the recommendation of the Finance Committee and endorsed by the Executive Committee to amend ASOR's**

**Investment and Spending Policy to include language about the permanently restricted funds created for the Joe D. Seger and Stevan B. Dana Excavation Fellowships.**

*Note: this recommendation appears in the attached resolution establishing the endowment*

**11. ASOR By-Laws Revision (Richard Coffman, Susan Ackerman)**

- Richard presented the revised by-laws, the culmination of a long process.
- The revisions are intended to accomplish four main goals:
  1. To make the by-laws more user friendly (including language consistency throughout the document)
  2. To bring certain features of the by-laws up to date/make by laws consistent with practice
  3. To address certain omissions
  4. To streamline practice.

Joe Seger moved, Randy Helm seconded:

**BE IT RESOLVED: The Board accepts the recommended revisions to ASOR's by-laws.**

*See attached document outlining by-law revisions*

- Peggy Duly noted she read the whole thing and finds it a clear and brilliant rewrite.
- Sharon Herbert expressed thanks to Richard, Susan, and Andy for this long process, very conscientiously carried out, and with excellent results.

*Note: The order of agenda items was revised (#17 was moved to follow item #11) to accommodate Tim Harrison's early departure.*

**17. Committee for the ASOR Policy on Professional Conduct (Tim Harrison)**

- The committee has begun some preliminary conversations about disputed territories
- Asked the Board to think through and report back.
- This will be part of an ongoing discussion, including recommendations on how to proceed.

**12. 209 Commerce Street (Andy Vaughn, Susan Ackerman)**

- The Board needs to pass a resolution that will allow Andy to move forward with the building purchase.
- Everything is moving along well with the building; the current occupants will vacate in mid-April, at which point there will be a lot of details to tend to, such as shifting the utilities.

12a. Board designated agent for purchase

Jane DeRose Evans moved, Randy Helm seconded:



**BE IT RESOLVED: The Board accepts the resolution submitted to the Board by Arnold and Porter, LLP, that deputizes Andy Vaughn to act on behalf of ASOR and carry out necessary steps in the acquisition of the 209 Commerce Street building.**

- Andy expressed gratitude to our pro bono law firm, Arnold and Porter, who wrote this resolution

12b. Establishment of a Facilities Committee?

- At its February meeting, the Executive Committee discussed who would manage ASOR's property in Alexandria, determining that it made most sense for the occupants of the building (the Executive Director and staff) to make decisions about needs.
- Does it make sense to have a committee to help in this regard? If so, should it be a new committee or might it fall under the purview of an existing committee?
- Several different suggestions were offered, Eric Meyers noted the Executive Director should be empowered to make emergency decisions, but a committee could help with longer-term maintenance issues.
- A suggestion was made to amend the by-laws to create such a committee, for discussion at the next Board meeting in November.

**13. Committee Proposals, from CAP (Sharon Herbert for Susan Ackerman)**

13a. New CAP Code of Conduct for Fieldwork Projects

- An ad hoc committee was formed over a year ago to create a code of conduct for field work projects, something members of CAP wanted. (See Code of Conduct for Fieldwork Projects, November 2018 Draft). This document is the result of a lot of research among 4-5 ad hoc committee members
- CAP is requesting the Board to accept the report of the ad hoc committee. The report has been discussed by the CCC.
- Randy Helm, speaking for the ad hoc committee, made clear that ASOR is not the enforcer of these policies; instead the document offers "best practices" guidelines.
- Much discussion followed about the importance of being proactive in these matters, so that all participants of a project know going in what is expected.

Carol Meyers moved:

**BE IT RESOLVED: The Board accepts the report of the Code of Conduct for Fieldwork Projects Ad Hoc Committee.**

13b. CAP proposal regarding Excavation Fellowship Recipients for 2020 and Beyond

- With this recommendation, excavation fellowship recipients could only use their fellowship award for participating in CAP-affiliated projects (unless otherwise specified by the donor).
- Andy noted that there are no impediments to joining CAP, and such a policy would be (another) good incentive for people to become ASOR-affiliated and also a good way to encourage people to have good safe practices. There is another 9 months for digs to apply for ASOR affiliation to meet this.

Eric Meyers moved:

**BE IT RESOLVED: The Board accepts the recommendation of CAP that excavation fellowship recipients for 2020 and beyond must use their fellowship award on CAP-affiliated projects.**

**14. Ad Hoc Committee for a Code of Conduct for the Annual Meeting (Sharon Herbert for Susan Ackerman)**

- Sharon explained during a recent incident at the Society for Classical Studies (SCS) (see article in the Chronicle of Higher Education) , officers were empowered to act immediately in condemning the act and expelling the member because SCS had a code of conduct in place.
- ASOR is proactively forming an ad hoc committee, chaired by Emily Bonney (a “recovering attorney” with sensitivities to complex issues of free speech, etc.). Membership will be representatives from standing committees.
- The committee will submit a report by September. The report will be discussed by the CCC, with plans to present for approval at the November meeting.

**15. Other Business**

- N/A

**Break (10:45-11:00am)**

**Discussion/Action Items (11:00am-12:30pm)**

**16. ASOR Ad Hoc Committee on the Future of the Annual Meeting (Eric Welch)**

- Richard commended the committee for a lot of hard work, thorough report, thankless job.
- The committee submitted two recommendations, both were presented to the Executive Committee. The EC took one and tweaked it a little bit.
- Eric Welch presented the recommendations, acknowledging the hard work by everyone on the committee and the ASOR staff.
- The committee was not tasked with deciding the mission of ASOR and the annual meeting, but rather with presenting options for meeting time and place, with pros and cons for each option.
- Each option has logistical constraints.
- Option 1: shifting dates
- Option 2: flexible option
- The Executive Committee discussed the options at its meeting the previous day (April 5), and supports the flexible model, using the following wording:
  - *We recommend a flexible model in which ASOR will make all reasonable efforts to meet in its current time frame in the same city as SBL. In years in which it is not reasonable and economically feasible, ASOR will conduct its meeting in a city that best serves the greatest number of its constituencies.*
- Peggy Duly introduced a friendly amendment that the days of the week be included for clarity.
- Andy noted this means that we’ll do the best to meet in the same city as SBL, and when that’s not possible, we’ll do the best we can to accommodate the most members as possible. That might mean that we’ll look for nearby city or a city with nonstop flights.

This allows some flexibility for ASOR to define what is a good alternative city—the key is to serve the greatest number of our constituencies.

- Eric Welch noted that the committee heard from a lot of people, and new conversations have been raised about the program and paper distribution. The committee believes the annual meeting will be stronger because of these new conversations.

Eric Meyers moved, Joe Seger seconded:

- **BE IT RESOLVED: The Board recommends a flexible model in which ASOR will make all reasonable efforts to meet in its current time frame (Wednesday to Saturday pattern) in the same city as SBL. In years in which it is not reasonable and economically feasible, ASOR will conduct its meeting in a city that best serves the greatest number of its constituencies.**

#### **17. Committee for the ASOR Policy on Professional Conduct (Tim Harrison)**

- *See above between items #11 and #12*

#### **Reports (12:30-1:00pm)**

#### **18. Chairs Coordinating Council Report (Sharon Herbert)**

- Sharon noted much work has been done to restaff committees; as well as ad hoc work (as evident from reports at this meeting)
- The plenary speaker for the November 2019 meeting will be Eric Cline

#### **19. CAORC (Rick Spees)**

- Rick expressed optimism about CAORC's budget, in spite of proposed cuts by the president.
- Assistant Secretary Marie Royce leads the ECA (Bureau of Educational and Cultural Affairs) and is very supportive of CAORC's programs.

#### **20. CAARI (Bryan Wilkins)**

- Bryan acknowledged that extremely heavy rains in Nicosia led to leaks into the lower level of the new library, forcing the staff to rethink how that space might be used.
- The CAARI hostel has been full almost all winter.
- Two bequests to CAARI has allowed for the purchase of two polarizing microscopes and the necessary lenses
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#### **21. AIAR (JP Dessel)**

- JP noted that it has been a busy year, and AIAR director Matt Adams has been doing a fantastic job
- Among other things, Matt was the de facto leader of a successful joint Albright/ASCSA trip to Egypt.

The meeting concluded at 12:19.

Respectfully submitted by Ann-Marie Knoblauch