



**ASOR Executive Committee Spring Meeting
May 3, 2025, 9:00AM-12:30PM EDT
James F. Strange Center**

Present: Emily Miller Bonney, Lynn Swartz Dodd, Jane DeRose Evans, Sheldon Fox, Kate Grossman, Sharon Herbert, Chuck Jones, Eric Meyers, Kiersten Neumann, Sarah Scott, Jason Ur, Andy Vaughn
Guest: Marta Ostovich

9:00-9:05 Welcome, approval of minutes, approval of agenda, etc. (SF)

Agenda approved; approval of minutes deferred pending further edits.

Topic 1 Financial matters (EB, AV, LD, KN, SH)

9:05-9:20 The financial climate and the status of ASOR's current and potential grants (AV)

Updates regarding grant status and future projections. Surplus from previous years may be used for FY25. Waiting to hear about reinstatement of some grants, AFCP grants were highly ranked, waiting on Gerda Henkel and Aliph grants. Discussion about ASOR's positive position given the current Executive Administration, as we advance safety mission for the country. Further discussion regarding staff work and time in light of decreased government grant support. Additional discussion on mission creep regarding geography of our projects (Sahel) despite the benefits to regions more in keeping with our traditional locations. Further discussion about sharing the relevance of this work for donor support. Concluding point that current budget is 'Appropriately Cautious' and emphasizes 'Effective Optimism.'

9:20-10:15 Current and projected budgets (AV, EB)

Report indicated we have had a drop in donations but still expect to hit our goal. Additional discussion of above points regarding the use of the surplus to support staffing, the long-term strategy, and acknowledgement that staff compensation outside of grants is one of the budget pulls.

Emily moved to approve budget

Eric seconded

All approved

Emily and committee thanked for their work

EC discussed the 'Financial Policy and Procedures' document (Exhibit D), and acknowledged the importance of and accolades received for this work. Further discussion of quarterly investment reviews and benefit of overall approach to investments is the result of the good work of committee members and staff.

10:15-10:30 Compliance of donor designated endowments with federal executive orders (AV)

Discussion of this light of ramifications of Harvard AA suit. ED's work with ACLS and deliberations regarding climate of lawsuits was discussed. In particular the size of organizations that are under threat of suit. ASOR have been advised to wait and see what happens. Further discussion of non-discrimination policies and EOs regarding the BIPOC Scholars programs.

10:30-10:45 BREAK

10:45-11:00 Development—the 2025 campaign and the 125th celebration (LD, SF, KN)

Report that the 125th campaign has not yet reached the goal, we are optimistic that we will. Annual fund is in a similar position. Donors were thanked, and the Chair suggested now toward the second half of the year and moving toward 125th is good time for fund raising. ASOR has changed in last 20+ years, opportunities are new, current, reflective of good stewardship, investment approaches, and new funds are attractive. Additionally new relational opportunities, successful navigation of federal requirements, and new staff and competencies will help with visibility and identity.

Discussion of the 125th celebration: The event will be Saturday 11/27 in Hilton Grand ballroom as a sit-down dinner. It will be pay as you can for \$100 ticket, with expenses for some covered by donations. Responsibilities are currently being distributed. Emphasis celebration rather than fundraising. Sponsorship pamphlet was shared. ED emphasized it will be important to get the word out so students know they can attend for \$25. Further discussion of logistics.

11:00-11:15 FOA fundraising activities—tours and webinars, reports from the office staff. (SH)

Discussion of work being done to better integrate FOA to committee structure. Free webinars have resulted in membership increase. Discussion of tours: where to go and with what frequency: Israel, Cyprus, Turkey, Egypt. Concerns over number of participants and safety. Emphasis that ASOR's expertise and opportunities for tours in such places are above and beyond what other tours of this type might offer. Determined 2026 to be a reasonable year to aim for.

Topic 2 Governance items (SH)

11:15-11:20 Election of new Committee Chairs (Winter and Silva approved in February)

BE IT RESOLVED The Executive Committee accepts the recommendation of the CCC and recommends that the Board appoint Laura Mazow Associate Chair of the Membership and Outreach Committee.

Note that the position is new – associate chair, not a replacement for the full chair.

Move to accept the recommendation. Lynn seconded.
All in favor - unanimous

Discussion about Early Career Scholars membership processes. Some concern raised over activities and work being done. EC Advocated for careful diplomacy and continued use of CCC as space for vetting these processes.

11:20-11:25 Proposed Bylaws Changes: Changing the name of the DEI Committee

Section 5.3. Standing ASOR Committees. The Standing ASOR Committees are (and shall be) created by the Board of Trustees to carry out ASOR's mission and initiatives. The Standing ASOR Committees are, without limitation, the Committee on Archaeological Research and Policy, Cultural Heritage Committee, Early Career Scholars Committee, Honors and Awards Committee, Membership and Outreach Committee, Program Committee, Publications Committee, and **Diversity, Equity, and Inclusion Committee** the Carolyn Midkiff Strange Committee on Growth, Innovation, and Visibility. The Board shall have the authority to create and appoint such other Standing ASOR Committees as the Board deems necessary as ASOR's mission and initiatives evolve and expand. The Board also has the authority to disband any Standing ASOR Committee the Board determines no longer meaningfully contributes to ASOR's mission and initiatives. All members of the Standing ASOR Committees must be individual members of ASOR.

Section 5.3.9. Diversity, Equity, and Inclusion (DEI) Committee. The Carolyn Midkiff Strange Committee on Growth, Innovation, and Visibility (GIV)
Composition: At least six (6) ASOR members, at least two (2) appointed each year for three-year terms President as a voting ex-officio member Executive Director as a non-voting ex-officio member Function: 1. Advise the President, the Executive Director, the Board, and other ASOR leaders regarding initiatives ASOR might undertake either individually or jointly with other bodies to reach out to and include diverse communities in ASOR activities in meaningful and sustainable ways. In North America, these communities include, but are not limited to, BIPOC, LGBTQ+, and other underserved groups 2. Overseas, ASOR will focus on serving its international membership and working with local archaeological communities to promote public engagement in ASOR activities.

(moved to 12:05) 11:25-11:45 Report on ED Annual Review

Report indicated feedback was positive and that ASOR is fortunate to have the ED.

BE IT RESOLVED that the Executive Committee accepts the recommendation of the Personnel Committee regarding the extension and other terms of the Executive Director's contract. The executive director's contract was extended by one year (to June 30, 2028).

Motion from PC

Kate seconded

Unanimous.

(moved to 11:45) 11:45-12:00 Proposal from DEI/GIV to study and potentially revise ASOR codes of conduct.

Proposal was discussed. Points included the request for a standing committee on harassment. This idea and others may need to be discussed as part of the SP and/or potentially developing more specific procedures or ombudsman presence for the AM. EC members expressed concern about creating an environment that might support over adjudication. The proposal also suggested a review of archaeological fieldwork conduct codes. EC determined that they would not move forward with the proposal but would continue discussion with Board on Sunday. It was suggested that the CCC might review it as well.

Topic 2—Preparation and planning for the next strategic plan (SH, JDE)

12:00-12:30

The Task Force

Co-Chairs: Jane DeRose Evans and Sharon Herbert

Members: Sheldon Fox, Andy Vaughn, Emily Miller Bonney, Bianca Hand, Petra Creamer, Janon Ur, Kevin McGeough, Julia Troche, Patricia Fall, Yorke Rowan, Gary Arbino, Debora Heard.

The purpose(s) and format of a strategic plan, distinguishing between actions and aspirations. The relation of the plan to our mission statement. Should our strategic plan be short and punchy or a “state of the union” laundry list? See the posted new plans from the ACLS, Art Historical Association, and British Educational Research Association.

Discussion on the format of the plan, and how to make the mission and action items distinct. Examples were shared, and EC was directed to the discussion summary from November. Work will continue over the summer with focus groups. Question was raised about a consultant, but determined that is not needed at this time. It was shared that a robust outline of needs for SP will be ready for November, and a draft for approval by next May. Note that the new SP should relate to outcome, rather than action.

Announced that a call for new VP will come after Sunday.

Eric moved to adjourn. Emily seconded. 12:49