

**45<sup>th</sup> Annual Byzantine Studies Conference, Madison, Wisconsin**  
Business Lunch  
The Byzantine Studies Association of North America, Inc.  
Saturday, October 19, 2019, 12:55-2:15 PM

**Minutes (Approved 10/24/2020)**

1. BSANA 2019 is called to order (Ben Anderson).
2. **Selection of Parliamentarian:** Christian Raffensperger
3. **Approval of Minutes of the 2018 Business Lunch**  
Motion: Jenn Ball; Seconded: Galina. Motion carried.
4. **In Memoriam**  
Commemoration of members of our field lost this year. Ask that we observe a moment of silence in their memory.  
  
Frank Metlar (Mike) Clover (1940-2019)  
W. Eugene (Gene) Kleinbauer (1937-2019)  
Ruth Macrides (1949-2019)  
Marie Spiro ( -2019)  
Father Robert Taft (1932-2018)  
Speros Vryonis, Jr. (1928-2019)  
John T. Wortley (1934-2019)
5. **Thanks to Local Arrangements and Program Committees**
  - Local Arrangements Committee: Leonora Neville (chair), Thomas Dale, Christopher Livanos, and Jefferey Beneker
  - Program Committee, including Annie Labatt (program chair)
6. **Election of New Members of the Governing Board**  
Successful public call this year. Nominees for election to the board for 2019-2023:  
  
Diliana Angelova, University of California, Berkeley (Art History)  
Dina Boero, The College of New Jersey (History)  
Theodore Christou, Queen's University (History)  
Lynn Jones, Florida State University (Art History)  
Fotini Kondyli, University of Virginia (Archaeology)  
Karin Krause, The University of Chicago (Art History)  
Byron MacDougall, Brown University (Literature)  
Margaret A. Schatkin, Boston College (Patristics)  
Alice Isabella Sullivan, University of Michigan/Getty/ACLS (Art History)
7. **President's Report** (Ben Anderson)

Advocacy Issue 1: Christian Archaeological Society in Athens  
Proposal against moving excavated materials from metro construction on  
Thessaloniki. Plan to join with IMCA and urge ephorate to keep materials in situ.

Advocacy Issue 2: Reconstituting the BSANA-DO Liaison Committee  
Holder Klein, Alice-Mary Talbot, and Annemarie Weyl Carr  
Report to follow, as Item 11.

Following up on 2018 New Business (dues and how we use our funds): Jones/Ballard  
report. Thanks to Lynn Jones for her efforts and the report.

Addendum: Thank you to our outgoing members of the governing board: Elena Boeck,  
Jenn Ball, Emmanuel Bourbouhakis, and Betsy Williams.

8. **Treasurer's Report** (Betsy Williams)  
Report attached as Appendix A  
Tia Kolbaba taking over as Treasurer for 2019-20

Discussion:

- Question on endowments (Thomas Dale). Answer: See Ballard/Jones report; graduate student funding will be BSANA's financial priority
- Question on graduate student costs (Christian Raffensperger). Answer: \$12K spent in 2018-19, as part of 2-year pilot to add a form to funding requests. \$10K is the goal, is sustainable.

9. **Report from the United States National Committee for Byzantine Studies**  
(Derek Krueger)  
BSANA now financially responsible for USNCBS: €250 annually + delegation at the  
International Congress. Old USNCBS account now closed, thanks to Alicia Walker  
(USNCBS) and Betsy Williams (BSANA). No further need for a USNCBS treasurer.

AIEB listserv in Byzantine Studies. See AIEBnet.gr

2021 Congress: Istanbul 23-28 August, 2021, website now available. Free  
Communications may be submitted through 15 April, 2020. Posters and VR proposals  
due 15 April, 2020. July 2020 deadline for materials from accepted roundtables and  
plenaries.

10. **Report from the Canadian Committee of Byzantinists** (Cecily Hilsdale)  
Updates on new hires and transitions.  
Essay competition results  
Newsletter now available on their website, for Canadian Byzantine Studies news.

11. **Report from the BSANA-DO Liaison Committee** (Annemarie Weyl Carr)  
Report written by Holger Klein, Friday 13 Sept, 2019, after committee met with Jan Ziolkowski and Anna Stavrakopoulou to discuss “durable” open communication channel between DO and BSANA.

Topic 1: Current status and future of DO projects and initiatives, including fellowships, online and digital projects, acquisitions, and current exhibitions/publications.

Topic 2: Staff openings in Byzantine Studies, updates on new senior fellows.

Topic 3: Clarification of DOP submission processes and symposia proposals; will be “provided soon.”

Also met with current Byzantine Studies fellows, promoting BSANA/BSC

12. **Conferral of Graduate Prizes for BSC 2018** (Annie Labatt)
- First Place: Chiara D’Agostini (University of Southern Denmark), “Mapping the Empire: A New Perspective on the Revival of Ptolemaic Cartography in Byzantium.”
  - Second Place: Michael Beshay (The Ohio State University), ““Then Shall Be the End of the World!”” The Testament of Solomon within Byzantine Imperial and Apocalyptic Traditions.”
  - Third Place: Earnestine Qiu (Tufts University), “Is White Divine? A Reevaluation of the Armeno-Crimean Lives of the Desert Fathers (Jerusalem, Armenian Patriarchate, MS 285).”

13. **Invitation to BSC 2020, 22-25 October, Case Western University and the Cleveland Museum of Art** (Elizabeth Bolman).  
Home of the first BSC! Runs Oct. 22-25, 2020.

Future BSCs (Ben Anderson):

2021: UCLA, Nov. 4-7

2022: ??? Interests hosts should contact the BSANA president.

14. **New Business:** Policy on harassment – see *Appendix B*  
Policy written by Board subcommittee; approved by Board at Thursday meeting (Oct. 17, 2019).

Motion to approve: Thomas Dale; seconded, Betsy Williams. Motion passed.

Motion: Thomas Dale

Jones/Ballard Report summarized. It is an advisory report, not official BSANA policy.

Discussion: Will the report be distributed? (Christian Raffensperger); it will be added to the minutes (Ben Anderson; see *Appendix C* below). Lynn Jones to host link to report on her academia.edu page for a limited time (Lynn Jones). Encouragement for members to read report (Tia Kolbaba).

15. **Announcements**

North of Byzantium Project (Alice Sullivan and Maria Alessi Rossi):

[www.northofbyzantium.org](http://www.northofbyzantium.org)

New journal, *Studies in Late Antiquity* (Ann Marie Yasin). In its 3<sup>rd</sup> year now. Broad parameters of Late Antiquity.

Icons available for showing in Chazen Museum study room (Thomas Dale). Also, can show slides from Mount Athos from 1970s and 1980s.

16. **Election Results:** New members of the board for 2020-23 are:

Lynn Jones, Florida State University (Art History)

Fotini Kondyli, University of Virginia (Archaeology)

Byron MacDougall, Brown University (Literature)

Alice Isabella Sullivan, University of Michigan/Getty/ACLS (Art History)

17. **Adjournment**

Motion: Cecily Hilsdale; seconded, Thomas Dale. Motion passed.

**Appendix A = Treasurer's Report, attached below**

**Byzantine Studies Association of North America 2019 Treasurer's Report**  
**Covering September 30, 2018 to October 7, 2019**  
 Prepared by Elizabeth Dospěl Williams (williamse@doaks.org)

Accounts as of October 7, 2019:

Bank of America "Business Advantage" Checking	\$38,341.44
Bank of America "Business Interest Maximizer" Savings (Earning 0.06% interest)	\$52,226.69
PayPal Non-Profit Business Account	\$4,089.69
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<i>Total Accounts</i>	\$94,657.82

**2018-9 INCOME**

7/15/19	Closing of USNCBS Account	\$308.49
8/28/19	Mary Jaharis Center for Byzantine Art and Culture Graduate Student Development Funding @ BSC 2019 NB: Lower than previous years to adjust for previous savings	\$3,048.17
10/7/19	Donations from Members 2018: \$905.00 2017: \$2,185.00 2016: \$1,375.00	\$1,650.00
10/7/19	Membership Dues from 140 members 2018: 183 Members 2017: 173 members 2016: 189 members	\$5,040.00
10/7/19	Interest on Savings Account	\$28.31
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<i>Total Income</i>		\$10,074.97
	Income 2018: \$12,060.67	
	Income 2017: \$12,980.66	
	Income 2016: \$24,250.29	

**2018-9 EXPENSES**

10/4/18	Board Dinner	(\$418.02)
10/17/2018	MJC Funding: 2017 Reimbursement Alice Lynn McMichael	(\$1,108.80)
10/17/2018	MJC Funding 2018: Reimbursement Michael Sharp	(\$1,270.00)
10/18/2018	MJC Funding 2018: Reimbursement Danna Messer	(\$1,205.34)
10/25/18	Labatt Food Services BSANA support for 2018 BSC	(\$3,000.00)
10/29/18	Conference Services BSANA support for 2019 BSC	(\$5,000.00)

12/3/18	MJC Funding 2017: Reimbursement Sarah Brooks, BSC Breakfast	(\$672.34)
12/6/18	Reimbursement to John Barker for overpayment of dues	(\$60.00)
12/18/18	MJC Funding 2018: Reimbursement Guy Hamilton, BSC Lunch	(\$3,384.76)
12/31/18	Graduate Student Travel Reimbursements 2018 BSC 21 students funded 2017: \$4,007.38, 14 students funded 2016: \$3,600, 12 students funded 2015: \$3,654.70, 14 students funded	(\$7,041.23)
5/1/2019	Oertel, Fernandez, Bryant & Atkinson P.A. Tax filing	(\$72.00)
5/9/19	University of Toronto, Information Technologies Annual website maintenance	(\$229.39)
7/15/2019	Bank of America: Check Refill	(\$65.52)
10/7/2019	PayPal Fees 2.9% + \$0.30 per transaction	(\$246.32)
10/7/2019	Graduate Student Paper prizes \$500, \$250 and \$250	(\$1,000.00)
<hr/> <i>Total Expenses</i>		(\$23,664.92)
	Expenses 2018: (\$9,856.92)	
	Expenses 2017: (\$9,448.11)	
	Expenses 2016: (\$8,198.96)	
<hr/> <i>2019 Income less Expenses</i>		(\$13,589.95)
	Income less expenses 2018: \$2,203.75	
	Income less expenses 2017: \$3,532.55	
	Income less expenses 2016: \$16,051.33	

## **NOTES**

- Income is down. The MJC check was lower this year to account for previous years' underspending; the closing of the USNCBS checking account resulted in a one-time payment to BSANA. Last year's approved membership fee increase was offset by the decline in membership numbers so that the total sum earned from membership is effectively the same as past years.

- Spending this year is exceptionally high due to: 1.) late arrival of previously unpaid MJC bills from 2017 BSC, for which funding had carried over previous years and artificially inflated the checking account; 2.) board-approved subsidies for the 2018 and 2019 conferences. As a result, the 2019 Income less expenses puts BSANA significantly in the red this year.

- Expenditures are generally stable (taxes, web fees, graduate student prizes, etc.); student reimbursements have increased with the increased reimbursement level and growing numbers of requests.

## *Appendix B*

### **Proposal: BSANA Harassment policy DRAFT, rev. 6/5/19 Kolbaba\***

Tia Kolbaba, Brad Hostetler, Jennifer Ball

At its October 2019 meeting, the BSANA Governing Board adopted a policy condemning harassment of any nature in academic settings hosted or sponsored by BSANA. This statement is designed to elevate members' awareness of the range of behaviors that can be described as harassment, and to articulate BSANA's own commitment to ensuring that its own activities and operations are free from the pernicious effects of such behavior.

The Byzantine Studies Association of North America is committed to creating and maintaining a harassment-free environment for all participants in the Association's activities. All members and participants, including contractors, vendors, volunteers, and guests, are expected to engage in consensual and respectful behavior and to preserve academic standards of professionalism at all times. The following policy pertains to all officially sanctioned BSANA events, including, but not limited to, the Byzantine Studies Conference, meetings, and other activities, whether in person, by telephone, or through electronic communication.

BSANA will not tolerate sexual or other forms of harassment in any setting. Harassment includes all behavior that prevents or impairs an individual's full enjoyment of educational or workplace rights, benefits, environments, or opportunities. These behaviors include but are not limited to:

- **PERSONAL HARASSMENT**
  - sexist remarks, jokes, or behavior
  - intimidating, harassing, abusive, derogatory or demeaning speech or actions, including stalking, insults, and lewd remarks or conduct
  - harassing photography or recording, including visual displays of degrading sexual images or pornography
  - sexual innuendos, request for sexual favors, and unwelcome sexual advances, both verbal and physical
  - unwelcome solicitation of emotional or physical intimacy
  - threats or actions that cause or threaten personal harm, including attempted or completed physical sexual assault
  
- **PROFESSIONAL HARASSMENT**
  - threats or actions that cause or threaten professional harm, punishment or retaliation
  - sustained, unprofessional disruption of talks or other events
  - prejudicial actions or comments that coerce others, foment broad hostility or otherwise undermine professional equity or the principles of free academic exchange
  - the use of professional authority to inappropriately draw attention to the gender, sexuality or sexual orientation of an employee, colleague, or student
  - pressure to accept unwelcome social invitations

Such examples are illustrative, not exhaustive. These behaviors are considered harassment and other verbal or physical conduct of a sexual nature constitute sexual harassment when "such conduct is unwanted, including situations in which (i) the request or conduct involves any implied or expressed promise of professional reward for complying; or (ii) the request or conduct involves any implied or expressed threat of reprisal or denial of opportunity for refusing to comply; or (iii) the request or conduct results in what reasonably may be perceived as a hostile or intimidating environment. Sexual harassment does not refer to occasional compliments of a socially acceptable nature or consensual personal and social relationships without a discriminatory effect. It refers to behavior that reasonably situated persons would regard as not welcome and as personally intimidating, hostile, or offensive." [1] While harassment, sexual and otherwise, most often occurs between persons of unequal professional status, it can also occur between persons of the same status.

According to the United States Equal Employment Opportunity Commission (EEOC) guidelines, the victim of harassment can be anyone affected by the offensive conduct, not just the individual at whom the conduct is directed. [2]

Any person who has been harassed verbally [3] or physically assaulted should contact law enforcement officials immediately. If an incident of harassment occurs at a BSANA sanctioned activity, the complaint can be reported to a member of the Governing Board, at which point the matter may be investigated. The Governing Board reserves the right to take any action it deems appropriate. This includes without limitation: (i) removing an individual from the BSANA sanctioned event without a refund, (ii) sending a letter of warning, (iii) forbidding participation in BSANA events for a specified period of time, (iv) removing an individual from elected or appointed position(s), (v) revoking an individual's BSANA membership, and/or (vi) striking the name of a prize-winner from the list of winners. In all cases, reporting in a timely fashion is most effective and productive. Reporting harassment or professional misconduct in bad faith or retaliating against someone for reporting harassment or professional misconduct will be considered harassment and handled as such. [4]

This policy will be clearly and prominently displayed on the BSANA website. All participants in the annual Byzantine Studies Conference will be required to acknowledge the policy and their willingness to abide by it as part of the registration process.

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\*This statement was developed in consultation with similar policies adopted by the American Academy of Religion, the American Historical Association, the Renaissance Society of America, and the Society for Biblical Literature.

[1] Society for Biblical Literature, SBL Professional Conduct Policy, [https://www.sbl-site.org/assets/pdfs/Meetings/Professional\\_Conduct\\_Policy.pdf](https://www.sbl-site.org/assets/pdfs/Meetings/Professional_Conduct_Policy.pdf)

[2] <https://www.eeoc.gov/laws/types/harassment.cfm>

[3] In most states, "harassment" rises to the level of a misdemeanor or crime if one person threatens another with bodily harm or destruction of property, and if the person threatened has a reasonable fear that the threat will be carried out.

[4] Most of this section is quoted/paraphrased from the RSA procedures: <https://www.rsa.org/page/rsapcc>



## **Appendix C: Jones/Ballard Report: Advice on Management of BSANA Finances:**

To the members of the Board and the membership of BSANA,

### Managing our money: Budget and Goals

At the 2018 business meeting there were questions and concerns over the amount BSANA currently has in the bank, approximately 100K. Members were divided on the amount we should save to ensure financial stability in the face of dwindling membership numbers, and how much we should spend on graduate students. It was clear that the goal of both sides was to raise membership and continue to support graduate students. At the 2018 business meeting I was given approval to seek financial advice. I consulted B. David Ballard, Senior Economist at GRA, Inc., who works with the FAA and NASA. He agreed to take a look at our finances, pro-bono. The following is a proposal for a 3-year plan (David) , and thoughts (me, serving as institutional memory) on how to both grow the membership and support graduate students.

BSANA's operating budget is relatively small and relatively stable. Income can be boosted by increasing the amount of full memberships to \$65. BSANA is also encouraged to offer multiple-year memberships, a practice which has resulted in increased membership numbers in our larger sister organizations. BSANA's bottom line can safely drop to, and remain at, 50K, or approximately half of our current funds.

Small reductions can be made. An obvious example is the reduction or elimination of reimbursement for the Board dinner. Other suggested ways to maximize funds are detailed below, including the adjustment of graduate prizes to in-lieu-of awards. These adjustments will optimize our funds, and allow us to focus on our financial goals.

If we want to increase membership, we must have a plan that can be implemented for a minimum of 3 years; changing the ways we disperse funds every year does not allow for the tracking of results. Frequent changes in funding also confuse and alienate members, graduate students in particular.

We suggest the following 3-year plan, which would see the total investment of 30K paid out at 10K per year. The saying "you've got to spend money to make money" is appropriate here.

#### 3-year plan:

1<sup>st</sup> Year: Devote 10K to the following:

1) All graduates giving papers will be reimbursed for transportation with a cap of \$500, upon receipt of a letter from their department Chair confirming that their home institution does not offer reimbursement sufficient to cover costs. The Board could also look into ways that such reimbursements might be given prior to the conference, as grad students tend to be cash poor.

2) All graduates attending but not giving papers can apply for \$150 grants. Membership can discuss whether departmental chair letters are needed here.

3) Graduate Prizes: All prize winners receive a letter from the President of BSANA congratulating them and confirming their achievement. All prize winners receive free registration to the next BSC and one year of free membership. Membership can consider additional in-lieu-of recognitions, such as a presentation of newly-published books.

4) A committee/committee member/s should be appointed to keep track of our graduate population each year: what percentage are repeats from the previous years; what percentage attend but do not present papers. We can do more to advertise the ways in we support graduates with events such as the Jaharis breakfast, and the graduate lunch.

5) The membership should consider reverting to a two-tier abstract submission process, 1 for graduates and 1 for everyone else. Putting a cap on graduate papers at 35% would ensure that quality remains high, and would add prestige to an already prestigious venue. The membership committee should emphasize the many ways in which a graduate, giving a paper to an audience of Byzantinists (writ large), experiences a unique opportunity for feedback and networking not possible at any other venue, be it a graduate symposium or a yearly conference, such as Kalamazoo. Fliers can easily be made and sent to membership for distribution. This is an overlooked opportunity. Making paper acceptance more rigorous--by identifying graduate abstracts and putting a cap on acceptance-- would increase the value of our conference in the eyes of graduate students.

6) Focusing on graduates as future members will be most effective if the Board and the Local Arrangement Committee work hand in hand--perhaps a liaison could be appointed. The Local Arrangements Committee should ensure that there are reduced graduate registration rates, reduced cost for other events such as the Business Lunch, and commit to finding conference housing that is geared to graduate budgets. Graduates at the host institution could serve as primary contacts for graduate attendees and presenters--perhaps free registration could be provided to them in lieu of payment for this service. Host institution graduate students could offer transportation, make recommendation on lodging, etc. Such interactions would increase a sense of community amongst the graduate cohort, and thus increase repeat attendance and ultimately underscore the value of membership. The long-term goal is to facilitate the employment of our graduate members, and to ensure that once they are making a livable wage, they will value and support BSANA at the regular membership level.

2<sup>nd</sup> Year:

Review of results from previous year, continued expenditure of up to 10K.

The Board will appoint member/s to review the data from the first year, including but not limited to : total number of graduates attending, total number of graduates presenting, total number and amount of grad presenters who were granted travel funds, total number of grads not presenting who were granted \$150.

For membership in all other categories: what percentage attend, and why? What percentage also donate, and in what amounts? What percentage attended the previous year, whether they presented or not? Other breakdowns can be tracked to give us a better sense of why people are,

or are not, attending. More effective plans to increase membership and donations can be put in place.

3<sup>rd</sup> year: Continued investment of 10K. At this point we should begin to see results from our investment in graduate students, and have a better idea of the ways in which we can encourage membership and attendance in our regular members. At this time, the plan should be evaluated, and the Board and membership should discuss whether to continue or to pursue other models for growth. BSANA will remain well-cushioned with 50K in funds; if yearly expenditures remain within 1K of yearly income, we will remain financially stable until the balance is 20K.

Respectfully,

B. David Ballard  
Lynn Jones

September 9, 2019