

## **Regular Meeting of Executive Committee of ANHS**

President Heather Hindman presiding officer

Secretary Debarati Sen

Held over the phone on February 14, 2018

Evening meeting

*Present* (9): Heather Hindman, Mona Bhan, David Citrin, Galen Murton, Geoff Childs, Pasang Sherpa, Debarati Sen, Jana Fortier, Jessica Birkenholtz

Not Present: (3): Teri Allendorf, Steve Folmar, Rupak Shrestha

### **Minutes of EC Meeting**

The minutes of the December 8th Regular Meeting were not read or approved at this meeting.

### **Motions**

Two motions were proposed.

1. “With the provision that we do need to protect ourselves legally, with an MOU, I would like to bring the MOTION that we close our flat as of May 1st, 2018 - first day we can get out of rent - and move to SSB as per the budget starting on May 1<sup>st</sup>.” No one seconded the vote. No one voted “Yes” or “No”. There was one abstention from the vote. Motion not voted.

2. A motion to approve the 2018 budget was called, and seconded. Five “Yes” votes. Three EC members had left the conference call. Quorum not reached.

### *Issue 1 - KRC Changes*

[1 motion proposed; not seconded. There were no audible ‘yes’ votes or ‘no’ votes]

- HH - Introduces KRC Development Committee vision for services and affiliations beyond Nepal. A letter about KRC was sent out in November. Heather wondered how to save costs and make it more efficient and effective for ANHS. She believed that they have found a solution to what she saw as a problem with the bottom line. She would like to propose this to EC for input and approval. Heather wanted to look for partners to work with, and there was help from Galen identifying institutions. Although most institutions approached agree to a relationship, she thought that SSB seems best positioned for having ANHS office and sharing resources. Heather proposed that it would not be exclusive relationship with SSB, still work with other institutions. She also suggested to close down the current residence in Baluwatar neighborhood of Kathmandu. She suggested we open an office in the SSB facility. She believes that SSB office will facilitate relationships with other regional partners.

- GM – He spoke to [full name] Heidelberg at SAI and Tom Robertson at the Fulbright Office in Kathmandu. Please provide more background on why we may need to close down KRC. Galen re-capped Heather’s reasons for closing the current KRC location. He

said that: 1) We have been looking for a place where there can still be activities and decrease our expenses and overhead costs; 2) We want to reduce our KRC expenses and then expand our presence in other South Asian countries; 3) We want to reduce the time spent on administration currently required of the KRC director; and, 4) cut overhead costs in general.

- HH – Heather voiced her concern that more people should use the KRC. The expense for the residence doesn't make sense. SSB relationship makes the most sense. The proposal is to close down the flat in Baluwatar.

- GC – Our KRC Development Committee created a summary and it showed only 28 contacts at KRC in last 12 months. This is too few contacts to justify the expenses. Galen said he always enjoyed going to the SSB previously, when ANHS had relationship there. There were always scholars around. It was a viable and cost effective solution before. It is fine to go back to SSB since it will decrease our costs. Second, it will allow us to make contacts in Gangtok and other places. It will also reduce the administrative burden on the KRC.

-HH – Nobody goes there (KRC) so it doesn't make sense.

-Geoff – 28 contacts in the last 12 months is too little. I like going to SSB. I think it's fine to go back to that.

- GM - Manohari has strong reluctance about relocating to SSB for many reasons. Manohari believes ANHS should have a freestanding presence and not just sign on the wall.

- HH - Addresses Manohari's concern of returning to SSB being a move backwards. However, there were valid reasons to move out at the time, and going back to SSB can still be a move forward in fulfilling ANHS goals. And KRC is very expensive.

- JF - Rent has gone just from \$2,708 actual in 2017 to \$2,650 budgeted in 2018. Would prefer to see a decrease to more like \$1,300 in 2018. But it's only a \$50 savings.

- HH - That is essentially what we are doing. Still have to pay for flat until May 1<sup>st</sup>, after that it will be \$200 per month at SSB. There is more gained in salary decreases than just rent, but in the long run rent, utilities and maintenance will be lower at SSB as well.

- JF - So it is not going to change very much?

- PS - Still have to pay KRC until May, moving, etc. and that is why it doesn't seem like a huge difference here, but it will in the 2019 budget.

- HH - It will be \$200/month for everything at SSB. Since budget is half of year at KRC and half at SSB, the 2019 budget will show larger difference. Salary and labor will reduce as well at SSB. And we'll gain a more functional and active space.

Pasang – We'll pay until May. So budget items will reduce further in 2019 budget.

- JF – What do we expect to pay at SSB? So it (utilities etc.) will be the same at either place?

- HH – We'll probably save about \$1,000 per year at SSB. We have already voted with an approval to move forward with KRC's move. We didn't vote to move to another specific educational institution, but not necessarily SSB. Legal problems with Fulbright, Heidelberg presents challenges with being German organization not fitting ANHS cause. With SSB, not signing a rent or a lease with them. There are moving costs however. But if we want to move in a few years, for a language program for or study abroad program, we can move out, at any point in time.

- JF - How much square footage will there be at SSB? If we want to hold language classes?

- HH – We will have an exclusive office 12ft x 12ft. It is fully furnished, utilities, access to SSB facilities like library, membership and other rooms. Will now have free access to hosting events at SSB, have had to pay in the past.

- JF - Where will the ANHS library be?

- HH - SSB has secluded libraries. You temporarily donate all of your books to SSB and everyone has access. If you decide to leave you get them back. Our books are separate from their collection.

- JF - Sounds good.

- PS - KRC Committee looked at different institutions and what fit our needs. SAI initially seemed to fit our needs, however access to space and established presence in Kathmandu were not as good as SSB. SSB is best option in terms of access to space, established presence, network and resources, etc.

- GM - SSB is great place for people to network with Nepali scholars because they have residents there.

- HH - Just received an email from Rupak, she says: "if there is a vote on KRC to SSB, I support that decision, sharing space with SSB will encourage collaboration". Should we vote?

- JF - Investigation of SSB for improprieties a while back?

- HH - Has been resolved, deeply connected to the attack on the Dixit family and their position in the SSB EC. There was no court resolution, but no further action has been taken.

- JF - So everyone feels comfortable that it was more of a political thing and there is nothing to be concerned about?

- HH - I follow CIAA information and am comfortable.

- GM – The SSB investigation one of Manohari’s key reservations.

- DS - I have no first-hand information. It was a concern when they were being investigated by the Nepali government, but if folks on the ground think it is a safe investment of time and effort it is OK. Is SSB completely in the clear?

- HH – I can’t actually say that, but the case from last year was dropped.

- DS - Good for us to have in writing from someone at SSB that the case has been dropped, or an article in the newspaper. Something for legal strength if something happens again. Will there be a formal MOU?

-HH – yes.

-DS - I will vote when I see the MOU.

- HH – I’m not willing to create an MOU now. We will have an MOU. We keep having the question of what comes first and what comes second. Don’t want to waste the time of creating 2 MOUs before knowing the EC wants to move forward with this.

- DS - Can we see a draft or idea of what the MOU would look like?

- HH - We shared former MOU from 2013 with SSB and we would have to update that.

- JF - Can we all have a copy of that MOU? And then we can see where we’re at with SSB.

- HH - Yes, I can send now, but I would like to vote now about KRC before moving forward with the current MOU. It will take lawyers and all that to draw up the next one.

- JF - Can we vote now on the move to SSB and then build in language that we can move out of KRC when we want to.

- GC - It is good to note that we do already have a relationship with SSB, every summer for the Himalayan Studies conference. I think we should vote before doing anything moving forward with the MOU.

- HH – With the provision that we do need to protect ourselves legally, with an MOU, I would like to bring the MOTION that we Close our flat as of May 1<sup>st</sup>, 2018 - first day we

can get out of rent - and move to SSB as per the budget starting on May 1<sup>st</sup>. Is there anyone who opposes?

[no one speaks]

JF - Who will be doing the moving and who will be sitting in the desk on May 2<sup>nd</sup>?

- HH - That will be dealt with by the staffing section. That will be next on the agenda.

- JF - Maybe we should talk about that first.

- HH – Again, [we’re voting about] Moving, then staffing. So again, this is has got to be an upper ‘no’ vote. Any opposition? Are there any no votes?

- GM: I’m a no vote. I’m abstaining from the vote because of my role communicating with Manohari.

-HH –Right. are there any no votes?

[Silence...]

-HH – Then we do have quorum and we are going to move forward with that.

[It is assumed that there were: NO VOTES: 0, - YES VOTES: 8, or 7 if Heather does not vote]

### *Issue 2 - Staffing at SSB*

*[no motions]*

38:00 GM - Manohari in all likelihood will not continue with ANHS after May 1<sup>st</sup> with the move to SSB. He has significant concern about reduced salary and hours. He felt that if KRC relocated to SSB, and the position is reduced to 50%, he would only remain active and fulfill his role until the termination in May.

HH - Manohari is valuable and we wanted him to continue with ANHS in a reduced role. However, I fully understand that he doesn’t like that new role.

GM - The hope of the reduced role for KRC Director would be to remove the administrative duties, as those would be placed on SSB. This would allow him to dedicate more time to secure and facilitate permits, visas, networking and organizing events, etc. However, the reduced salary and hours led Manohari to feel he couldn’t continue.

HH - We talked about consultant model for Manohari. It would help utilize his particular skill set, but he did not show interest in that approach.

JF - So we need a new Director

HH - My proposal is that Manohari has agreed to work for the next couple months. We can use SSB staff for maintenance (redirecting emails, etc). The EC, led by the KRC committee, will create a real job description and search for whatever role we want. I am open to all options.

JF - What about volunteers?

HH - Yes. I have also put minimal funds into the budget for a maintenance position, but if we have volunteers that is better.

JB – Thanks KRC Sub-committee for having tough conversations with Manohari, and thanked Manohari for his work over the years. We have interesting conversations ahead on how to move forward without Manohari and the KRC staffing will be.

HH - Agreed, Manohari has been important to furthering ANHS mission and it is sad to see him leave.

JB - Would he have stayed around if KRC moved, but not to SSB?

GM - I don't think so, it was the all around diminished profile of ANHS, being just a sign on the door. Also the decreased salary and workload seemed to be the most unappealing.

HH - I don't think it was SSB that was the problem, it was that ANHS was not moving forward in his opinion.

GM - There is a chance, albeit slim, that Manohari will stay involved

HH - I proposed a temporary response, and we have a lot of work ahead of us in creating the job description. It is incumbent upon us to clearly state the vision of the KRC and it's role in ANHS

GM - Agreed, we need to create as clearly and outlined what the expectations are for new KRC staff. Monohari was unclear about ANHS's real vision for KRC and how he would execute that. Things continued to fall through the cracks despite HH's many conversations to clarify such.

HH – How/can we vote on the timeline for the changes? Summer search for staff etc and then come back new-born in September 1<sup>st</sup>.

GM: Kathmandu conference would be a great chance to interview possible candidates for running ANHS regional center.

\*\*\*\*\* David Citrin? left the meeting

HHS POSSIBLE MOTION: Staff volunteers or low-paid workers through summer, and then fill long term Director starting September 1<sup>st</sup>?

GC - Do we need a motion, seems more like a game plan.

HH - OK, we won't vote, but are there any problems with this plan? Any disagreement about that anyone?

[No comments. Motion not moved forward and no action taken on the timeline and staffing issue]

### *Issue 3 - Budget Narrative for 2018 Himalaya Journal*

MB - Unfortunately we won't have Dartmouth money moving forward. We have been looking for commitments from ANHS and are interested in applying for grants. Also aggressively looking for subventions. Drafting a policy to look for subventions from authors, especially for special issues.

DC - Journal has grown a lot from Sienna and Mark's leadership. We also want to continue with open access. Looking for EC input on potential avenues for additional funding for journal. Here at UW, someone proposed idea of online crowd funding. Through social media we could increase interest. The journal is a core product of ANHS, and we could use this interest to create social media awareness.

MB – Great to have print sales to loyal readers. Also trying to increase digital features of online journal to be more inclusive.

GC- Have you thought about a digital humanities grant? NEH has very generous grants and something like this might fit that profile.

JF—reminds everyone that the current U.S. admin is putting much effort into shutting down NEH

MB—Funding is most needed for the print copy.

HH - Journal is in a good economic situation, but we always need to be on the lookout for funding.

DC - Provides examples to enhancement of digital journal: oral recitations, poems, songs, recordings, mapping features, digital archives.

GM - On the uncertainty of these national funding situations, some organizations are actually increasing funding to offset the uncertainty from the current situation. There are opportunities out there, we just need to find them. Mellon, SSRC etc

HH - There are tabs on the website where members are able to share with us funding opportunities. Hopefully that gets more use.

*Issue 4 Memberships (conversation transitioned to this)  
[no motions]*

JF - We forget to tell people we are a 501 (3)(c) and they have a 50% write off on their taxes, that is significant. We need to put that on the web.

HH - It is, and we will include that on our next newsletter. Galen, anything to add on membership?

GM - We continue to be just about at the max of 500 numbers. Heather and I talked about what to do. Wild Apricot increased its annual fees from ~\$750 to ~\$1,000. We want to increase membership, not reduce or have a cap. We need to discuss the budgetary possibility of increasing our WA membership level. If we all do our part to have our institutions be members that makes a huge impact on the institutional wellbeing of ANHS.

HH - David and Mona are going to encourage those submitting special issues and those on editorial board to have their institutions be members. We can all do our best to encourage these institutional memberships.

GC - WA has a limit of 500? We don't want an organization to determine our level. What are the levels, where is the breakeven point?

HH - Admin office has stop-gaps to not make it immediate issue. We aren't turning people away, if we get to that point we will address next membership level.

JF - What line is Wild Apricot?

HH - 2018 is under Unrestricted budget, \$756.

JB - Leaves meeting

HH - Concern, not crisis.

GM - If we can absorb the new costs by going up a level, we should do it.

HH - Yes, the second that happens we will move up.

GC - In 2005, we had about 125 members. To be at 500 is great.

*Issue 5 - Presence at Madison Conference*

HH - Teri can't join us from Myanmar, but she has volunteered to help with some of the groundwork on the transition of the KRC. She also wanted me to bring attention to the fact that we want ANHS to have very visible presence at Madison Conference. We are excited that Carol McGranahan will be one of the keynote speakers by ANHS request/encouragement. Via a group process, we push to make South Asia Madison push to think about Himalaya as a legitimate space. Teri wants to have a symposium (former pre-conference) that would be ANHS' "performance" at Madison. Please contact Teri with ideas, we are going to make this happen.

### *Issue 6 - Budget*

HH - Are there questions about the budget that has been shared with you? We had a change in accountant a 2 years ago, so there are differences with line-items and labels, but the good news is we keep bringing in more money than we expend.

Bring to your attention a few changes: 1) Discussed in Boulder - Proposed more money for travel in 4 or 5 travel grants. Hopefully most are for people coming to Madison from Himalayan area. 2) Modest funds for event in Madison 3) KRC changes are noted 4) Arbitrarily added \$1,000 for "Other Overseas Activities". It is nice to have funds for activities for events not in Nepal. Questions?

JF - Contributions Received/Carry Over - what does this mean?

HH - These are unspent funds that carried over from the previous year, you can label it how you want.

HH—we have to look for new volunteers for treasurer

JF - These used to be shown as "checking, savings, other current assets". Can you provide that?

HH - Provides balances of checking, savings and journal savings account. Does Debarati have access to BOA account

DS—notes she does not have access to BOA

JF - Not sure if account balances have increased over time.

HH - They have in my time as President, John can answer questions you may have on spreadsheet. We can form a committee on how we want to configure the budget.

JF - Debarati, do we want to continue with contributions received and carry over?

DS - We could create a contingency fund.

HH - We have committed \$1,200 annually to journal savings account. We could talk to someone about investments.

JF - Will look into investing opportunities. LEAVES MEETING

HH - Any other questions on budget? (no questions)

HH - CALL a MOTION - Approve 2018 Budget

GC – Motion's to approve budget

GM - Second

No Objections (Need votes from DC, JB, JF who left the meeting plus those not present)

*Issue 7 - New Members to EC*

HH - What will be procedures in selecting people to join EC in future?

GC - According to By-Laws, there have to be between 9 and 15 members

HH - Yes, we also have to put a notice in Himalaya in Presidential letter that ANHS is seeking EC members.

GC-- EC was previously locked at 9. When we went with CAORC the labor requirements of the EC increased, so we made it 9-15 for flexibility.

HH - There are voices saying we need as many as we can. Other voices saying fewer people, but committed. My voice is that we could use more labor. The question is more procedure on how we add people. Some have said we request CV, and "statement of interest" something we haven't done in the past. I have tried to encourage people to serve in organization (committees), or those who have been nominated. Do we want to expand that pool?

MB-- Himalaya is not on people's radar. Align the vision of the journal with the membership of the EC. Overall will make Himalayan scholarship more visible.

DS -- We had really strong candidates that were not selected to be on EC last time we had a call. Before we consider others, can we go back to those that were declined and look more carefully?

HH - We have a strong list. Is there anything more we should ask of those people? Should we vote before or during Madison? Should I recirculate list?

GM - Bring more people on board the EC to more properly delegate responsibilities. Madison would be a good place to evaluate and vote, might not be best place to welcome brand new members. We could welcome returning members. It would be prudent to have idea that we are expanding EC before Madison.

HH - We are failing to be as diverse as we are committed to be as an organization. Need to diversify programs and diversify EC.

GC - If we can reach out to colleagues and friends in different areas that would help.

GC - Diversity in discipline is important as well.

MB—agrees with GC

PS - Do we have 2 open seats right now?

HH - We have at least 1 or 2. Depending on if David and Mona are 1 or 2 people.

GC - Check the By-Laws, but if they are Ex-Officio they may not count

HH - So regardless, we have room. Either 2 or 4.

PS – Going back to Debarati's point let us look at current list and previous selection. Then put out an announcement. We should use what we have right now.

HH - I will recirculate this list from Boulder. I would like to have the vote in Madison, but if it is more urgent we can vote before if someone suggests.

#### *Other New Business*

HH - Volunteers for Treasurer? Any other questions or concerns? Thank you to everyone for your commitment to the organization.

No responses

Meeting Adjourned

