

KOTESOL National Council Meeting Minutes
March 23rd, 2019
Room 106 Sookmyung Womens University Injaegwan, Seoul

Present:

President	David Shaffer	Busan Chap	Rhea Metituk
1VP / Publications	Jake Kimball	Daegu Chap	Kimberley Roberts
2VP / Daejeon Chap	Mike Peacock	Gangwon Chap	Arturo Collado (late)
Past Pres. / Membership	Lindsay Herron	Gwangju Chap	Bryan Hale
Secretary	Martin Todd	Jeonju Chap	Allison Bill
Treasurer		Seoul Chap	Elizabeth May
		Suwon Chap	
		Yongin Chap	Stewart Gray
ICC Chair	Grace Wang		
ICC Co-chair			
Nom & Elect	Maria Lisak		
Technologies	John Phillips		
Publicity	Kathleen Kelley		
Research	Mikyong Lee		

Non-Council Members Attending

NatCon Comm	Lisa MacIntyre-Park
Diversity Comm	Luis Caballero

Not attending (Apologies): John Simmons, Tyler Clark, Michael Free

Notes:

The Summary of Motions Carried is just for quick reference.

If a motion was amended during discussion, the amended version of the motion is written in the minutes.

Summary of Motions Carried

1. That the National Council approve the KOTESOL Member Data Policy as revised.
2. That the National Council approve the 2019 KOTESOL National Conference proposal as submitted and amended by the Jeonju–North Jeolla Chapter.
3. That the National Council approve, in principle, of KOTESOL partnering with AsiaTEFL for the 2020 AsiaTEFL international conference.
4. That the National Council approve the transfer of 300,000 won to the Yongin-Gyeonggi Chapter treasury as the chapter’s share of the income from the 2018 KOTESOL National Conference.
5. That the National Council approve the establishment of a new special interest group, the

Classroom Management SIG, with James (Jake) Kimball as its facilitator.

6. That the National Council approve Wayne Finley as the coordinator of KTT (KOTESOL Teacher Training).

7. That the National Council approve Allison Bill for the position of International Outreach Committee chair and Rhea Metituk for the position of Financial Affairs Committee chair.

8. That the National Council approve the 2019–2020 Organizational Partners (OP) Agreement as submitted.

9. That the People of Color SIG be created with Arturo Collado as Facilitator.

10. That the National Council approve the KOTESOL Privacy Policy as submitted.

Before the call to order, the president distributed service certificates to Grace Wang, Stewart Gray, Kathleen Kelley, John Phillips, James Kimball, Allison Bill, Rhea Metituk,

1. Call to order

The meeting was called to order at 10:35 by David Shaffer

Luis Caballero was introduced as the new Diversity Committee chair and IC Program Director. He gave a short self introduction, pointing out that as he was originally from Mexico, speaking English as his second language, and having had similar positions in virtually every organization he has ever worked for, he felt well equipped to act as an authority on diversity. He went on to offer himself as a resource for everyone in the room and for chapters. He intends to promote diversity at events and leadership groups, He went on to say that he plans to be in contact with us as part of his efforts to find out where and how we can improve in this area. He went on to define diversity in part as including representation of a variety of different groups including race, gender, etc. and noting that we have to approach this and advocate for teachers, schools, students, etc.. However, he wanted to be clear in stating that he was not intending to be the “PC police” and that he was aiming to promote more meaningful changes.

2. Adoption of the agenda

Approved as amended by consensus with no objections.

3. That the minutes of the previous meeting be adopted as mechanically corrected.

New Business

MOTION 2

That the National Council approve the 2019 KOTESOL National Conference proposal as submitted and amended by the Jeonju–North Jeolla Chapter.

Rationale: This is the only 2019 national conference proposal submitted, and in an earlier canvassing of the National Council, sentiment was overwhelming in favor of that proposal. [Document submitted.]

Discussion

This was already dealt with and approved online informally, and was being brought to the Council for the official vote.

All opinions online were positive, although there were several issues that needed to be clarified. There were some differences in the proposal since the Council had viewed it online.

Jack Richards is plenary speaker

The date is now set as May 25th

The cost of the venue had increased to 2,000,000 won, although the Chair was hoping that it might be reduced or even be free.

The plenary budget had decreased to 500000won as Richards has a house in Korea so travel costs would be reduced.

There was some discussion about whether the entrance fees should be increased. Several people felt that potential attendees would pay more to see Jack Richards and that people often equate price with value. Others felt that members might not like higher prices, that Jack Richards, coming at a very reasonable rate might not look favorably on KOTESOL increasing the attendance fee, and that younger people were more frugal and might not attend if the price was raised. It was eventually decided to keep rates the same, as the book was being charged for.

Luis Caballero, speaking as the Diversity Committee Chair, noted that he observed that there is hostility stemming from not giving a space for everyone to share their concerns/suggestions. In effect, this creates dysfunction in the organization and it is a recurring issue rampant at all levels of this organization. Another consequence is that certain people become disempowered and disenfranchised when we consider the demographic composition of the decision making body. We all need to make an earnest effort to listen actively and be aware of our own communication styles and how it ought to create a shared space for civil discourse. He will continue to observe and shed light on any further concerns.

Stewart Gray offered congratulations to the Jeonju Chapter for putting the proposal together on short notice. This was generally agreed and several people offered help for the Conference.

Kathleen Kelley asked whether refreshments would include choco pies, as a nearby bakery is famous for them. Mike Peacock worried that we might lose people at lunch time, as they decided to explore local attractions. Allison Bill replied that the website would showcase Jeonju food and various tourist attractions, encouraging people to see them before or after the conference.

Recently, the idea of the chapter hosting the National Conference sharing in the profits has been discussed among members. Although the conference proposal is now submitted by a person who might chair the event, supported by a national committee, rather than a particular chapter, in 2018 and 2019, it was the case that most people who plan and run the event come from the same chapter. Especially in a small chapter, this can monopolize the attention of the chapter with little or no positive return.

In this context, Allison Bill and Lisa MacIntyre-Park requested that the profit, if any, be shared with Jeonju Chapter, from which most of the conference committee was from.

Elizabeth May supported the idea and suggested that while profits should be shared, losses should not. There was a general murmur of support for this idea.

Stewart Gray added that Yongin Chapter didn't expand its membership (this is seen by many as the other potential benefit of hosting a National Conference) through hosting last year's Conference. He felt that they were forbidden from proactively mentioning to anyone that they should join Yongin Chapter. Several members, including Rhea Metituk, Lindsay Herron, Grace Wang and David Shaffer, opined that that should not have been the case and that at any National Conference, the hosting chapter should be encouraged to actively recruit members during the Conference.

Maria Lisak asked whether there were statistics about new members from National conferences. Lindsay Herron cited personal experience from having worked in registration for several conferences that the chapter generally gets a maximum of 2-3 new members. As an aside, she went on to note that the International Conference (IC) brings in many new members because presenters must join and there is a big discount on the registration fee for members. However, she worried that giving 100% of profit to chapters who risked 0% of the loss might promote chapters in the future to spend too much for the conference and that an 80% profit / 20% loss split might be a better compromise.

Mike Peacock suggested that chapters should support each other and noted that Daejeon sometimes rents a bus to go to take members to conferences.

Rhea Metituk remarked that there shouldn't be a big difference between the regional and national conference and that we should make it easier to join during a conference.

Luis Caballero asked whether bilingual flyers had ever been issued. Allison Bill replied that they were considering writing a bilingual blurb about Jack Richards. Bryan Hale voiced support for bilingual promotional materials.

Grace Wang suggested that increasing the conference fee for non-members to 40000 and waiving it for new members might encourage new members. Allison Bill agreed but, opined that not only would it be difficult to determine new members but also that the chapter would lose money, as membership dues would be split between the National treasury and the home chapter of the new member, while the host chapter would lose the conference fee.

Arturo Collado arrived

Limited support was given to experimenting with high fees for non-members and waiving fees for new members, however, it was generally thought that this would not work and people worried that this might set a precedent for future years.

David Shaffer came back to the idea of 80% profit given to chapter with 20% loss shared with the chapter. However, Kathleen Kelley opined that national conferences aren't done to make money. This was immediately countered with the fact that it was one of the few opportunities a chapter might have to make money and that it was not fair that a chapter do so much work and not reap any reward.

David Shaffer suggested that after the conference a sharing scheme could be decided when the Council could make a more informed decision. Most people were not in favor of this.

It was noted that Jeonju Chapter, which was very small, had a low current balance and that it could not afford to absorb even a small loss. Several ideas were recycled, most involved a high percentage of profits going to the chapter and a low percentage of loss going to the chapter. There was widespread support for both Grace Wang's view that the chapter should carry some risk of loss to prevent reckless spending (though not by the current conference committee) and Stewart Gray's view, that if we want a chapter between Gwangju and Daejeon, we have to support it. No suggestions were universally supported, primarily because people were worried about setting precedents. There were also opinions that some chapters needed more support than others. Finally, Elizabeth may brought up the point that the National Council would have to pass any National Conference proposal, which includes the budget for the conference, which prompted Lindsay Herron to state that that the National Conference proposer should put the expected share of profits into the proposal – in this case Jeonju would put in that they would take 100% profit, and share 0% of the loss – and that the Council would vote on the proposal as it was written.

Motion: Allison Bill

Second: Lindsay Herron

Yes: 16

No:

Abstain: 1

Motion Carried

MOTION 3

That the National Council approve, in principle, of KOTESOL partnering with AsiaTEFL for the 2020 AsiaTEFL international conference.

Rationale: This is a golden opportunity for many of our members to participate in a non-Korea-centric international event held in Korea. KOTESOL benefits in that we need not make a financial investment in the conference but receive a portion of the profit. KOTESOL's human resources contribution would also be minimal. [Document submitted.]

Discussion

It was noted by David Shaffer that this had already been generally agreed to online by members of the National Council. He went on to say that all online responses had been positive to the idea of partnering with AsiaTEFL for this event, although there were several details that needed to be determined. Stewart Gray requested confirmation that KOTESOL had already informed AsiaTEFL of our agreement. This was confirmed by Shaffer.

Rhea Metituk noted that, while she was in favor of the partnership, she had felt ambushed and bullied when she asked questions online. It was generally agreed that we should be more respectful in communicating online.

Mike Peacock asked whether there would be a KOTESOL National Conference (NC) next year if we do this. It was generally agreed that there was no reason the AsiaTEFL Conference should prevent this and that if we chose, at a later date, to have it replace next year's NC, we had lots of time to make it clear that it was in lieu of the NC.

Lindsay Herron opined that whether or not we were partners in the event, we should be advertising it, and if we did accept a partnership arrangement, we would receive benefits.

There were several concerns. Elizabeth May was concerned about the relationship dynamic – the duties and benefits for each partner – and how we could best use the conference to benefit KOTESOL. Shaffer responded that AsiaTEFL wants KOTESOL to advertise the conference, and spread word of it through our networks. We would do some work, but AsiaTEFL would do most of it. He also noted that this was quite different from other AsiaTEFL conferences, where the host country organization generally does most of the work. KOTESOL would get a percentage of the registration fee from each KOTESOL member who attends – including presenters from KOTESOL. Kathleen Kelley Noted that the fact that AsiaTEFL's conference fee is so much higher than the KOTESOL IC that members would see what a great deal our conferences are.

In response to Bryan Hale's comment that many members just won't have access to most of the conference because it's on weekdays, Shaffer noted that AsiaTEFL had already informally responded positively to our suggestion of Saturday only registration and also to skewing KOTESOL related presentations to Saturday. A table at the IC has already been offered to promote the AsiaTEFL conference.

Allison Bill wondered whether KOTESOL presenters would have access to Saturday only registration. It was agreed that David Shaffer would ask AsiaTEFL.

Luis Caballero asked what the process of the decision had been. Had the initial contact consulted the council before saying agreeing? David Shaffer, who is also a director of AsiaTEFL had been the primary contact. AsiaTEFL had also been approached previously about the IC. The council had had a preliminary online conversation and vote before this meeting.

Motion: Lindsay Herron **Second:** Kathleen Kelley Yes: Unanimous

No:

Abstain:

Motion Carried

MOTION 4

That the National Council approve the transfer of 300,000 won to the Yongin-Gyeonggi Chapter treasury as the chapter's share of the income from the 2018 KOTESOL National Conference.

Rationale: The Yongin-Gyeonggi Chapter provided most of the planning and human resources, as well as the venue for the conference.

Discussion

(Note: the sum originally proposed for transfer was 200,000 won)

Net profit for the 2018 KOTESOL National Conference was somewhere over 300,000 won, and less than 400,000 won (possibly about 330,000, according to David Shaffer).

Grace Wang suggested the bill be amended to 300,000 won, Lindsay Herron, Allison Bill and Bryan Hale agreed.

Mike Peacock suggested that next meeting, someone should make a proposal for profit sharing, prompting Maria Lisak to ask if there are guidelines for writing proposals. Although there are no guidelines, previous proposals are available and proposals must include plans for a venue and a budget.

Grace Wang suggested that we should have a National Conference manual and she volunteered to write it after she finishes the IC manual.

David Shaffer asked for an informal vote on whether the amount to give to Yongin Chapter should be 200,000, 250,000 or 300,000 won. The vote was overwhelmingly to amend to

There were two general reactions to the proposal by the meeting participants. First, was that this was a great idea for a SIG, that it would be a great help to teachers and a great entry point for beginning teachers or teachers who were new to Korea, and that this kind of group is exactly what KOTESOL should be supporting. It was widely commented that it would have some appeal to most members and several people declared that they would be interested in joining this SIG. The second reaction was that because classroom management is so close to the core of KOTESOL's values, and because almost every activity in KOTESOL is somehow related to classroom management, the SIG might not be perceived to offer anything not covered already, and that it might therefore fail. Lindsay Herron noted that three of the people who supported opening the SIG in the proposal were no longer in Korea. Kathleen Kelley questioned whether Kimball, who already had a lot of responsibility, would have time to devote to the SIG.

Peacock informed the Council that Kimball was very passionate about the SIG and that he would do everything necessary to make it succeed and it was confirmed that most of the people who had sponsored the establishment of the new SIG were current members.

Motion: Mike Peacock **Second:** Maria Lisak Yes: unanimous
 No:
 Abstain:

Motion Carried

MOTION 6

That the National Council approve Wayne Finley as the coordinator of KTT (KOTESOL Teacher Training).

Rationale: After years of serving as the KTT facilitator, Tory Thorkelson has decided to step down from that position. He has put forward the name of KTT presenter Wayne Finley to succeed him.

Discussion

It was noted that Finley did not intend to make extensive changes to the group. Kathleen Kelley noted that Finley is dependable, professional and has more free time than before. Maria Lisak stated that KOTESOL was lucky he's willing to accept the position as he is detailed, professional, realistic, and has panache. She emphasized that if he says he will do something, he will get it done. If he can't he won't say that he will.

Motion: Mike **Second:** Maria Lisak Yes: unanimous
No:
Abstain:

Motion Carried

MOTION 7

That the National Council approve Allison Bill for the position of International Outreach Committee chair and Rhea Metituk for the position of Financial Affairs Committee chair.

Rationale: Both of these individuals have previous and commendable experience in the positions that they are being asked to fill.

Discussion

David Shaffer stated that at the last meeting, Kara Waggoner was confirmed as International Outreach Chair but that three days later, she had had to step down. He had asked Allison Bill to take over. She accepted and she has been working in the position. He went on to state that Rhea Metituk had agreed to accept Financial Affairs Committee Chair again this year.

The nominees gracefully abstained from voting.

Motion: Lindsay Herron **Second:** Grace Wang Yes: unanimous
No:
Abstain: 2

Motion Carried

MOTION 8

That the National Council approve the 2019–2020 Organizational Partners (OP) Agreement as submitted.

Rationale: The review and approval of the OP Agreement is an annual event. The new agreement includes the promotional opportunities that KOTESOL offers and the pricing. This year’s agreement includes only a few changes and additions from the present agreement. These changes are highlighted in the document submitted.

Discussion

It was noted that there were only slight changes from last year's agreement. Among these, the Annual Premium Partnership Associate dues was reduced because publishers are reducing spending and we've had none in the past few years.

Maria Lisak was interested in getting more information. It was suggested that we should do as Robert Dickey recommends, as he knows this field better than anyone else. He also sometimes gave partners special deals in order to convince them to join. It was then noted by Kathleen Kelley that Dickey should have an apprentice. Grace Wang suggested creating an OP Liaison Committee of some sort to help him. There were other suggestions about the form this might take but no serious discussion.

Motion: Lindsay Herron **Second:** Allison Bill Yes: unanimous

No:

Abstain:

Motion Carried

MOTION

To move discussion of a People of Color SIG to the next item.

Motion: Lindsay Herron **Second:** Maria Lisak

Motion carried by consensus

MOTION 9

That the People of Color SIG be created with Arturo Collado as Facilitator.

Discussion

Arturo Collado stated that he created a facebook group for people of color a month ago, that currently had a membership of 35 teachers. He went on to say that there is enthusiastic support for a SIG, as discrimination, even blatant discrimination, occurs very often in Korea. He opined that we need to push back against racism more. He also stated that white people don't intend harm, but that people of color need space to coalesce their ideas.

David Shaffer asked how we could push back. Collado said that group members were taking pictures of racist/white supremacist materials people use in the classroom. In response to a question from Allison Bill, he went on to say that KOTESOL could provide a platform with

policy was needed. John Phillips said it wasn't.

Motion: John Phillips **Second:** Lindsay Herron Yes: unanimous
No:
Abstain:

Motion Carried

John Phillips pointed out that Robert Dickey had put in hours of work to create the policy as one would a legal document. This was generally appreciated.

MOTION 11 → discussed but not moved

That the National Council approve the KOTESOL Civility Policy as submitted.

Rationale: In these times of eroding norms and professional courtesy, KOTESOL should make it known that it is committed to providing a safe and welcoming event environment for all participants and have a policy in place to deal with unacceptable behavior.

Discussion

Elizabeth May asked whether Luis Caballero [Diversity Committee Chair] had seen it. There was some concern that there was no option other than forcing an offender to leave the event at which an event occurred. It was also pointed out that there was no party charged with enforcing it.

Bryan Hale noted that, as Luis Caballero was creating a committee, this should be their first task. Grace Wang noted that we could post the policy for conferences and other events. It was suggested that we should look at the whole process of what should happen if there was a breach of civility and that JALT had a policy we might refer to before passing it.

Reports

President

In response to the President's Report, Allison Bill asked who should get a memorial. It was generally agreed that it should be decided on a case by case basis and that the memorial for Mitzi

Kaufman was an exceptional case because she was very active in KOTESOL and had many friends there and there was no other public memorial that they could attend.

1VP

Lindsay Herron asked for a report of the Chapter presidents' meeting that mentioned meeting content, rather than technical issues for the next report. Elizabeth May, Bryan Hale, Rhea Metituk stated that the meeting had been good, and that many of the issues covered were the same issues that the National Council covered, but that as chapter presidents they covered them differently.

Allison Bill and Elizabeth May noted that the last week of Feb might not be the best time for the Chapter Presidents' meeting and Bryan Hale suggested that it should be after the IC.

2VP

Some people present opined that SIGs should have to submit some kind of report. Maria Lisak said that it was beneficial for them to do so, to make themselves known, as a form of soft marketing. Elizabeth May suggested that the SIGs should have a facebook group.

Secretary

David Shaffer noted that reports should be made available on the website.

Past President

No comments.

International Outreach Committee

Allison Bill emphasized that representatives sent to other conferences had not been reimbursed and that this was causing problems.

It was noted that most representatives had been male. It was suggested that the need for representatives be promoted at chapter meetings. However, this had been done previously, leading to many unqualified applicants who were refused, which sometimes led to bad feelings.

International Conference Committee

Allison Bill asked the ICC to decrease their marketing briefly so that marketing for the National Conference would be noticed.

Elizabeth May noted that there had been a tweeted comment that there was a lack of diversity in invited speakers. The ICC Chair mentioned that the list had not been finalized and that they were still making the list of speakers.

It was suggested that Luis Caballero [Diversity Chair] and Arturo Collado [Person of Color SIG Facilitator] might have ideas.

It was also mentioned that KOTESOL has to control our web presence, so that it doesn't lead to misconceptions online.

It was also mentioned that accessibility had been less than expected at the last Conference and that some people, including Stephen Krashen had had issues. The ICC Chair stated that we would be using the side of the campus that had been renovated this year.

Nominations & Elections

The Chair stated that she is trying to understand the organization and get discussions going about running for office and that she wants an education process about the National Council at the National Conference. This will facilitate people being willing to run, among other things.

Publicity

The Publicity Chair requested that people write articles so we can post them on the website, as we need more content. Maria Lisak suggested fostering writers with short articles (100 words). Elizabeth May opined that we need more outreach for content. It was mentioned that there may be issues with knowing how to get content published.

Membership

Membership is now mostly up to date, thanks to the efforts of Asst. Treasurer Deborah Tarbet, and the most recent membership cards are out. We are also getting more 450mm thermoses.

Research

There were not many grant applications so they extended the deadlines & advertised them. It was suggested that we offer 3-4 workshop sessions on doing and publishing research. Other suggestions included putting in a program to help graduate students, finding an expert in qualitative analysis and helping teachers develop skills to critically evaluate a study.

Technology

We need to bring eyes to the website. Professional web designers say to put information on the website, refresh regularly and then put teasers on social media to come to the website for more details.

Elizabeth May noted that Seoul Chapter has already been using similar methods and offered help for anyone who needs it.

Chapters

Chapter reports were given by present presidents.

Announcements

Next Meeting Date: Around June -- TBA

Adjournment: Time: 16:33

By consensus