

KOTESOL National Council
Meeting Minutes
Date: September 27, 2020
Location: Zoom Video Conference

Present:

Lindsay Herron	President / Membership Committee Chair
Bryan Hale	1st Vice President / Gwangju-Jeonnang Chapter President
Rhea Metituk	2nd Vice President / Busan-Gyeongnam Chapter representative
Phillip Schrank	Treasurer
Lisa MacIntyre-Park	Secretary
David Shaffer	Immediate Past President / Publications Chair
Michael Free	International Conference Chair
Mike Peacock	Nominations & Elections Chair / Daejeon Chapter President
Allison Bill	International Outreach Comm. Chair / Jeonju-North Jeolla President
Danny Jones	Financial Affairs Committee Chair
Wayne Finley	Publicity Committee Chair
John Phillips	Technologies Committee Chair
Reece Randall	Gangwon Chapter President
Lucinda Estrada	Seoul Chapter President
Tyler Clark	Suwon Chapter President
James Rush II	Yongin Chapter President

Non-Council Members Attending: none

Not attending:

Mikyong Lee (Research Committee Chair)
Kimberly Roberts (Daegu Gyeongbuk Chapter President)

15/18 voting members on Council present at Call to Order (Quorum = 10)

Overview of Business

1. To adopt the agenda and approve the minutes of the previous meeting.
2. To check in with National Council officers and try to address their concerns
3. To accept the resignation of Diversity Committee Chair Travis Frank.
4. To add a copyright clause to Ethics Standards.
5. To dissolve our current partnership agreement with ACTA.
6. To add to the PPM a Code of Conduct requirement for KOTESOL representatives.
7. To adopt the NC Statement Against Racial Injustice as an official KOTESOL position.
8. To consider opening the KOTESOL Chapter Leaders Facebook group to all officers
9. To revisit the discussion of a KOTESOL Zoom account
10. To alert council about the difficulty receiving payment from Birmingham.
11. To consider posting committee and chapter reports online.

Note: This Overview of Business is just for quick reference.

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

Call to Order

The meeting was called to order at 1:00 and a review of the general operating procedures for the meeting followed.

Motion 1:

That the agenda be adopted.

Passed by consensus

Motion 2:

That the minutes of the last meeting (May 24, 2020) be approved and posted to the KOTESOL website with edits allowed for spelling, grammar, etc.

Approved as amended with no objections.

Reports and Updates with Discussion

President & Membership Committee - Lindsay Herron

Reminder to please share MemComm's new promotional efforts.

1st Vice President & Gwangju-Jeonnam Chapter - Bryan Hale

As the report highlights were given, the topic of chapter elections came up. Jeonju North Jeolla president asked how to go about holding them since we're not meeting offline due to the Covid-19 situation. Hale suggests naming positions as 'acting' chapter officers.

2nd Vice President & Busan-Gyeongnam Chapter - Rhea Metituk

Metituk reports that the Busan-Gyeongnam Chapter is working on finding new leaders. The chapter's treasurer is concerned about tax responsibilities if the chapter account is in their name. Related discussion ensued with other officers reporting no extra taxation being applied to them in a similar situation. Seoul Chapter contacted an accountant to look into this matter and was informed there would be no personal tax repercussions with account figures so low.

Treasurer - Phillip Schrank

Working on getting CDS to chapters; main area of spending right now: publications (design, postage, etc.); current areas of concern: low memberships, but we'll get more international members in the spring for the IC; shout out to Deb Tarbet and John Phillips for their work processing memberships.

Publications Committee - David Shaffer

After Shaffer gave his report highlights, Allison Bill (IOC Chair) expressed thanks for adding information about Scopus.

International Conference Committee - Michael Free

Michael Free reports planning the IC is of course stressful, but is confident the online conference will be great. A suggestion was put forth to use our members space on Discord to organize volunteers and discussion.

Nominations and Elections Committee - Mike Peacock

Mike Peacock states that the National Elections nominations are open until the end of the month and that the election will take place online in October. He outlines the positions which have candidates running and those that are still looking for candidates.

International Outreach Committee - Allison Bill

Allison Bill reports that with the Covid-19 situation many partners have cancelled their conferences, but that Bryan Hale will represent us at JALT. A new partnership with BELTA (Bangladesh) was announced that she's happy about. Some questions and clarifications about current partners and costs of partnerships came up.

Financial Affairs Committee - Danny Jones

Jones is still concerned about getting down to doing an audit. He also notes that we're not bringing in as much cash these days, but that we've lost less with our lack of expenses. Metituk has agreed to help with the audit. She confirms we'll need about 4 members to volunteer. Shaffer comments that we've spent less than budgeted because we tend to budget liberally. He does concur that we're also spending less than usual due to the Covid-19 situation.

Publicity Committee - Wayne Finley

Some discussion of holding more members-only events took place. The idea to further promote KOTESOL publications as a membership perk came up. Shaffer complimented Finley for his publicity endeavours.

Gangwon Chapter - Reece Randall

Great interest was shown in their online webinar. Also, their more recent event about preparing for the semester was for members-only and went over better than expected. Going forward, Gangwon chapter will highlight opportunities for members-only to attract more members. Randall states he likes Zoom and Discord for sharing notes and staying in touch beyond the conference. He mentioned he's interested if anyone wants to collaborate. Estrada confesses that she's noticed Zoom Fatigue among Seoul members.

Suwon Chapter - Tyler Clark

After Clark highlighted chapter goings on, Randall noted that getting members aware of available meeting days is important and that he suggests taking an online poll to see which day is best for the majority to join an online meeting.

Yongin Chapter - James Rush

Yongin is scheduling online events for the upcoming months. As they make the adjustment of moving their classrooms online, they're also adjusting their style of KOTESOL events. Shaffer comments that Asia TEFL is doing the legwork for their conference preparations. There will be a KOTESOL table onsite and that it will be a hybrid conference with both online and offline presentations in Korea. They have asked KOTESOL to help with the program.

The national council meeting takes a 10 min break and starts back at 2:19.

Herron reminds us about the upcoming Nov. 1st ABM and what will be happening there.

Technologies Committee - John Phillips (arrived at 2pm)

John Phillips outlines the highlights and newer sections of his tech report. Phillips expects a tremendous drop off in membership numbers over the next month due to the postponed IC. Due to Covid-19 and the lack of offline meetings, membership renewals are not coming through to be processed as in a regular year. Shaffer asks for a report on progress for Scribes Square on the website. Phillips thought it was up and working. He suggests they discuss it soon and work together to see about diagnostics. Hale says thank you for the comprehensive report and comments that it clarified understanding about a lot of the issues with the website.

Discussion of Scheduled Business begins: 2:29 pm

Motion 3:

That the resignation of Diversity Committee Chair Travis Frank be accepted.

Motion: Rhea Metituk

Second: Phillip Schrank

Yes: all

No: 0

Abstain: 0

Motion passed unanimously.

Follow-up action:

National Council would like to express gratitude to Travis Frank for his dedication and service while in office.

Motion 4:

That an additional article, "Article VII. Copyright," shall be added to the KOTESOL Ethical Standards for Research and Publication, the content of which is also submitted herein. (Articles subsequent in order to this Article VII, shall be renumbered.)

Rationale:

Treatment of copyright was not included in the original Ethical Standards document nor elsewhere. This article addition will make the Standards more complete. The gist of this Article VII is (a) KOTESOL publications can copyright materials, (b) KOTESOL publications can form copyright agreements with authors, (c) disputes are to be resolved by the KOTESOL publication and the author, and (d) if such resolution does not occur, the case may be taken to the BORPE for resolution. The only change is the addition of (d).

Article VII. Copyright.

1. A KOTESOL publication may protect its published material with a copyright, a statement of which is conspicuously displayed within the published material.
2. A KOTESOL publication may enter into a copyright agreement with the author of a work to be published by the publication, an agreement in which both parties are bound to uphold the conditions of the agreement.
- 3a. In case a dispute should arise between a KOTESOL publication and an author who have entered into a copyright agreement, the onus is on the publication and author to resolve the dispute.
- 3b. If however a satisfactory resolution to the copyright agreement dispute cannot be reached by the publication and the author, the case may be brought before the BORPE for resolution following the procedure set forth in

Article VI.

Discussion:

Shaffer introduces the motion, stating that this will be added to the Standards for Publication and explains that it gives the author recourse that is not in place now. The author can then approach the BORPE board with the Standards in a dispute. Schrank asks who owns the copyright of articles submitted and was told that depends on the publication in question; each of the publications, be it print or workshop, can have its own copyright. No further discussion took place.

Motion: David Shaffer

Second: Michael Free

Yes: all

No: 0

Abstain: 0

Motion passed unanimously.

Follow-up action:

Publications Chair will add Article VII as worded above, renumber the following articles, and upload the revised version of the Standards for Publication.

Motion 5:

That Korea TESOL formally dissolve its international partnership agreement with ACTA (the Australian Council of TESOL Associations).

Rationale:

ACTA and Korea TESOL have not for many years implemented any of the provisions of the partnership agreement since its 2012 signing. This may in large part be due to ACTA and Korea TESOL being different types of organizations.

Discussion:

Shaffer suggests when ACTA were recently contacted it seemed as if they didn't realize we were partners. IOC Chair Bill wonders if they had sent presenters and/or had a table at the IC years ago at the beginning of the partnership. During the discussion, it was suggested that it may look bad if we dissolve the partnership. Shaffer suggests, and Hale agrees, that we're a different type of organization, so it's understandable that it is hard to find a chance to partner. 1VP Hale wants to know whether we'd dissolve the partnership publicly or quietly. Shaffer notes the dissolution wouldn't be publicized. It was mentioned that we should look into whether we could make good use of the partnership. President Herron suggests we dissolve our current MOU, but leave it open so if we'd like to start something up in the future that we could outline it then. 1VP agrees with dissolving the current relationship and perhaps revisiting the idea of establishing something new in the future. Bill recalls we had interaction with them in the past sending a representative to a conference. It was also noted that we haven't contributed to the partnership either, it's not simply a lack of participation only on their end. It was determined that in the future we're open to reinstating the partnership with them, especially if we can use our current standard MOU, which involves mutual publicity and no financial obligations. Estrada agrees with updating the relationship we have with them.

Motion: David Shaffer

Second: Allison Bill

Yes: all

No: 0

Abstain: 0

Motion passed unanimously.

Follow-up action:

It was decided that we should approach them about re-signing with a revised agreement. Shaffer will contact them about dissolving the current partnership agreement and mention the possibility of re-signing with a revised agreement and will CC outreach@koreatesol.org

Motion 6:

That the Korea TESOL Policies and Procedures Manual be amended to include the following statement:

“The Korea TESOL Code of Conduct applies to all representatives of KOTESOL, especially in all interactions in their official capacity, public or private.”

Rationale:

The conduct of KOTESOL representatives (e.g., Council members, chapter officers, committee members, publications editors, etc.) is not currently set forth in any KOTESOL document, including the Code of Conduct. This is a simple method to make such a statement, with the Code of Conduct providing a reasonable minimum standard of behavior for anyone known to be a representative of KOTESOL, especially in *all* interactions they undertake in their official capacity.

Discussion:

Shaffer introduces the motion and notes that the Code of Conduct was made to focus on the conduct of non-members on social media and at conferences, but we should all be held to such a code of conduct. Herron states she received a complaint about one of our KOTESOL representatives and further explains if we have a standard set out then we'll have a way to deal with any complaints. A question came about asking how we can police someone when they're not representing KOTESOL at the time, but was countered with the suggestion that KOTESOL should be able to take action if they're putting the organization in a bad light. Jones opines it shouldn't be zero tolerance. Herron elaborates that there would have to be a complaint that could then be brought to a Code of Conduct investigation. Hale notes that a lot of online spaces aren't professional but suggests we need to set a high bar. He supports having a mechanism for dealing with this kind of trouble. Estrada sees that it could be misused as a way to get rid of someone you dislike. It would depend on the leadership interpretation of Code of Conduct. Bill enforces that the Code of Conduct applies to KOTESOL spaces. Herron would like to see it able to be enforced elsewhere. Metituk explains that the Code of Conduct was crafted carefully with a lot of feedback, and this says we could strip someone of their title for a human rights violation. Herron read the related section of the code of conduct so all could further understand how amending this statement would be reasonable. Hale also sees how such an amendment could be exploited. Shaffer says a complaint done in a professional manner isn't against the Code of Conduct. Herron reasons many leaders are on the committee that would take the complaint and investigate fairly. It was suggested that some non-members could also abuse the code of conduct to bog us down against people they dislike. A fear came about that some would see it as us running a nanny state that would run people's lives. Herron enforces that public figures should be held to a level of professionalism. Hale counters that this gets tangled in Facebook and wonders where public and private life are divided. Schrank comments Facebook groups aren't necessary and that we are acting as KOTESOL members so we should be professional in all areas. Clark brings up a concern if we apply this to private things, that local beliefs on cultural differences and rights are different than many Western

beliefs. The discussion went further suggesting that if we were to poll the average workshop member on gay rights for example, results would be different than in the West. Shaffer explains the Code of Conduct covers average members and this would cover KOTESOL Officers. Metituk says it's our responsibility to uphold a high standard for human rights. Jones counters that Koreans are more conservative, but they don't openly talk about issues and suggests that if someone solicits a response on a controversial issue that another member doesn't agree with, it shouldn't be banned. But if the offender is ranting on their own, it should be dealt with. He further explains that would not be us acting as a nanny state and that different opinions are allowed, but that ranting hatefully about it is wrong. Hale asks if any sort of record will remain if someone makes a complaint.

- 3:26 - Our Zoom link shut down as someone else tried to use the account.
- 3:35 - Back to the meeting.

Michael Free needs to go and leaves the meeting.

Estrada reminds us we were addressing Hale's question before we'd been cut off. Herron says the complaint would be filed, but that many details that need to be provided take a lot of effort to put together and that deters those who want to complain too much or to cause trouble..

- 3:39 The meeting dropped out again.
- 3:46 Our meeting resumes on a different Zoom account. (Allison Bill's - Thank you.)

Hale notes his concern about how if someone made a complaint that they could publicize it or go to someone's workplace and say that they made a complaint about an employee and the employer would not realize that the complaint is in bad faith. Herron states these complaints aren't in the public eye at all and would only be recalled as long as the current committee is in place. Wording of the original suggested motion was adjusted to the above bold item, deleting the original clause related to public interactions and adding 'especially' to the clause related to interactions in their public capacity, after which many felt more comfortable agreeing with it.

Motion: David Shaffer **Second:** Rhea Metituk Yes: 10
No: 0
Abstain: 5

Motion Passed.

Follow-up action:

The Policies and Procedures Manual will be amended as worded above and re-uploaded by President Herron.

Motion 7:

That the current National Council Statement Against Racial Injustice be adopted as an official KOTESOL position statement.

Rationale:

This is currently a statement by the National Council only, though endorsed by more than 2/3 of the Council, rather than an official KOTESOL statement. Following in the steps of JALT, TESOL International, and many other ELT and educational organizations worldwide, we should have our own official position against racial injustice.

Discussion:

Hale notes that two thirds of the National Council have supported this position, but brought forth the idea that there were some members who do disagree with it. Hale likes the

statement we've made and feels that it's been balanced well. He also agrees that we should be making that statement as a KOTESOL position. Jones asked for clarification about what is in the position and was told that it includes ideas where we express our solidarity with those who are experiencing racial injustice. Phillips asks why it only addresses racism against Black people. Hale comments it was in response to BLM, so that is why it reads that way. Shaffer notes we do have another statement that came out before the BLM statement which is an anti-discrimination document that addresses other types of racism and injustice. Hale emphasises that this statement addresses anti-Black racism. Jones is concerned with the amount of racism against central Asians and recommends our position say it was inspired by BLM but includes that we're against all forms of racial discrimination.

Motion: Bryan Hale

Second: David Shaffer

Yes: all

No: 0

Abstain: 0

Motion passed unanimously.

Follow-up action:

Herron will preface the statement with context and date, remove the signatures added since we've now all agreed, and upload it with a link to our Non-Discrimination Policy.

Official Motions finished: 4:06 pm

Questions for Discussion

Item 8:

Should we open the KOTESOL Chapter Leaders Facebook group to all officers at the chapter level? (Or consider using Discord or Slack for those discussions.)

Rationale:

It would be very convenient to organize chapter collaborations with such a common place to share ideas.

Discussion:

Hale suggests we need to streamline the ways we're communicating online. He emphasises that we should have easier, more comfortable, more streamlined communication specifically between chapter officers and that the Facebook group would provide this.

All council members agree.

Follow-up action:

Herron directs chapter presidents to invite chapter officers to the group and remove them if they quit or finish their term.

Item 9:

Do we need a KOTESOL Zoom account for 1 user and leaders can sign up for times? (\$15/mo with 100-person cap or \$20/mo with 300-person cap)

Discussion:

Schrank opines we don't need to spend money on a Zoom account if enough council members have an account that we could use. Hale states that a KOTESOL Zoom account would be more convenient for the chapters to use for their workshops.

Follow-up action:

It was decided that we will revisit this discussion in our Facebook group and return to it during the annual budget meeting.

Discussion Tabled until budget meeting.

Discussion of New Business: 4:12pm

Item 10: Birmingham Ads

Discussion:

Treasurer Schrank notes that Birmingham has not made their payment to KOTESOL despite his efforts to contact them. A discussion ensued about the difficulties in receiving a payment from them.

Follow-up action:

Treasurer and assistant treasurer will continue to contact Birmingham and report on this matter at the next meeting.

Flagged for follow-up.

Item 11: Should committee and chapter reports be posted online? If so, where?

Discussion:

Technologies Committee Chair Phillips suggests the reports, his specifically, may contain too many details to keep our security and privacy.

Follow-up action:

Herron states that if some council members would like to post their reports, she can explain how to put it behind a paywall so that it would only be available for viewing by KOTESOL members.

Announcements:

Don't miss the ABM!

November 1, 3:00* p.m., on Zoom.

- *[Time later amended to 2 p.m. after informal poll on NC Facebook group]

Upcoming National Council meeting: to be decided

Please share membership promo stuff!

Adjournment:

Hearing no objections, motion to adjourn the meeting passes by consensus.

Meeting adjourned: 4:25pm