

**Southeastern Archaeological Conference
Annual Meeting of the SEAC Executive Committee (EC)**

<https://us02web.zoom.us/j/83355789085?pwd=cWpqRmQyMXdlRzdNSjVrRWZWb1lvdz09>

Wednesday, October 28, 2020; 3:00–4:58 PM EDT

Janet Levy (President), presiding

in attendance

voting members: Janet Levy (President); Maureen Meyers (President-Elect); Chris Rodning (Secretary); Patrick Livingood (Treasurer); Mary Beth Trubitt (Journal Editor); Rob Beck (Journal Editor-Elect); Megan Kassabaum (Social Media Editor/Webmaster); Meghan Buchanan (Executive Officer I); Jayur Mehta (Executive Officer II)

nonvoting members and other meeting attendees: Emily Beahm (Newsletter Editor); Lindsay Bloch (Journal Editor-Elect); Elizabeth Straub (Co-Chair, Student Affairs Committee); Robbie Ethridge (Chair, Task Force on Sexual Harassment and Assault); Michael Fedoroff (Co-Chair, Native American Affairs Committee); Ramie Gougeon (Secretary-Elect); Turner Hunt (Co-Chair, Native American Affairs Committee); Heather Lapham (Co-Organizer, SEAC 2021 Annual Meeting); Asa Randall (Executive Officer II-Elect) Margaret Scarry (Co-Organizer, SEAC 2021 Annual Meeting); Neill Wallis (Book Reviews Editor); Paul Welch (Chair, Investment and Finance Committee); LeeAnne Wendt (Co-Chair, Task Force on Diversity and Equity; not present but reports submitted: Jennifer Green, Jay Johnson, Natalie Mueller, Barnet Pavão-Zuckerman, Amanda Regnier, Karen Smith, Alice Wright

1. The meeting was called to order at 3:00PM EDT.

2. Welcome and introduction to new officers

Janet Levy thanked everybody for efforts and contributions during an extraordinary and extraordinarily challenging year. She welcomed Kandace Hollenbach (President-Elect), Ramie Gougeon (Secretary-Elect), Lindsay Bloch (Secretary-Elect), Asa Randall (Executive Officer II), and acknowledged the other candidates (Amanda Regnier, Scott Hammerstedt, Carol Colaninno) who stood for office during the SEAC 2020 election. She thanked Megan Kassabaum for her efforts in making reports and meeting materials accessible on the SEAC website and for helping to make arrangements for both the SEAC Executive Committee (EC) Meeting and the SEAC Business Meeting to be conducted on Zoom in 2020.

3. Abbreviated reports from officers

[Reports were circulated in advance of the meeting, and posted on the SEAC website by Megan Kassabaum, and they are included as appendices here.]

a. President (Janet Levy)

- 1) The major consideration for SEAC to keep in mind is SEAC finances, because while SEAC can weather current “storms” and is in relatively good shape financially—especially compared to other not-for-profit organizations in the current climate—thanks to good stewardship over the years, it will be important to manage our finances carefully in the near future, and current trends in running deficits are not sustainable in the long run. SEAC should develop an electronic communications policy (not “just” social media policy) and policy regarding sharing (or not) the contact information of SEAC members. SEAC is forming a task force to consider issues of diversity and equity within SEAC—and the co-chairs are Jayur Mehta and LeeAnn Wendt—and we need to think about some immediate steps but also medium-term and long-term plans. Given the recent approval by vote of the SEAC membership of the proposed amendments to the SEAC Articles of Incorporation and Bylaws, and the addition to the EC of the Sexual Harassment and Assault Response Program (SHARP) Coordinator, the Task Force will be replaced by a standing committee at SEAC 2021, and it is now necessary to write out job description for the SHARP, who will have leadership role within SEAC with respect to these issues but should not have “to do it all.” There have been brief discussions about whether, in addition to the SEAC Public Outreach Grant Committee, there could and should be a SEAC committee focused on developing initiatives and programming in public outreach, including developing and implementing curricula in public education in archaeology. Given the amount of work that the EC has, it may be worthwhile having one or more Zoom meetings during the year, so that not everything has to get done during the annual board meeting at SEAC, and so that the EC can be more effective and efficient in managing its workload and work flow.
- b. Secretary (Chris Rodning)
- 1) The SEAC 2020 annual election started relatively late in the year and ended very close to the SEAC EC meeting. Rodning plans to get everything prepared and started sooner during the year for the SEAC 2021 annual election, as well as to coordinate with the Treasurer on how best to ensure consistency in sending ballots to members who renew late in the year, and with the Social Media Editor/Webmaster on how and when to communicate with the membership about election timetables and access to email ballots. The Nominations Committee provided an excellent slate of candidates for this year, and thanks to the people who have been elected (Kandace Hollenbach, Ramie Gougeon, Lindsay Bloch, and Asa Randall) and others who were willing to serve and stood for election (Amanda Regnier, Scott Hammerstedt, Carol Colannino). The proposed amendments passed (with approval by 86% of the 308 votes cast), thus adding the election of the Sexual Harassment and Response Program (SHARP) Coordinator to the slate for the SEAC 2021 annual election, along with Treasurer-Elect, Social Media Editor/Webmaster-Elect, and Executive Officer I.
- c. Journal Editor (Mary Beth Trubitt)
- 1) Mary Beth Trubitt, outgoing Editor, noted that SEAC has recently renegotiated its contract with Taylor & Francis. There will now be four issues of the journal per year. The incoming Editor (Rob Beck) and Editor-Elect (Lindsay Bloch) are ready to go. Journal publishing is expensive, and in order to make the current contract that SEAC has with Taylor & Francis cost effective, some proportion of the membership should receive the journal in online only format, and it would therefore be helpful if some number of members would choose that option for journal access.

Trubitt noted that the editors and editorial board will discuss editorial policy matters with Native American Affairs Committee and other interested groups.

- 2) Rob Beck, incoming Editor, noted a new process of designating some papers for “*Southeastern Archaeology* treatment” (publication of the paper) and some for “*Current Anthropology* treatment” (publication of the paper, commentary by others, and reply), and a first iteration of the “paper/commentary/reply” model is currently in press. With shift to four journal issues per year, this model will contribute new kinds of content of interest to the readership.
- 3) Lindsay Bloch, incoming Editor-Elect, noted plans for and conversations with Megan Kassabaum (Social Media Editor/Webmaster) to publicize journal issues and papers via social media and web platforms.
- 4) Neill Wallis, Book Reviews Editor, had no particular announcements to make, and books are available for book reviews.
- 5) Emily Beahm, Newsletter Editor, had no particular news to report, but thanked contributors to the newsletter and invited more content in future. Levy noted the robust contents of newsletter issues.

d. Social Media Editor/Webmaster (Megan Kassabaum)

- 1) There have been many updates to the SEAC website this past year, and there are relevant stats in the written report about engagement with SEAC website and social media platforms. SEAC is now managing the SEAC Facebook account, and that is going well (the account had formerly been managed by SEAC annual meeting organizers). SEAC has updated our MailChimp account to a paid account, which Megan considers worthwhile because we do not have to regularly remove members from MailChimp to maintain “free” account underneath the relevant threshold, and Megan acknowledged Patrick Livingood for recent and ongoing efforts to ensure that names on the SEAC membership list and the SEAC MailChimp list are correctly integrated and consistently updated. Megan echoed the importance of SEAC developing an electronic communication policy, which she considers a significant priority for the coming year, as the time and effort needed for SEAC website management may be less.

e. President-Elect (Maureen Meyers)

- 1) Maureen Meyers noted several of the priorities that she has in mind as she takes on the role of SEAC President. One is maintaining SEAC membership levels and getting back to membership numbers from 2019. Another priority is looking into the possibility of periodic gatherings for SEAC members on Zoom or in other venues to promote community and to augment the benefits of SEAC membership. Another priority is to compose one or more task forces focused on composing handbook and policy review committees for SEAC so that SEAC can have a handbook summarizing history and best practices of SEAC administration to which EC members can refer, in addition to the handbook about organizing and hosting SEAC annual meetings, for which Maureen has already compiled a complete draft. Another priority is outreach and engagement with issues of importance to members of the Native American Affairs Committee and the newly formed Task Force on Diversity and Equity, as well as moving forward with initiatives related to combating sexual harassment and assault.

f. Treasurer (Patrick Livingood)

- 1) There have been 40 more membership renewals since the interim SEAC Treasurer report was circulated. SEAC had a deficit of slightly more than \$20,000.00 in the operational budget for 2020. Financial concerns for SEAC to consider are a drop in membership (circa \$8000.00) during 2020 and recent and projected expenses related to the SEAC annual meetings planned for Durham. SEAC is ending the fiscal year with a deficit in its Bank of America operational account in the range of \$4000.00 to \$5000.00, and the deficit would have been greater but for the transfers of \$16,000.00 and \$10,000.00 (total transfers, that is, of \$26,000.00) from the SEAC Life Fund. Livingood predicts that SEAC will run a deficit in its 2021 operational budget as well, based in part on projections by Scarry and Lapham about SEAC 2021 annual meeting in Durham, which is the major variable for SEAC finances. There are scenarios in which SEAC may lose some money from the conference in Durham, and other scenarios if there is low attendance at SEAC 2021 that wipe out much larger portions of SEAC savings. There are unknown variables for the coming year, but SEAC is in good shape to weather several scenarios with respect to 2020 and 2021 membership and conference events, owing to foresight and careful stewardship of previous treasurers and management of the SEAC Life Fund. Patrick noted that SEAC has been running slight deficits in its annual operating budget in recent years, which means that decisions about both short-term and long-term commitments by SEAC should be made with those considerations in mind.
- 2) Paul Welch noted there were two transfers from the SEAC Life Fund, one of \$10,000.00 and another of \$16,000.00, and that the Vanguard LifeStrategy account is an operational fund (see report by the Investment and Finance Committee for additional details).
- 3) Janet Levy noted her view that transfers from the SEAC Life Fund seem prudent, and that the principal purpose of the SEAC Life Fund is to keep SEAC afloat during periods such as the present situations, although others may take more conservative approaches towards managing those savings that have accumulated over the course of many years. Levy noted that the rules would have permitted moving up to \$41,000.00 from SEAC Life Fund to operational budget in 2020, but we “kept” \$15,000.00 of that amount in the life fund. In 2019, there were no earnings on the SEAC Life Fund, and it is helpful that SEAC had access to these funds in 2020.
- 4) Heather Lapham noted that predictions about whether SEAC 2021 can take place in Durham and what events and local venues will be accessible are currently premature. Levy noted that there may not be the normal Thursday reception because of costs plus (as Scarry noted) the difficulty of finding spaces that are large enough for SEAC and affordable. Lapham noted that businesses may be seeking business. There was brief discussion about potential alternatives for promoting and supporting social interaction on the Thursday evening of the conference. Maybe a Thursday evening social event with posters and food and drinks at cost?
- 5) Levy thinks that many people familiar with not-for-profit organizations would deem the SEAC Life Fund to be large relative to the size of annual operational budgets. Currently, SEAC members have ambitions and plans about initiatives that SEAC should take on—research, outreach, equity, issues related to harassment—and these are important issues, but SEAC should be mindful of budgetary impacts of such plans. There are both legal restraints as well as some moral constraints on how much can be drawn annually from the SEAC Life Fund, and that amount fluctuates with investment earnings, which are sometimes unpredictable. The SEAC Life Fund was established to ensure that SEAC can survive in the case of budgetary troubles, not specifically for supporting new initiatives.
- 6) Livingood noted that SEAC has been running slight deficits with annual operating budget for the past several years, which means that decisions about budgetary commitments really need to consider broader budgetary plans and allocations, and either generating new revenues and

funds for supporting new initiatives in perpetuity or changing rules about managing the SEAC Life Fund and transfers from it.

- 7) Maureen Meyers asked whether SEAC could and should contact people whose membership lapsed to encourage them to renew, and Livingood has done so. There has been a particularly significant drop in student membership during the past year, perhaps in part because students can access SEAC publications and resources through university affiliations, and without the annual meeting taking place in person this year, perhaps there is not as much incentive for students to renew. Membership levels were comparable to typical years until the point in 2020 at which many people would have likely renewed SEAC dues when registering for the annual SEAC meetings (which have not been held as planned).
- 8) Michael Fedoroff noted that departments are allowing students and faculty to redirect travel funding towards other professional activities, such as Zoom conferences, and asked whether SEAC might offer some relevant incentives or cost-sharing plans to encourage membership renewals. Fedoroff noted that students are not inclined to pay for SEAC and other conference memberships because of current restrictions on funding from universities.
- 9) Levy noted that life memberships do not contribute to annual operating budgets, life membership dues go into the SEAC Life Fund, they only contribute to operating budgets if the SEAC Life Fund earns money in the market in particular years, and the SEAC Life Fund does not always generate returns that enable substantial transfers to annual operating budgets. There are some years when the SEAC Life Fund has robust returns, but some years when it does not.
- 10) Chris Rodning asked about the “lower” returns from SEAC 2019 compared to other recent annual meetings. Meyers noted that attendance was lower than it had been, and it was very late when the conference organizing team received donations from the University of Mississippi. Meyers is compiling data on SEAC membership and finances with an interest in long-term trends, and whether SEAC is at a point for raising dues and registration fees or seeking other sources of revenue. Rodning asked if it is worth considering increases to dues or to SEAC annual meeting registration fees, perhaps keeping them relatively low for student members and “underemployed” members, but balancing such considerations with current challenges everybody is currently facing. Dues and conference registration fees for SEAC are lower than they are for many scholarly associations, but what we expect of SEAC and its events may necessitate greater inputs.
- 11) Mary Beth Trubitt noted that SEAC has raised dues in recent years, and SEAC is inexpensive compared to memberships in other organizations and subscriptions to other journals.
- 12) Paul Welch noted that SEAC annual meeting organizers are typically advised not to lose money but not to expect conferences to earn money for SEAC, which Levy noted was the case for SEAC in Charlotte in 2003 and 2008. SAA expects substantial revenues from its annual meetings, but SEAC has never tried to rely upon revenues from its annual meeting.
- 13) Meyers noted that in terms of managing SEAC annual meeting budgets, donations are less desirable than reduced prices for conference events (like the Thursday evening museum reception in Jackson at SEAC 2020) and venues. When donors give money, they are sometimes less interested in conference budgets generating some “returns” for the organization. [Patrick Livingood noted after the meeting that the SEAC 2019 coorganizers returned \$7,279.97 to SEAC, which had provided \$5369.00 to the SEAC 2019 coorganizers, meaning the net return was \$1,910.97, but that SEAC indeed should not expect annual meetings to generate profits, and SEAC 2019 should be considered a successful meeting from a financial standpoint—but prospective donors in future should not be concerned about SEAC seeking to “profit” from donations.]

- 14) Margie Scarry noted that there were already plans for raising conference registration fees for SEAC in Durham, and that that are now new challenges for raising money and asking for donations and discounts in the current environment and climate. The Jackson Marriott (location of SEAC 2019) was hungry for business and offered the help of staff members, event spaces, and some conference “swag” at minimal to no charge. It is not clear whether venues in Durham will already have enough business next year or if they may be inclined to offer cost breaks or waivers of fees for SEAC 2021.
- 15) Levy concluded the discussion about SEAC finances by reiterating the benefits of carefully curated savings and the importance of hard decisions that SEAC may need to make about its budgetary commitments and new initiatives and programs that SEAC and the EC may consider in the near future.

4. Reports from committees, task forces, and networks

[Reports were circulated in advance of the meeting and are included as appendices here.]

a. Native American Affairs Committee (Michael Fedoroff, Turner Hunt)

- 1) Turner Hunt (Co-Chair) noted that the Native American Speaker Fund has supported successful events in recent years, including the recent event involving Jan Simek and Chickasaw Nation, although some events during 2020 have been postponed because of complications related to the COVID pandemic. A major issue of concern to NAAC is the need for consideration of SEAC editorial policy related to publications of images in SEAC journals and newsletters, and the concern for developing mechanisms for tribal representation and representation of tribal viewpoints in the process of developing and implementing policy. NAAC members are considering conducting “listening sessions” or other kinds of conversations about archaeology and engagement with tribal communities. Another major issue of concern is the C.B. Moore Award, including the name (given the negative associations C.B. Moore has in tribal communities), and the trophy (which is a replica of a funerary item), and the concern that Native American tribes and viewpoints be included in considerations about potential revisions to the C.B. Moore Award.
- 2) Michael Fedoroff (Co-Chair) noted the positive steps recently taken towards improving communications. He also reiterated the very strong feelings in tribal communities about these issues of editorial policy and the C.B. Moore Award. He also noted that while there are NAGPRA workshops and collaborative archaeology workshops at SEAC, there may be other ways to encourage more widespread participation in events and conversations at the annual meetings related to these topics, and how collaborative relationships could be and should be developed. He also noted plans for future session(s) at annual meetings about collaborative archaeology coorganized with the Student Affairs Committee, and the possibility of panels or symposia leading to future thematic sections of journal.
- 3) As one of organizers for SEAC 2021, Margie Scarry recommend discussing with her and Heather Lapham interests in about a student workshop and a symposium, the latter of which makes a good starting point for a set of papers for a special thematic section in the journal.
- 4) Fedoroff noted the challenges tribal communities are experiencing with respect to impacts of COVID-19, which creates problems in the present, and which poses challenges for planning ahead for future events, including SEAC 2021.

- 5) Maureen Meyers noted that the author of the journal article—for which the cover illustration for *Southeastern Archaeology* 39(3) [2020] prompted strong concerns by members of NAAC and a related descendant community—has written a formal apology.
- b. Task Force on Diversity and Equity (Jayur Mehta and LeeAnne Wendt)
 - 1) Jayur Mehta got dropped from the Zoom meeting, but LeeAnne Wendt spoke, and invited recommendations from members about diversity issues and plans, and invited interests from potential task force members. Plans are to identify between five and eight task force members, and a call for interested participants was published in the recent issue of the newsletter. There are plans for Zoom meetings of the task force in late 2020, with plans to finalize a formal task force name, to write a mission statement, and plans for consulting with Levy and Meyers about how best to proceed. Mehta rejoined the Zoom meeting soon thereafter and echoed enthusiasm for starting the task force and its work.
 - c. Task Force on Sexual Harassment and Assault (Robbie Ethridge)
 - 1) Janet Levy noted that proposed amendments related to the addition of a new position on the SEAC EC passed, meaning that the position of Sexual Harassment and Assault Response and Prevention (SHARP) Coordinator will be on the SEAC 2021 ballot, and that the task force will be disbanded when the SHARP and her/his standing committee are elected and constituted at and after the SEAC 2021 annual meeting.
 - 2) Robbie Ethridge noted that members of the task force are excited about the passage of the proposed amendments and the addition of the SHARP position on the EC and appreciative of commitments by SEAC to combating the problems of sexual harassment and assault in archaeology. The standing committee will do some of the same kinds of work (workshops, communications, etc.) that the task force has done. The task force held events and pursued initiatives at SEAC 2019, and the task force is now planning for SEAC 2021—including further developing an annual meetings code of conduct and “acknowledgement and acceptance” at conference registration (piloted at SEAC 2019), continuing the safe officer program (piloted at SEAC 2019), and promoting public awareness and available resources (piloted at SEAC 2019). Ethridge noted it is hard work, but important work, and meaningful to her and to SEAC and archaeology itself.
 - 3) When the SHARP Coordinator is elected in 2021, and a standing committee can be formed to assist with the relevant workload, the task force, as such, will be disbanded, but Ethridge volunteered to help identify nominees and potential committee members in the coming year.
 - 4) Levy asked, and Ethridge agreed, that the task force help draft the “job description” that would define the position for prospective candidates, and that could be circulated to potential nominees by the Nominations Committee. Ethridge noted that the language in the proposed bylaws changed was relatively general, and intentionally so, but that it is reasonable to craft a more specific job description, with considerations for the involvement of a standing committee.
 - d. C.B. Moore Award (Janet Levy)
 - 1) SEAC members have recently raised questions and voiced concerns about the trophy and the name of the C.B. Moore Award, and about the procedures by which recipients are nominated and selected.

- 2) Janet Levy advocated changes to the award process in recent years, and she is sympathetic to these concerns and viewpoints, but she acknowledges the complexities involved.
- 3) The trophy itself has been retired, and Levy recommends asking the Moundville museum to accept it, given the long history of association between Moundville and SEAC, and because the trophy includes a replica of an artifact that comes from Moundville. Michael Fedoroff urged SEAC and the EC to think carefully about interests of tribal communities and the optics of transferring such an item to an ancestral site (Moundville).
- 4) Levy noted there have been discussions but not yet any decisions about the possibility of changing the name of the C.B. Moore Award. Some people advocate changing the name. Other longstanding SEAC members advocate keeping it. Levy sees it partly as a generational difference, but not entirely.
- 5) Levy noted there have also been discussions recently about the possibility of changing the procedures by which the annual recipients of the C.B. Moore Award are chosen. Currently, all past recipients and EC members vote on nominees. The number of nominees and the number of “voters” grows each year. The EC could maintain its current practice, and Jay Johnson deems the current process of receiving nominees and voting on them to be the best way to do it. It may be important to charge a task force with looking into issues related to the name and procedures for the C.B. Moore Award.
- 6) Meghan Buchanan stated that issues of diversity and equity are related to considerations about defining the C.B. Moore Award and processes for nominating and selecting award recipients. She expressed concerns about a self-selected group making choices about its own “descendants” as award winners each year. She noted that it is not always clearcut how to weigh the merits and values of different kinds of contributions—books, articles, reports, exhibits, etc.—against each other. The current conceptualization of the award emphasizes academia rather than other arenas of archaeological practice.
- 7) Levy acknowledged that there are comments and claims about bias in the process of determining award recipients, although it is not necessarily clear what those biases are, although perhaps given its research focus, there is a bias against CRM archaeology.
- 8) Chris Rodning advocated—echoing recent email conversations among EC members and others—the plan of composing a task force to consider C.B. Moore Award name and selection process. He quoted Meghan Buchanan from an email thread in emphasizing that our decisions about what we want to emphasize in award recipients should guide our decisions about the award name and procedures. He noted that he (and others) would accept “giving up” voting privileges (as past recipients) if SEAC were to make such changes. It is important for the entire SEAC membership be excited about and invested in the award.
- 9) Turner Hunt asked how the process of reevaluating the C.B. Moore Award would work, how would tribal communities be included in discussions and decisions, and whether a task force would consider all the issues related to the C.B. Moore Award at once, or in different stages, or with different task forces. Hunt noted that some aspects (like the name of the award) could potentially be resolved expeditiously and efficiently and then prolonged periods taken for other aspects (like reconsidering processes by which nominations are made, nominees evaluated, and recipients chosen). He noted the negative associations that C.B. Moore has in many tribal communities. He emphasized the importance of having tribal input. Rodning noted that the normal SEAC procedure (as outlined in [SEAC Articles of Incorporation and Bylaws](#)) is for the President to establish task forces and to appoint task force members, but those task force members should (and presumably would) represent different viewpoints, and there should be opportunities for comments and suggestions from SEAC members. Levy expressed support for

this idea in general but deferred to Maureen Meyers to take it on, and Meyers acknowledged that she is ready to work on this issue when she becomes SEAC President.

- 10) Michael Fedoroff asked about what we are recognizing through the award—change and innovation, or perpetuation of a particular model of practicing archaeology, or something else? The fundamental question is what are we awarding, and he recommends that be the principal focus of a task force.
- 11) Hunt asked if some aspects of the award could be resolved quickly even if others necessitate more prolonged consideration. Levy noted that issues are complicated, not everybody would agree that the name or award recipient identification procedures are easy to resolve. Ramie Gougeon recommended keeping all the considerations related to the C.B. Moore Award together for one task force rather than separating them out for different task forces, both because issues are interrelated, and because it would be more expedient and more expeditious to do so.
- 12) LeeAnne Wendt remarked on the importance of promoting diversity and equity within SEAC, and the necessity of conversations (about the C.B. Moore Award and other issues) with tribal communities. She noted that we have often not really thought about the replica of the pipe from an Indigenous perspective. She volunteered that the “diversity and equity” (formal name not yet determined) task force collaborate with NAAC in discussions about these issues.
- 13) Megan Kassabaum commented on the importance of ensuring the consideration of diverse viewpoints in further discussions and deliberations within SEAC about the C.B. Moore Award. The NAAC and the “diversity and equity” task force could be represented on such a task force, but other groups within SEAC should also be included, in an effort to achieve balance and inclusivity.
- 14) Meyers agreed that considering diverse viewpoints is important, that it is important to consider Indigenous perspectives on the significance of the award and the trophy itself, and that these issues are opportunities to engage in conversations related to issues of diversity and equity within SEAC. She noted the importance of having “liaisons” from NAAC and “diversity and equity” task force, as well as representatives of the LMS and past recipients. She advocated a task force of between five to eight people with a charge of having recommendations about one or more issues related to the C.B. Moore Award by the SEAC 2021 annual meeting.
- 15) Fedoroff encouraged SEAC and a potential task force to reflect further on what should be and could be done with the C.B. Moore Award trophy—the replica of the Moundville “cat pipe” with the wooden base and engraved names of past award recipients—and recommended that decisions about what to do with the trophy should be part of the conversation. Encourage statements about organizational reflexivity. Should the trophy be given to tribal communities? Should it be curated, or burned, or something else? Fedoroff noted the opportunity this situation presents. Meyers agrees and recognizes the opportunity there is here to reflect on issues of diversity, equity, inclusivity.
- 16) The following motion was made and seconded: “The SEAC Executive Committee establishes a task force to evaluate procedures for making the annual C.B. Moore Award. The task force may also recommend whether changing the name of the award is appropriate. The task force may have up to eight members.” There was no further discussion; the EC voted confidentially by Zoom poll; and the motion was approved unanimously (9 voting members in favor, 0 opposed, and no abstentions).

5. Resolutions and awards presented at the annual business meeting

- a. Janet Levy asked for formal EC approval (via Zoom poll) of ceremonial and memorial resolutions, including award presentations, there was no discussion, and the resolutions circulated in advance of the meeting were unanimously approved.

1) Ceremonial resolutions will be given for:

- a) annual meeting organizers, by Janet Levy
 - 1. Margaret Scarry
 - 2. Heather Lapham
 - 3. Steve Davis
- b) outgoing committee chairs, by Janet Levy
 - 1. Amanda Regnier (Chair, Nominations Committee)
 - 2. Karen Smith (Chair (Lifetime Achievement Award Committee)
 - 3. Natalie Mueller (Chair, Patty Jo Watson Award Committee)
 - 4. Jay Johnson (Chair, C.B. Moore Award Committee)
- c) continuing chairs of committees and task forces, by Janet Levy
 - 1. Jon Marcoux (Chair, Judith G. Knight Student Paper Prize Committee)
 - 2. Barnet Pavão-Zuckerman (Chair, Charles Hudson Fund Committee)
 - 3. Paul Welch (“Lifetime” Chair, Investment and Finance Committee)
 - 4. Robbie Ethridge (Chair, Task Force on Sexual Harassment and Assault)
 - 5. Lindsey Cochran and Rebecca Barzilai (Co-Chairs, Southeastern Archaeology Mentoring Network)
 - 6. Elizabeth Straub and Rob Barlow (Co-Chairs, Student Affairs Committee)
 - 7. Patricia Galloway (“Lifetime” Chair, Archives Committee)
- d) outgoing officers
 - 1. Mary Beth Trubitt (Journal Editor), by Rob Beck
 - 2. Charles Cobb (Journal Editorial Board Member), by Mary Beth Trubitt
 - 3. Jayur Mehta (Executive Officer II), by Meghan Buchanan
 - 4. Janet Levy (President), by Maureen Meyers

2. Memorial resolutions will be given for:

- a) Tom Des Jeans (added after EC meeting)
- b) Arlene Fradkin, by Elizabeth J. Reitz and Kitty F. Emery
- c) Michael French, by Janet Levy
- d) Richard “Rick” Fuller, by Ian Brown
- e) Sherwood “Woody” Gagliano, by Richard Weinstein
- f) William “Jack” Hranicky, by Janet Levy
- g) Judith Knight, by Janet Levy
- h) Catherine Meyer, by Marla Spry
- i) Andrea Lee Novick (added after EC meeting)
- j) John “Jack” Walker, by Keith Stephenson and Wayne Shelley
- k) Raymond Wood (added after EC meeting)
- l) Frank Cowan (added after EC meeting)
- m) George Frison (added after EC meeting)
- n) Mary Beaudry (added after EC meeting)

3. Awards presented at the annual business meeting:

- a) Native American Speakers Fund (Brad Lieb)—Jan Simek

- b) Public Outreach Grant (Alice Wright)—Megan Kassabaum, “From Classroom to Museum and Back Again: Education Outreach in Wilkinson County, Mississippi”
- c) Patty Jo Watson Award (Natalie Mueller)—Beau Carroll, Alan Cressler, Tom Belt, Julie Reed, and Jan F. Simek, “Talking Stones: Cherokee Syllabary in Manitou Cave, Alabama,” *Antiquity* (2019)
- d) Charles Hudson Award (Barnet Pavão-Zuckerman)—Gracie Riehm, archaeology of the Natchez polity in the Lower Mississippi Valley
- e) Judith G. Knight Student Paper Prize—(name changed, but not awarded)
- f) C.B. Moore Award (Janet Levy)—Matthew Sanger
- g) Lifetime Achievement Award (Karen Smith)—Lynne Sullivan

6. Future meetings

- a. 2021—October 24–27, 2021, Durham, North Carolina, coorganized by Heather Lapham and Margaret Scarry. Contracts with hotels ([Durham Marriott City Center](#), [Durham Hotel](#), [Aloft Durham Downtown](#), [Residence Inn Durham](#)) and the [Durham Convention Center](#) were signed in February 2019. Lapham and team are monitoring public health matters and hoping SEAC can meet in person in Durham in 2021. Scarry added that they will try to make decisions in spring, keep track of hotel and venue availability, not sure about what removal options SEAC may have or potential penalties to SEAC if SEAC needs to cancel or postpone. There is considerable uncertainty about what will be possible one year from now.
- b. 2022—November 9–12, 2022, Little Rock, Arkansas, coorganized by Emily Beahm, Jodi Barnes, Carl Drexler, Andrew Beaupre, Elizabeth Horton, Mel Zabecki, Jessica Kowalski, and Michelle Rathgaber. Emily Beahm noted that the Little Rock team has opened a bank account and has rescheduled without penalty with the [DoubleTree Hotel by Hilton Little Rock](#) and the [Robinson Center](#) (the convention center attached to the DoubleTree) for 2022. Margaret Scarry noted that the SEAC 2020 team had opened a bank account linked to SEAC bank accounts so that future conference organizing teams will not have to open their own bank accounts in future.
- c. 2023—October 25–28, 2023, Chattanooga, Tennessee, coorganized by Scott Jones and others.
- d. Meyers reported conversations with Tom Pluckhahn and others about and preliminary planning for Tampa in 2024, and ongoing discussions with the Seminole community in Oklahoma about Seminole involvement, and about possibly developing policies for illustrating human remains. It may be helpful to consult with members of the Tulsa organizing team (perhaps Amanda Regnier in particular) for discussions about policies about visual displays of human remains. Michael Fedoroff noted that USAMCE has an ongoing collaborative relationship with the Seminole community in Florida and could assist and facilitate discussions. Patrick Livingood noted that in SEAC 2017 in Tulsa, there were printed statements in the program and conference submission materials about noting whether human remains would be depicted visually, and there was not always consistency or clarity in how presenters understood the guidance and guidelines, and there is some need to clarify for SEAC members and presenters the implications of these policies. Fedoroff noted there are a diversity of viewpoints within the Seminole community. Meyers noted that SEAC contracts for 2024 would not be signed until 2022, and so there is time for these conversations. Meyers noted some interest in

hosting future SEAC annual meetings in Richmond, Virginia, location of important monuments, downtown convention center, local eateries, VCU, and field trip opportunities. There are other talks in very early stages about SEAC meetings in Kentucky (Louisville or Lexington) and in Montgomery, but SEAC is open to other ideas and interests. Please see recent article on pages 14–17 of [Horizon and Tradition 62\(2\)](#) about the history of SEAC annual meetings; cities of approximately 200,000 people (Richmond, Montgomery, Huntsville, Shreveport, Columbus, Charlottesville, Newport News) seem like a generally good fit for SEAC in terms of venues, amenities, affordability, accessibility, event settings, field trip options, transportation options, local supports, and so on.

7. Old business

a. Membership contact information?

1. SEAC has in the past sold membership contact information to publishers, and not-for-profit organizations may want to request it for soliciting donations.

1) Janet Levy asked for commentary on whether SEAC should share contact information, including email contact information, because SEAC does not have a policy. Megan Kassabaum added that there have recently been requests for access to the SEAC membership directory (formerly accessible on the SEAC website) for SEAC members, whether it should be online, whether it should be in the “members only” area of the website. Levy noted that it takes work to maintain any publicly accessible database, and it is important to consider the potential workload associated with keeping such a database current. Patrick Livingood noted that WordPress or similar applications might make it relatively easy to “merge” membership rosters and lists, and that members can check a box to opt out of having contact information shared (Paul Welch noted that the “opt out” option is required by federal law). Mary Beth Trubitt noted that the SEAC bulletins with SEAC conference program has email address information for presenters. Levy noted that commercial entities could instead pay for advertisements in newsletter and journal, and Trubitt has lately referred advertisers to the newsletter on the idea that ads are easier to manage there than in the journal. Meyers and Kassabaum noted that there have been examples of paid advertisements (such as those by Beta Analytic) on the SEAC website. Rodning noted that past “sales” of contact information have not generated much revenue, and expressed reluctance about sharing contact information. Kassabaum noted that advertisement revenues may be better for SEAC than selling membership contact information, and Megan noted an imperfect integration of the “opt out” checkbox and the current membership database—in other words, SEAC may need to confirm whether current members would want to “opt out” of having member contact information shared. Megan noted that social media posts might make better ways to spread information than direct mailing/e-mailing, and that social media posts may be less intrusive and less obtrusive than direct mailings or email solicitations. Chris Rodning asked whether it is important to consider developing guidelines or rules about what contents are acceptable for posting on SEAC platforms. Kassabaum has been making evaluations about what to post (or not to post) on a case-by-case basis and does not think there is any major problem or urgent need for any specific guidance or rules for her (or her eventual successors) to do so. Michael Fedoroff expressed support for the idea of some general guidance or policy about what may be posted on SEAC social media platforms or communicated via the website.

8. New business

a. Full bylaws review?

1. Chris Rodning expressed support for idea of bylaws review. Janet Levy noted that if the SEAC EC decides that a thorough bylaws review is necessary or desirable, she would volunteer to lead that effort in her capacity as immediate past president
2. Patrick Livingood asked whether there are specific and urgent reasons why such a review is necessary. Levy noted that there is not but that it is just worthwhile, in general, for organizations to periodically review and update articles and bylaws as needed. Maureen Meyers recommended framing such an effort within broader considerations of addressing issues related to diversity, equity, inclusivity, and other such concerns, and considerations about the history of administrative issues and discussions within SEAC.

b. Janet Levy asked EC members to please send her up to one PowerPoint slide per presenter (if any, and none is fine) in advance of upcoming Business Meeting (11/6/2020, 3:00PM EST), for display on Zoom while particular reports are delivered. Levy aspires to have a short meeting with brief reports and resolutions and a meeting that members will appreciate.

1. Maureen Meyers asked if different individuals would read reports and resolutions, or if Janet Levy would read them all, and the answer is that individuals assigned to specific resolutions would read them when called upon to do so during the course of the program.
2. Megan Kassabaum noted that she will set up the “meeting” (not “webinar”) in Zoom such that participants are automatically muted, and that Megan will ask people to unmute themselves shortly before giving their respective reports or resolutions.

9. The motion (Rodning) to adjourn the meeting was seconded (Kassabaum), the meeting was adjourned at 4:58PM EDT, and there was much amazement and appreciation for completing the meeting in 118 minutes.

**Southeastern Archaeological Conference
Reports from Officers, Editors, Committees, and Task Forces
October 28, 2020**

15	President's Report
19	Secretary's Report
21	Treasurer's Report
27	Journal Editor's Report
29	Social Media Editor/Webmaster's Report
31	SEAC 2021 Status Update (Durham, North Carolina)
32	SEAC 2022 Status Update (Little Rock, Arkansas)
33	Student Affairs Committee Report
34	Southeastern Archaeology Mentoring Network Report
35	Native American Affairs Committee Report
37	Nominations Committee Report
38	Investment and Finance Committee Report
40	Task Force on Sexual Harassment and Assault Report
49	Task Force on Diversity and Equity
50	Public Outreach Grant Committee Report
51	Patty Jo Watson Award Committee Report
52	Charles Hudson Award Committee Report
53	Judith G. Knight Student Paper Prize Coordination Committee Report
54	C.B. Moore Award Committee Report
55	Lifetime Achievement Award Committee Report

President's Report (Janet Levy) SEAC 2020

Ordinarily, the president of SEAC reads a report to the Friday Business Meeting at the annual meeting. This year, as with so much of our lives, we have had to adapt to conditions created by the global pandemic of COVID-19. The Business Meeting will be held online, via Zoom, and will be much shorter than is standard. Therefore, with the outstanding help of SEAC's Social Media Editor/Webmaster, Dr. Megan Kassabaum, more extensive reports are available on SEAC's website. It occurs to me that if this is successful, it could become a model for future years.

It has been an extraordinary experience to lead SEAC over the past year. I am tempted, on my low days, to exclaim: "I didn't sign up for this!" However, with the support of the officers and Executive Committee, and chairs and members of SEAC committees and task forces, we have made it through the year since our meeting in Jackson, MS in fiscally sound and organizationally stable condition. Take it from me that not all non-profit organizations have done as well.

Let me start with a bulleted list of basic accomplishments completed by the Executive Committee (familarly called "the board"). After that, I will briefly discuss items that need our attention in the coming year.

Activities of the SEAC Executive Committee and President, November 2019 – October 2020

Immediately after the 2019 annual meeting in Jackson, work focused on finding and confirming new members and new chairs for SEAC committees and task forces.

Before Christmas, 2019, SEAC signed a new 5-year contract with our publishers, Taylor & Francis, for our flagship publication, [Southeastern Archaeology](#). The most important part of this contract is the expansion to four issues/year (with an expansion of total pages).

I then took a break from SEAC business to have my right hip replaced, which turned out to be successful and not as scary as I had feared. Entirely by luck, my last follow-up appointment with the surgeon was March 11, so I was done by the time the major shut-downs began.

It rapidly became clear that we could not realistically plan for the annual meeting in Durham, North Carolina, during the last week in October. It then took several weeks of negotiation with the Durham Convention Center, the four hotels we planned to use, and the venues in Little Rock, Arkansas, and Chattanooga, Tennessee, for following years, to rearrange things. Although we could not avoid all financial penalties, we were able to negotiate a viable postponement of the annual meeting until October 24–27, 2021, in Durham. This solution could not have been accomplished without a huge amount of work by Dr. Heather Lapham in particular and her colleagues, Dr. Margaret Scarry and Dr. Steve Davis, at UNC-Chapel Hill. We plan to be in Little Rock in 2022 and Chattanooga in 2023.

This negotiation was barely complete when the death of George Floyd in police custody in Minneapolis generated a wave of concern/protest/demands/agitation/etc. focused on long-standing issues of racism and social justice across U.S. society. Archaeology was not and is not exempt from this development. In the short term, SEAC distributed a public statement, drafted from the contributions of Executive Committee and members of the Native American Affairs Committee. Several members of SEAC leadership also participated in webinars organized by the Society of Black Archaeologists. Several members of SEAC wrote contributions

to the Fall 2020 issue of [Horizon & Tradition](#), SEAC's newsletter, that focus on issues of equity within archaeology. Planning for the longer term, the Executive Committee created a Task Force on Diversity and Equity (working title). This group will be working on interrelated issues, including expanding diversity within the archaeological profession as well as grappling with archaeology's complex and contested relationships with Native American communities. Personally, I want to emphasize the long term nature of this commitment to change. We are in very early days yet.

In addition, the activities triggered by Floyd's killing generated inquiries from some SEAC members about the C. B. Moore prize and its physical award, a replica of a possible sacred indigenous object (the "Moundville cat"). A suggestion was made to remove Moore's name from the prize. The Executive Committee discussed this, but did not reach a decision about it. There is diverse opinion on the question within SEAC's membership, with quite different perspectives all proposed by people I respect.

However, the Executive Committee did decide to retire the physical award itself and replace it with individual plaques for award winners. In fact, the Executive Committee had been struggling with this question for more than a year because we have run out of space on the base to add engraved names. Also, at least some recipients mentioned that it would have been nice to have an award which could be displayed beyond one year.

In between unexpected issues that needed attention, the SEAC Executive Committee works to manage more mundane projects. With the thoughtful advice of the Investment and Finance Committee, we rebalanced some of the investments in the Life Fund, in order to protect against market volatility. We also withdrew some earnings from the Life Fund and added them to the operating budget, following established policies. The Executive Committee also wrote a letter to the Corps of Engineers in support of recertification of the Tribal Nations Technical Center of Expertise.

After the much grieved death of SEAC's longtime member and friend, Judy Knight, editor extraordinaire, the Executive Committee voted to rename the Student Paper Prize—which Judy managed for many many years—in her honor, as the Judith G. Knight Student Paper Prize.

The final major discussion among members of the Executive Committee focused on continuing activities of the Task Force on Sexual Harassment and Sexual Assault. This issue received less attention over the past year than it has in recent years because of all the unexpected developments noted above. Following up on sentiment expressed by members last year in Jackson, the Executive Committee prepared amendments to the [SEAC Articles of Incorporation and Bylaws](#) to add an individual to the Executive Committee, as the Sexual Harassment and Assault Response and Prevention (SHARP) Coordinator. These amendments are before the membership for a vote as I write this report.

Concerns and Issues for the Future

One can hardly imagine another year with as many high-intensity issues coming before SEAC governance, but the reality is that many projects remain to be accomplished. Each of the ones listed below has a range of complexities that I am not going into here. SEAC lacks some kinds of important diversity, but there is plenty of diverse opinion about policies and actions that should be initiated by the organization. As I end my term as president, I urge the Executive Committee and the membership to consider with respect a full range of

opinions. So, this is just a list of items to keep in mind, lacking full exposition. Those of you who know me know that I have opinions on all these things, which I will share if asked down the road.

- We are just starting to make progress on a Social Media Policy, which is important when so much communication takes place via social media. In fact, SEAC needs a broader “Electronic Communication Policy” which will cover the website, social media, and acceptable use of our database of members’ email addresses.
- We need to support organizers for Little Rock in 2022, confirm arrangements for 2023 in Chattanooga, and move forward with scheduling meetings for 2024 (Tampa?) and 2025 (Louisville?).
- There are a number of issues to discuss regarding publications. First is working with Taylor & Francis to have online access to all back issues of [Southeastern Archaeology](#) available to members directly through the SEAC website. Second is an ongoing discussion, with the Native American Affairs Committee and other representatives of tribal communities, about illustrations, specifically of objects from burial contexts, in the journal.
- SEAC archives need attention. We more or less have a grip on archiving paper materials through the National Anthropological Archives at the Smithsonian. But, there are hardly any paper archives to worry about now. We need to seek advice on appropriate ways to curate email and electronic archives.
- The Task Force on Diversity and Equity (the final and formal name is not yet determined) will be active in the coming year. The Executive Committee should be a strong collaborator here. Equally, I urge everyone to give SEAC time to work through these complex issues in a thoughtful way.
- At the same time, SEAC has a commitment to continue work on mitigating sexual harassment and assault in the organization and in the profession.
- A proposal has been received to change the way the recipient of the C. B. Moore Award is chosen (the proposal came from a previous winner). While I am very sympathetic to the suggestion, it’s yet another complex question. I have suggested a task force to tackle this topic, as well as returning to the question of the name of the award, another not-as-simple-as-you-might-think issue.
- It has been suggested that, in addition to the Public Outreach Award, SEAC should initiate a Public Outreach Committee to work on ways for the organization to engage with a broad diversity of communities (e.g., events at the annual meeting; web resources; development of curricula; etc., etc.).

Conclusion

After November 6, 2020, I will turn the SEAC presidency over to Maureen Meyers, with appreciation for her support and contributions over the past two years. This year has been an unexpected challenge. I am grateful for all the work I’ve been able to rely from the SEAC Executive Committee: President-elect Meyers, Secretary Chris Rodning, Treasurer Patrick Livingood, Journal Editor and Journal Editor-elect Mary Beth Trubitt and Rob Beck, Social Media Editor/Webmaster Megan Kassabaum, and executive officers Jayur Mehta and Meghan Buchanan. In addition, the members and chairs of SEAC committees and task forces have supported SEAC’s mission throughout the year. Finally, I am grateful to several senior members of SEAC to whom I have turned for information and input at various times.

There are many opportunities for contributing to SEAC's governance. If you have ideas about facilitating and expanding SEAC's activities and goals, I hope you will volunteer for committees, task forces, officer positions, and other ways of contributing to the organization.

As the Grateful Dead have said, "What a long, strange trip it's been."

Secretary's Report (Chris Rodning) SEAC 2020

Elections

The SEAC ballot this year included elections for four voting officers and members of the SEAC Executive Committee (President-elect, Secretary-elect, Editor-elect, and Executive Officer II) and one set of proposed amendments to the SEAC Articles of Incorporation and Bylaws (related to the creation of a new elected position on the Executive Committee, that of the Sexual Harassment and Assault Response and Prevention Coordinator, or SHARP). The SEAC Nominating Committee identified candidates for these offices, and the nominees then prepared candidate statements and pictures, which the secretary then edited and forwarded to James Claiborne (Vote-Now), along with some revised wording to be circulated with email announcements and reminders about the election and instructions to SEAC members for accessing the ballot and candidate materials. The SEAC election started on October 2 and closed on October 25, and the secretary communicated the election outcomes to the SEAC president and members of the Executive Committee on October 26. During the election period, I fielded some inquiries about the election and access to electronic ballots. For the 2020 annual election, there were 736 eligible voters, and 319 voters recorded votes, which is a participation rate of 43.3%, slightly down from 46.1% in the SEAC 2019 election. The candidates were: Kandace Hollenbach and Amanda Regnier for President-elect (Kandace Hollenbach was duly elected); Ramie Gougeon and Scott Hammerstedt (Ramie Gougeon was duly elected); Lindsay Bloch for Editor-elect (Lindsay Bloch was duly elected); Carol Colaninno and Asa Randall for Executive Officer II (Asa Randall was duly elected). The proposed amendments to the SEAC Articles of Incorporation and Bylaws passed—there were 308 votes cast for this item on the ballot, 266 in favor (86.4%), and 42 opposed (13.6%). There are several offices for which SEAC will need nominees and candidates for the 2021 election, including Treasurer-elect, Social Media Editor-elect, Executive Officer I, and Sexual Harassment and Assault Response and Prevention (SHARP) Coordinator. I have updated records of the names of SEAC voting officers, the names of SEAC members who stood for election but who were not elected, and projections about which offices will be included in annual SEAC election slates through 2028. I plan to coordinate with the Treasurer and Social Media Editor for more frequent communications to the SEAC membership about annual elections in 2021 and about the timetable for how dues renewal affects eligibility for voting, and I plan to set a timetable that enables SEAC to start its 2021 annual election period sooner than was the case in 2020, and end the election period with more time before the SEAC 2021 Executive Committee meeting and business meeting.

Congratulations to our newly elected officers.

Thanks to all those who stood for election and who participated in creating the slate of candidates.

Awards

I will assist the president in preparing certificates for 2020 award recipients after the SEAC 2020 virtual board meeting and after the SEAC 2020 virtual business meeting.

Newsletter

I have submitted reports and meeting minutes to the SEAC newsletter editor for inclusion in the spring newsletter.

Membership Contact Information

After consultation with current and past members of the SEAC Executive Committee, I recommend that SEAC consider developing a policy regarding the management and sharing (or not) of contact information for SEAC members.

Committees and Task Forces

I have updated an Excel spreadsheet with the names of chairs of committees and task forces, and the names of members of those committees and task forces.

Board Discussions and Votes

I have recorded votes taken during email discussions of issues put forward by the president, reported those outcomes to the president, updated records of such votes in an Excel spreadsheet, and periodically discussed with the president and others some of the issues under consideration.

—Respectfully submitted, Chris Rodning, October 27, 2020

Treasurer's Report (Patrick Livingood) SEAC 2020

SEAC has weathered some financial strain this year due to COVID-19 and higher than usual annual meeting startup expenses for the Durham meeting. However, these have been offset by gains in investments, so as a result the losses are manageable and the total value of SEAC assets is currently greater than it was last year. At the end of FY2020, SEAC has total assets of \$451,960.85, which is up \$11,856.74 over the fiscal year. \$133,311.07 are in Operating Funds, which are split between \$76,263.28 in Bank of America Checking Accounts and \$57,047.79 in the Vanguard LifeStrategy account.

In FY2020, SEAC received \$32,511.89 in revenue mostly from membership dues and a return from the Jackson meeting. SEAC had \$52,851.63 in total expenses including start-up fees for both Durham and Little Rock meetings, Volume 39 of the journal, electronic voting with Vote-Now.com, and other grants, initiatives, and awards. The result is a net loss of \$20,339.74. The primary reasons for the loss are a decline of \$8,513.17 in membership revenue between FY2019 and FY2020, and higher than normal annual meeting expenses. These include a \$8,443.75 deposit to the Durham convention center that was negotiated into a cancellation fee as a result of having to reschedule the meeting from 2020 to 2021 because of COVID.

The SEAC Board was allowed by ByLaws to transfer as much as \$41,859.89 from the Life Fund in FY2020. The Board transferred a total of \$26,000; in January 2020 \$16,000 was transferred to the Bank of America Checking account, and in September 2020 \$10,000 was transferred to the Vanguard LifeStrategy account. Also, during FY2020 the Bank of Moundville account was closed, and its assets moved to the Bank of America account. As a result of these investment transfers, the total Operating Fund balance increased by \$6,737.77 over the fiscal year.

Dues notices were emailed multiple times during the year. I would like to remind everyone to be sure to check and update your contact information on the website so that we can get information and journals to you in an efficient manner. Membership currently stands at 750, which is a significant downturn from previous years. As of June 2020, membership levels were around the same as previous years, but there have been far fewer membership renewals in the fall because of a lack of an annual meeting in 2020. There is still time to renew SEAC membership for 2020 if you have not already done so. Regular members can still register for 2020 membership and can get all of the paper copies of Volume 39 of *Southeastern Archaeology*. Another new option for supporting SEAC is that if you are a Regular, Life, or Family member and don't want the paper journal, you can opt out. Some members have said that getting paper copies of the journal is a nuisance, because they always access it online and have to make room for it in their bookshelf. Members who choose not to get the paper journal are redirecting the portion of their membership fee used to print and mail that copy to the conference to support other initiatives. If you don't want to continue to get the paper journal, you can make the change in the membership portal on the SEAC website, or you can email the SEAC Treasurer.

As for the journal, the first three issues of Volume 39 of *Southeastern Archaeology* have been mailed. Members who join late will have their names provided to Taylor & Francis for catch-up issues that will be mailed when Issue 4 of Volume 39 comes out in December. To avoid having to wait for catch-up issues, please remember to renew your membership early in the year, before the first issue goes out!

Financial strain related to COVID-19 is expected to continue into FY2021. The biggest unknown is what will happen with the annual meeting. The Treasurer reported a series of budget scenarios to the Board based on information provided by the Durham Conference organizers, and those scenarios are summarized below. Even under the most optimistic scenarios, SEAC is projected to run a budget deficit in FY2021 of

approximately \$20,000.00. This is because there will still be more startup expenses related to the Durham meeting, there are no returns from a 2020 meeting, and I have projected membership levels to return to 90% of 2019 membership. However, if the 2021 annual meeting is held, but attendance is low and fundraising is low because possible donors are dealing with fallout from COVID-19, SEAC could see losses of \$27,000.00 to \$45,000.00 in FY21 depending on attendance and fundraising. And in some of these projections, SEAC could see significant ongoing obligations that would impact the FY22 budget because of contractual guarantees to book a certain number of hotel rooms. With around \$133,000.00 in Operating Funds, these are not existential threats to the conference, which is a tribute to the financial planning of previous members of the SEAC Executive Committee and committees involved in managing SEAC finances and accounts. In addition to drawing down Operating Fund reserves, the Board will have an option to use approximately \$24,000.00 from the Life Fund in the upcoming fiscal year, as Paul Welch discusses in his report from the SEAC Investment and Finance Committee. I expect that the SEAC Executive Committee and the Durham annual conference organizers will have an anxious year ahead of us. Your ongoing membership and support to the conference is important for coming out of this as a healthy conference that supports all of the initiatives the membership has asked it to take on.

Possible Budget Deficits in FY2021 and FY2022 Based on Outcomes of SEAC 2021 Annual Meeting

Budget Scenarios	Expected FY2021 SEAC Budget Deficit	FY2022 Impact to SEAC
Best Case: Durham conference held in 2021 with original attendance and fundraising targets	\$20k	Would expect Durham conference to return \$15K in FY22
Possible Case: Durham conference held in 2021 with attendance down 25% from original projections and low fundraising	\$27k	No money returned to SEAC in FY22 from Durham conference
Bad Case: Durham Conference held in 2021 with 50% attendance of original projections and zero fundraising	\$45k	Could see additional costs to SEAC in FY22 of \$10K or more related to guarantees about hotel bookings and food expenditures
Worst Case: SEAC unilaterally cancels conference. This is not a realistic option because of size of penalties stipulated in contract	\$150k+	
Durham conference delayed again: This would require renegotiation with the conference center and hotels, and it is hard to know what their negotiating position will be	If they give us the same terms they did in 2020, we would see a \$9K loss for SEAC in FY2021	If they give us the same terms they did in 2020, we would expect a \$20K loss in FY2022 assuming a best case conference scenario

Those that read the Balance Sheet regularly will notice a change in format from last year (2019) to this year (2020). The new categories were developed after consultation with David Fryer, CPA for SEAC and Paul Welch, Chair of the SEAC Investment and Finance Committee.

SEAC Memberships, 2009–2020

Membership Totals	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Life	145	149	152	148	153	155	160	165	168	169	170	174
Life Family	32	32	32	32	32	30	32	33	34	34	35	35
Regular	421	413	448	446	476	502	446	613	503	522	528	412
Student	157	191	224	203	194	208	237	255	166	196	201	91
Family	25	25	32	28	19	22	27	20	12	9	15	15
Institution	79	77	73	72	71	67	-	-	-	-	-	-
Complimentary	24	24	24	24	23	23	23	23	23	23	23	23
	883	911	985	953	968	1007	925*	1109	906	953	972	750

*Does not include Institutional Memberships for first time.

SEAC Treasurer's Annual Report for the Fiscal Year Ending October 31, 2020

	FY2020	FY2019	FY 20&19 Profit/Loss
ASSETS			
Operating Funds			
Bank of America Checking Account	\$ 76,263.28	\$ 80,794.66	\$ (4,531.38)
Bank of Moundville Checking Account	\$ -	\$ 1,166.29	\$ (1,166.29)
Vanguard LifeStrategy	\$ 57,047.79	\$ 44,612.35	\$ 12,435.44
TOTAL OPERATING FUNDS	\$ 133,311.07	\$ 126,573.30	\$ 6,737.77
Hudson Fund: Investment Assets with Donor Restrictions			
Hudson Award Earnings	\$ 2,865.37	\$ 2,346.84	\$ 518.53
Hudson Award Principal	\$ 20,000.00	\$ 20,000.00	\$ -
TOTAL HUDSON FUND ASSETS	\$ 22,865.37	\$ 22,346.84	\$ 518.53
Life Fund: Investment Assets with ByLaw Restrictions			
Vanguard Growth and Index Funds	\$ 258,451.15	\$ 274,968.14	\$ (16,516.99)
Vanguard Money Market Account	\$ 37,333.26	\$ 16,215.83	\$ 21,117.43
TOTAL LIFE FUND ASSETS	\$ 295,784.41	\$ 291,183.97	\$ 4,600.44
TOTAL ASSETS	\$ 451,960.85	\$ 440,104.11	\$ 11,856.74
ASSETS LISTED BY DONOR RESTRICTIONS			
Donor restricted	\$ 22,865.37	\$ 22,346.84	\$ 518.53
Not Donor Restricted	\$ 429,095.48	\$ 417,757.27	\$ 11,338.21
TOTAL ASSETS	\$ 451,960.85	\$ 440,104.11	\$ 11,856.74
REVENUES, GAINS, AND OTHER SUPPORT			
Dues			
SEAC Membership Dues 2019	\$ -	\$ 28,564.29	\$ (28,564.29)
SEAC Membership Dues 2020	\$ 20,389.37	\$ -	\$ 20,389.37
SEAC Membership Dues 2021	\$ 319.44	\$ -	\$ 319.44
SEAC Life Membership	\$ 1,911.90	\$ 2,569.59	\$ (657.69)
Taylor&Francis			\$ -
Royalties	\$ 1,136.21	\$ 1,225.63	\$ (89.42)
Editorial services credit	\$ 1,475.00	\$ 1,212.00	\$ 263.00
Publication Sales	\$ -	\$ 22.00	\$ (22.00)
Annual Meeting Revenue (Jackson in 2019)	\$ 7,279.97	\$ 16,660.58	\$ (9,380.61)
<i>Donation: SEAC General</i>	\$ -	\$ 25.00	\$ (25.00)
<i>Donation: Hudson</i>	\$ -	\$ 30.00	\$ (30.00)
Rebate	\$ 9.50	\$ -	\$ 9.50

TOTAL REVENUE	\$ 32,511.89	\$ 50,309.09	\$ (17,797.20)
----------------------	---------------------	---------------------	-----------------------

SEAC Treasurer's Annual Report for the Fiscal Year Ending October 31, 2021 (continued)

EXPENSES

Publications			
<i>Southeastern Archaeology - T&F*</i>	\$ 13,938.25	\$ 13,479.00	\$ 459.25
Copy Editing (D. Upton)	\$ 2,545.75	\$ 530.25	\$ 2,015.50
Awareness Campaign - Brochure	\$ 712.80	\$ 693.36	\$ 19.44
CPA Tax Filing	\$ 790.00	\$ 750.00	\$ 40.00
Corporate Filing Fee	\$ 40.00	\$ 20.00	\$ 20.00
Archiving	\$ -	\$ -	\$ -
Office Expenses	\$ -	\$ 146.05	\$ (146.05)
Website	\$ 517.50	\$ 427.50	\$ 90.00
Gateway - Authorize.net	\$ 498.40	\$ 305.00	\$ 193.40
Public Outreach Grant	\$ 2,000.00	\$ 2,000.00	\$ -
Harassment Awareness Campaign	\$ 299.58	\$ 2,198.13	\$ (1,898.55)
Native Affairs Speaker Fund	\$ 1,200.00	\$ 700.00	\$ 500.00
Postage (Student Prize)	\$ 581.02	\$ -	\$ 581.02
Insurance	\$ 513.00	\$ 513.00	\$ -
Sexual Harassment Working Group (Travel)	\$ 319.13	\$ 1,997.28	\$ (1,678.15)
SEAC Award Plaques/Dinners/Ford Marker 2019	\$ -	\$ 1,839.95	\$ (1,839.95)
Electronic Ballot	\$ 3,089.70	\$ 2,760.45	\$ 329.25
SEAC 2019 Meeting Startup and Expenses	\$ 1,369.00	\$ 2,000.00	\$ (631.00)
SEAC 2020/2021 Start-Up Durham	\$ 22,437.50	\$ 8,443.75	\$ 13,993.75
SEAC 2022 Startup Little Rock	\$ 2,000.00	\$ -	\$ 2,000.00
TOTAL EXPENSES	\$ 52,851.63	\$ 38,803.72	\$ 14,047.91
<i>Transfer to the Hudson Fund (to reach \$20k)</i>	\$ -	\$ 4,010.43	
NET REVENUE	\$ (20,339.74)	\$ 7,494.94	\$ (27,834.68)

SEAC's Bank of America Operating Fund Profit/Loss for FY2020 (Nov 1 2019 – Oct 31 2020)

	<u>Nov 2019 – Oct 2020</u>
Ordinary Income/Expense	
Income	
Annual Meeting Net Revenue	7,279.97
Dues	
Dues	
Family 2020	764.98
Life Membership 2020	1,911.90
Regular 2020	17,808.70
Regular 2021	319.44
Student 2020	1,815.69
Total Dues	<u>22,620.71</u>
Total Dues	22,620.71
Funds transfer	15,881.02
Rebate	9.50
Taylor&Francis	
Editorial refund	1,475.00
Royalties	1,136.21
Total Taylor&Francis	<u>2,611.21</u>
Total Income	<u>48,402.41</u>
Gross Profit	48,402.41
Expense	
Awards	
Native Affairs Speaker Fund	1,200.00
Student Book Prize	581.02
Total Awards	1,781.02
Ballot - online	3,089.70
Corporate Filing Fee	40.00
CPA Tax Filing	790.00
Grants Awarded	
Public Outreach	2,000.00
Sexual Harassment Awareness Cam	299.58
Total Grants Awarded	2,299.58
Insurance	513.00
Publications	
Awareness Campaign - Brochure	712.80
Copy Editing	2,545.75
Taylor & Francis	13,938.25
Total Publications	17,196.80
Reconciliation Discrepancies	97.58
SEAC Meeting expense	1,369.00
SEAC Startup Funds	
2021 Durham Statup Funds	5,550.00
2021 Durham/Convention Center	16,887.50
2022 Little Rock Startup Funds	2,000.00
Total SEAC Startup Funds	24,437.50
Travel Reimbursement	319.13
Website	
Gateway	498.40
Website - Other	517.50
Total Website	<u>1,015.90</u>
Total Expense	<u>52,949.21</u>
Net Ordinary Income	<u>-4,546.80</u>
Net Income	<u><u>-4,546.80</u></u>

Journal Editor's Report (Mary Beth Trubitt) SEAC 2020

Volume 39 (2020) of [Southeastern Archaeology](#) contained 14 articles, 2 reports, and 14 book reviews. The December issue is in production right now. The September cover illustration that I chose included some funerary items, and I apologize for my insensitivity. This prompted discussions about editorial policy between the editorial board and the Native American Affairs Committee that are continuing. It is a reminder that as archaeologists, we have to keep talking with members of descendant communities about all phases of the research we do.

Since November of 2019, there have been 21 manuscripts submitted to the journal as articles or reports. Of those, 7 have been accepted and published or are in production, 9 are being revised or are under review, and 5 have been rejected or withdrawn. SEAC negotiated and signed the renewal of our publishing contract with Taylor & Francis this year, increasing our journal to four issues a year with up to 320 pages. The submission and production process is conducted electronically through Editorial Manager and Central Article Tracking Service, and has worked smoothly across three continents despite this year's pandemic. It has been an especially difficult year for everyone, and I want to thank all the authors and reviewers who kept at it through everything. Thank you to the 53 people who have served as peer reviewers this year. The continued quality of our journal depends on the careful reading and constructive suggestions that these colleagues provide to authors. If interested in contributing to SEAC in this way, you can register or update your [Editorial Manager](#) record to include your research specialties.

Publication Report for 2020

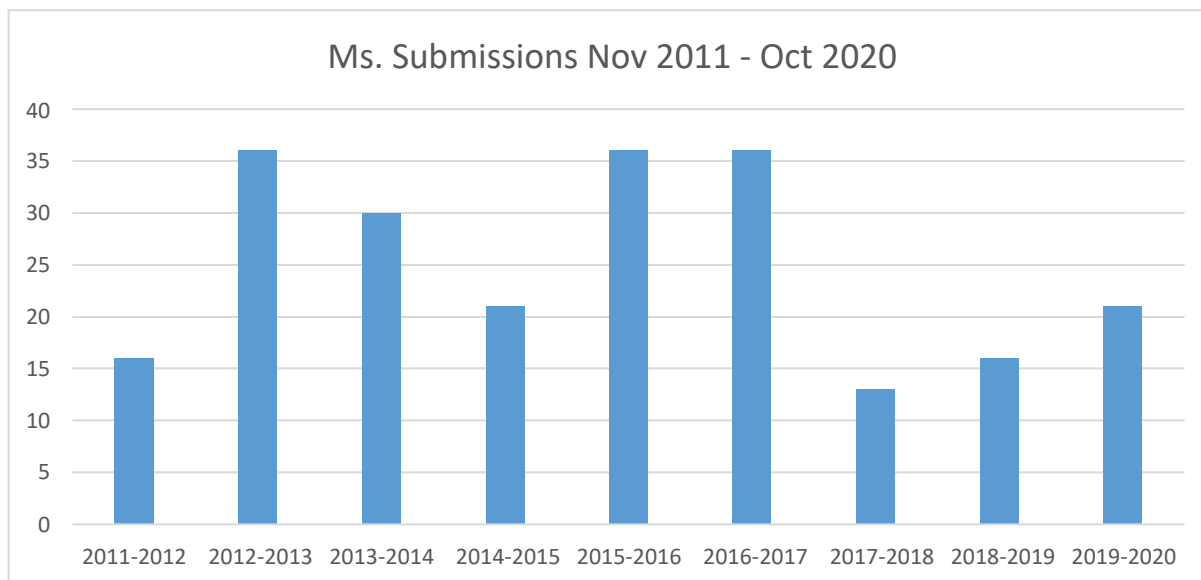
Volume and issue	# pages	# articles	# reports	# book reviews
39(1)	72	3	1	5
39(2)	80	4	0	3
39(3)	84	4	1	1
39(4)	84	3	0	5
Totals	320	14	2	14

I thank our copy editor, Deborah Upton, who has given careful reading to manuscripts this year. Thank you to associate editor Neill Wallis for serving as book review editor this year. He solicited and successfully marshalled 11 book reviews through the [Editorial Manager](#) system that have been (or will soon be) published online and in print. Thanks to associate editor Emily Beahm for successfully creating and distributing the April and October issues of [Horizon & Tradition](#) as newsletter editor.

Rob Beck has been taking over editorial duties and is responsible for the December issue of the journal, which will be published online and in print soon. This issue has a new feature—an article published with six comments by colleagues and a reply by the authors—that we hope will increase discussion and interaction. I

will point out that this idea came from a conversation we had with incoming editor-elect Lindsay Bloch. I think the journal will be in good hands with Rob and Lindsay.

Thank you to the SEAC membership for giving me this opportunity, and thank you to your new journal editor, Rob Beck, for taking it over from here.



Social Media Editor/Webmaster's Report (Megan Kassabaum) SEAC 2020

As in previous years, the SEAC website, MailChimp email campaigns, and Twitter have been primary methods for communication with our membership; this year, we have officially added Facebook to that list. In addition to the information and statistics reported below for each of these communication methods, I have worked to clean up and update the website's permanent pages, collaborated with the Treasurer to solve issues regarding the relationship between our membership portal and email list, worked with the President to coordinate virtual meetings for both the Board and the Business Meeting, and begun the process of creating a social media policy with a small ad hoc committee. I expect the latter project to be completed in the next few months.

Website Content

We have posted 54 announcements to the website since last October (up from 35 in 2019 and 21 in 2018). Job advertisements made up about 75% of all posts. This year, 42 job advertisements were placed on SEAC's website (up from 20 in 2019 and 12 in 2018); other announcements included SEAC and SAA announcements, resource alerts, scholarship postings, and calls for proposals. Just a reminder that if you have an announcement appropriate for distribution to SEAC members and supporters, you may email it to seac.webmaster@gmail.com. Posting announcements, including job advertisements, is a free service. We typically post to the main website, and then share the link to both Facebook and Twitter.

MailChimp

SEAC's contact list on MailChimp continues to hover around 2,000. This year, we transitioned to a paid account which allows that number to grow as we grow. We sent a total of 13 email campaigns this year ranging from new issue notices for the newsletter and journal to calls for nominations to information about SEAC's response to COVID-19 and issues of racial justice. This is up from 11 in 2019 and 10 in 2018. SEAC continues to have an open rate between 30% and 50% with an average of 37%, well above the 2019 mean for nonprofits of 23% (<https://mailchimp.com/resources/research/email-marketing-benchmarks/>). If you are not receiving emails but would like to, please let either the Social Media Editor or the Treasurer know so that we can investigate.

Twitter

The SEAC Twitter account @SEACArchaeology has 1,129 followers, up from 1,009 in 2019 and 905 in 2018. Over the course of the year, we have had 39.2K impressions with an average engagement rate of 1.25%. We have had 439 link clicks, 98 retweets, 72 likes, and 3 comments. This is the first time this data has been tabulated so there is no way to compare it to previous years, but I can say that in general, our engagement has gone up significantly during the pandemic.

Facebook

The SEAC Facebook account @SEACArchaeology has 1,732 followers and 1,665 likes. Over the course of the year, we have had 29.5K impressions. We have gained 379 and lost 51 followers since SEAC has officially taken over the page, which used to be run by the annual meeting organizers. Our followers are made up of 54% women and 44% men; in terms of age, they are 4% 18–24, 25% 25–34, 25% 35–44, 21% 45–54, 11% 55–64, and 12% over 65. Though most are from the U.S., they come from ten countries. This is the first time this data has been tabulated so there is no way to compare it to previous years, but our engagement on Facebook has not gone up as significantly as on Twitter during the pandemic.

—Respectfully submitted, Megan Kassabaum, October 15, 2020

SEAC 2021 Status Update (Durham, North Carolina) SEAC 2020

Current Members

Margaret Scarry, Heather Lapham, and Steve Davis

Activities in 2020

We began this year, 2020, moving forward with plans to hold the SEAC annual meeting in October. We opened a Bank of America account that is linked to SEAC so it can be passed on to future conference organizers; We met with archaeologists in the Chapel Hill-Durham-Raleigh area to talk about the meeting and establish collaborations with other organizations (Fort Bragg, North Carolina Department of Transportation, North Carolina State University, Office of State Archaeology, etc.); We formed a Program Committee (Dale Hutchinson [chair], Rosie Blewitt-Golsch, Steve Davis, and Joe Herbert), a Book Room Committee (Meredith Babb and Maureen Myers), a Thursday Night Reception Committee (Heather Lapham, Madelaine Azar, David Cranford, and Gabby Purcell), and a Friday Night Dance Committee (Mary Beth Fitts, Joe Herbert, and Shane Petersen); We identified Saturday afternoon tours to pottery studios in Seagrove (Linda Carnes-McNaughton) and historic cemeteries in Raleigh (Dru McGill); And, we talked about fundraising, themed symposia, and other special events that would create an exciting and enjoyable experience for all attendees. Then came the pandemic...

In May, the SEAC Executive Committee, in consultation with the conference organizing committee, decided to postpone this year's annual meeting due to safety concerns and general uncertainties caused by the COVID-19 pandemic. The next annual meeting will take place on October 24–27, 2021, in Durham, North Carolina. To re-secure the Durham Convention Center and four hotels ([Aloft Durham Downtown](#), [Durham Marriott City Center](#), [Residence Inn Durham](#), and [Durham Hotel](#)) we had to negotiate a Sunday—Thursday block of dates to avoid Duke University football games, which would have doubled the cost of hotel rooms (from \$169.00 to \$389.00 in some instances). All four hotels agreed to keep the room rates the same between the old (2020) and new (2021) contracts. The Durham Convention Center held our initial deposit of \$8,443.75 as a cancellation fee, which is the one financial loss SEAC incurred by postponing the 2020 annual meeting.

Plans for 2021

We will continue to monitor the COVID-19 pandemic closely, and reassess the situation in the new year. We certainly hope to be able to hold a safe, healthy, and in-person meeting come October 2021, and will gear up appropriately in its planning early next year.

Budget Requests

In February 2019, we paid a 25% down payment of \$8,443.75 to the Durham Convention Center followed by a \$16,887.50 payment (50% of contract minimum) on January 18, 2020. As mentioned, the initial down payment (\$8,443.75) was held by the convention center as a cancellation fee. As per the Payment Terms in our Addendum to Existing Contract with the convention center, we will have the following amounts due on the specified dates:

January 18, 2021: \$8,913.13

October 14, 2021: \$8,913.13 (25% of contract minimum) + final balance as reflected on Event Invoice

SEAC 2022 Status Update (Little Rock, Arkansas) SEAC 2020

Current Organizers

Emily Beahm, Jodi Barnes, Carl Drexler, Andrew Beaupre, Elizabeth Horton, Mel Zabecki, Jessica Kowalski, Michelle Rathgaber

Activities in 2020

We successfully rescheduled SEAC in Little Rock, Arkansas, from 2021 to 2022 with no penalty from either the [DoubleTree by Hilton Hotel Little Rock](#) or the [Robinson Center](#). The new dates will be November 9–12, 2022.

We have a checking account for SEAC 2022 with Regions Bank with a balance large enough so that it does not incur monthly fees thanks to a check from the SEAC Treasurer.

We are strongly considering the [Historic Arkansas Museum](#) in Little Rock for our Thursday night reception. We are looking into the possibility of having a public day on Friday, November 11, 2022, at the [Old State House Museum](#), adjacent to our conference hotel, where we would have select papers open to the public and demonstrations of public outreach activities.

Our Saturday field trips are tentatively set to be 1) a rock art tour on Petit Jean Mountain led by George Sabo, and 2) Little Rock Central High School National Historic Site tour.

Plans for 2021

This coming year, we will decide on catering, the Friday dance band, transportation, and program cover art, and we will make final decisions and arrangements for Saturday field trips.

Student Affairs Committee Report (Elizabeth Straub) SEAC 2020

Current Members

Elizabeth Straub (Co-Chair), Rob Barlow (Co-Chair), Caitlyn Burkes Antoniuk (Webmaster), Autumn Melby (Member-at-Large), Tara Skipton (Member-at-Large), Sarah Harken (Member-at-Large)

Committee Summary

Many of the SAC's usual activities were canceled due to the pandemic. However, we have used this opportunity to put together virtual activities designed to help students remain connected and productive. We also made the decision not to attempt to elect new committee members this year, as we believe that the pandemic will make recruiting new members difficult.

Activities Since Last Report

- Student Luncheon
 - Postponed due to the pandemic. All plans that were made for this year's meeting will be carried out next year.
- Weekly Productivity Meetings
 - All student members of SEAC are invited to join us via Zoom for a work session at 12:00PM (Eastern). These meetings have been occurring weekly since August 21, 2020.
 - Meetings help members stay on track with their work despite any changes to their usual routine due to the pandemic. Students can also request feedback from one another and the meeting can provide space for discussion as needed.
- Social Hour
 - We partnered with the Southeastern Archaeology Mentoring Network to organize a virtual social event, which took place on Zoom on Friday, October 23, 2020.
 - We hope that this will help students to feel connected to the SEAC community, even if they live outside of the southeastern United States.

Committee Membership

The committee decided not to elect new members this year. We rely heavily on the ability to recruit new committee members in person at the annual meeting. Since the SEAC annual meeting is not taking place in 2020, we thought that we would be able to fill the positions that should be available this year. The decision not to hold an election was unanimous, and all members agreed to serve for an additional year.

Southeastern Archaeology Mentoring Network Report (Lindsey Cochran, Jennifer Green, Autumn Melby, Rebecca Barzilai) SEAC 2020

Current Members

Lindsey Cochran, Jennifer Green, Autumn Melby, and Rebecca Barzilai

The Southeastern Archaeological Mentoring Network (SAMN) facilitates professional networks, strengthens resources, and provides guidance for student archaeologists. Developing mentoring strategies is a fundamental part of encouraging racial, ethnic, gender, ability, sexual, and religious diversity in archaeology.

A changing of the guard, so to speak, took place at last year's SAMN meet and greet. Lindsey Cochran (University of Georgia), Rebecca Barzilai (University of Illinois), and Autumn Melby (University of Pennsylvania) joined the driving committee, while Jennifer Green (University of Tennessee) continued in her leadership role. Autumn fills the role as the Student Affairs Committee (SAC) liaison to SAMN.

As with so much else this year, our outreach efforts were stymied by both our near-total change in leadership and, most prominently, the effects of COVID-19. While we realize that mentorship is critical during times of extreme uncertainty, we did not feel comfortable requesting faculty, postdocs, and senior graduate students to devote more time to SEAC mentorship duties while many faced difficult situations with family and friends falling ill, home-teaching for parents, financial uncertainty or stress, uncertain delays in academic/research timelines, and the list goes on.

However, now that we are all settled and comfortable in our new dystopic reality, we have planned multiple outreach events, albeit a bit different from past outreach by SAMN. On October 23, 2020, at 6:30PM EDT, SAMN and SAC hosted a Zoom social hour. We sought to create an environment where people need not feel so alone. After an initial meet-and-greet, we divided into groups of about six (e.g., scalar stress; Johnson 1982) to promote conversation and networking with a randomized sample of people. We repeated the randomization process 2–3 times, and if people were comfortable, they could provide contact information in the chat section for future conversations. We asked participants to try to keep conversations light, positive, and supportive, as everyone is undergoing major struggles and life changes right now.

The majority of the SAMN Board for the 2020–2021 year remains consistent, and we will take advantage of this consistency over the next year to build and expand the SAMN program through our new social hour program and more inclusive mentorship offerings. Jennifer Green will cycle off SAMN. Everyone needs mentorship right now, and we seek to expand our offerings to not only include students as mentees but early career professionals as well.

We request an additional member to join SAMN, specifically an academic faculty member or a senior CRM/museum/curation professional. Currently, Lindsey and Rebecca are in post-doctoral positions, while Autumn is a Ph.D. student. We feel that a more-senior member will help to round out the committee and provide a deeper insight for those engaged in academia which it seems that many in the network represent.

Native American Affairs Committee Report (Michael Fedoroff and Turner Hunt) SEAC 2020

Current Members

Michael Fedoroff (co-chair, USACE), Turner Hunt (co-chair, MCN), Brad Lieb, Kent Reilly, Adam King, Robbie Ethridge, Brett Riggs, Thomas Foster, Chris Judge, Erin Pritchard Dunsmore, Beau Carroll (EBCI)

Activities in 2020

- Reviewed, approved, and/or reimbursed one Native Affairs Speakers Fund (NASF) travel grant to Jan Simek (University of Tennessee) and the Chickasaw Nation of Oklahoma. Due to COVID-19 concerns in Tribal communities, the Speaker Fund activities were suspended for most of the reporting period. Reports of recent NASF activities have now been published in the SEAC newsletter and will be soon:
 - Kevin Pierce Wright and Choctaw Nation ([*Horizon & Tradition* 62\(1\):6–7](#))
 - Jan Simek and Chickasaw Nation
- Lieb stepped down as Chair of the Committee after six years of service to the organization. The committee thanks Lieb for his continued participation and assistance in transitioning the committee to different leadership. The SEAC Executive Committee added two Co-Chairs to the Native American Affairs Committee, Michael Fedoroff and Turner Hunt.
- NAAC engaged with the Executive Board to address concerns over the cover art of *Southeastern Archaeology* 39(3), and NAAC drafted several letters to Southeastern tribes addressing concerns over SEAC's editorial policy regarding the publication of images in order to facilitate a resolution to the policy issue.
- NAAC has activated a new email address that we would like to have listed on the SEAC website: seacnaalc@gmail.com
- (Also please note Mr. Fedoroff's name is spelled incorrectly [~~Federoff~~] on the SEAC webpage [*that misspelling has since been corrected*]).

Plans for 2021

- Work with the Task Force on Diversity and Equity on joint initiatives that benefit Indigenous communities.
- Establish and revamp committee vision statement and formalize processes and procedures.
- Work with the editorial board and SEAC Executive Committee to revamp address concerns regarding SEAC editorial policy regarding figures displaying funerary items in SEAC publications.
- Establish a collaboration workshop tailored specifically for students and young professionals working outside of CRM and NAGPRA issues. Talks are currently underway on how we may be able to deliver this virtually, and Mr. Fedoroff has asked the USACE Tribal Nations Technical Center of Expertise to co-sponsor the event to offset any potential speaker costs.
- Encourage session on collaborative archaeology that could result in a special thematic section of *Southeastern Archaeology*.
- Establish a quarterly conference call with federally recognized tribes.

Budget Requests

None at this time.

Concerns, Recommendations, Debates, Etc.

There are some issues regarding SEAC editorial policy that we think warrant discussion by the Executive Committee, and we recommend that the Executive Committee consider changing the name of the C.B. Moore Award and identifying a different trophy than a replica of a funerary object.

Is there anything else you want to say to the board?

Yes, COVID-19 has disproportionately impacted Native communities due to long-standing and flawed policies of the U.S. government. Please be understanding of this in your interactions with Tribal Historic Preservation Offices across Indian Country, and redouble your efforts to collaborate virtually when possible.

Nominations Committee Report (Amanda Regnier) SEAC 2020

Current Members

Amanda Regnier (chair), Tad Britt, Shawn Lambert

The Nominations Committee was tasked with finding nominees for the following positions: President-elect, Secretary-elect, Editor-elect, and Executive Officer II.

Because everything was shut down due to the pandemic all spring, the nominations process this year began in summer 2020. We received three nominations (two from members and one self-nomination) for Executive Officer II and were greatly aided by current President-elect Maureen Meyers, who did an excellent job recruiting candidates for President-elect (Kandace Hollenbach), Secretary-elect (Ramie Gougeon and Scott Hammerstedt), and Editor-elect (Lindsay Bloch) at the Jackson meeting in 2019. All candidates were contacted via email for candidate statements, although one of the nominated candidates did not provide a statement despite being contacted multiple times.

As was the case when I first served on the committee, the greatest challenge was finding someone to run for President-elect. This seems to be a problem every cycle, but this year, with the disruptions and stresses created by COVID-19, it was even more difficult to find a potential candidate who was willing to run for the office. After asking a number of candidates who declined, Nominations Committee chair Amanda Regnier decided to run for President-elect after discussions with President Levy and President-elect Meyers.

A new committee member, Erin Nelson, will be rotating on to the Nominations Committee this year, and Tad Britt will be committee chair for 2021.

Investment and Finance Committee Report (Paul Welch) SEAC 2020

Committee Members

Paul Welch (Chair), Lynne Sullivan, Al Goodyear, Kandace Hollenbach

Activities during Fiscal Year 2019–2020 (ending October 31, 2020)

The Life Fund balance at the end of October, 2020, was \$295,784.41. The balance at the end of last fiscal year was \$291,183.97. However, FY 2020 earnings in the Life Fund were substantially higher than the \$4,600.44 difference between these two figures. In accordance with the Bylaws, the Board authorized transfer of part of the FY 2019 earnings from the Life Fund to Operating during FY 2020. The total transferred during FY 2020 was \$26,000.00. The first \$16,000.00 was transferred in January, 2020, to help the 2020 Annual Meeting organizers make a deposit for facilities use. A further \$10,000.00 was transferred in September, to “cash in” more of the unusually large earnings from the 2019 fiscal year. Adding these transferred amounts to the \$4,600.44 difference between year-end totals indicates a net increase of \$24,600.44. The Treasurer received new payment of Life dues during the fiscal year, but the payment was not credited to the Vanguard Life Fund account until early November, so it is not included in the numbers reported above. Therefore, the net Life Fund earnings during FY 2020 were \$24,600.44, an 8.3% increase from the end of FY 2019. This is the maximum amount the Board may withdraw from the Life Fund during FY 2021.

In August this year, the Investment and Finance Committee felt that the stock market was significantly overvalued, and that there was an increasing likelihood of a significant “correction” or crash. The reasons for this opinion were that the stock market was at record height at a time when the COVID-19 pandemic is getting worse, more economic stimulus had little to no chance of passing Congress until/unless the Democrats take over the Senate, there was considerable political uncertainty for what would happen in November, and the stock market had unsustainably high price/earnings ratio . In simple terms, the market was entering “bubble” territory.

We recommended to the Board, and the Board approved, that up to 10–11% (roughly \$30,000.00) of the Life Fund investments be moved to the essentially risk-free money market account. This money market account is not a transfer out of the Life Fund, but a shift within the Life Fund. The money-market account is part of the Life Fund, but normally we do not keep much money there because, although it has almost no risk, it earns almost no interest. In early September, \$10,000.00 was transferred. In early October the stock market rose even further, despite all the risk factors named above getting worse. In light of this, another \$10,000.00 was transferred on October 12.

31/Oct/2020	Fund Totals	Current % of Investments	Allocation Target
Index 500	\$97,584.38	37.8%	40%
Small Cap Index	\$19,094.10	7.4%	8%
Intl Growth	\$19,416.43	7.5%	8%
Health Care	\$12,144.59	4.7%	5%
REIT Index	\$9,329.81	3.6%	4%
Long-term Bond Index	\$100,881.84	39.0%	35%
Total investments	\$258,451.15	100.00%	100.00%
Money Market	\$37,333.26		
Life Fund balance	\$295,784.41		

Vanguard Accounts That are not Part of the Life Fund

A portion (\$57,047.79 at the end of Friday, October 30, 2020) of Operating Fund money is held in the Vanguard LifeStrategy Income mutual fund. This is not Life Fund money, and will be reported as Operating money by the Treasurer.

The Hudson Fund, a donor-restricted fund, is held in the Vanguard LifeStrategy Moderate Growth mutual fund. In late October, \$800.00 was withdrawn from the Hudson Fund and sent to the Treasurer to make the first Charles Hudson Award. The balance in this account was \$22,865.37 at the end of October 2020.

Task Force on Sexual Harassment and Assault Report (Robbie Ethridge) SEAC 2020

Current Members

Robbie Ethridge (chair), Jera Davis, Michael Fedoroff, Gayle Fritz, Vanessa Hanvey, Meredith D. Hardy, Patrick Johnson, Scot Keith, Shawn Lambert, Jesse Nowak, Chris Rodning

I. Activities in 2020

Note: The cancellation of the 2020 SEAC annual meeting due to COVID-19 pushed most of the tasks we had agreed to complete for the 2020 meetings to the 2021 meetings.

1. Continuation of the Task Force. The Task Force serves at the pleasure of the SEAC President and does not need annual renewals. The Task Force continues until dissolved by the SEAC President.
2. Task Force members. The 2019 members agreed to serve through the 2020-2021 term. The current members are: Robbie Ethridge (chair), Vanessa Hanvey, Jesse Nowak, Chris Rodning, Gayle Fritz, Jera Davis, Scot Keith, Patrick Johnson, Michael Fedoroff, Meredith D. Hardy, and Shawn Lambert.
3. Proposed Grievance Procedure. In early May 2019, the Executive Committee discussed and voted via email on the proposed grievance procedure and unanimously (with one abstain) agreed to NOT pursue a grievance procedure. The Executive Committee's concerns were liability, the investigative procedure, anonymity and confidentiality, and volunteer workload. After a lengthy discussion of this at the 2019 Executive Committee meeting, the Executive Committee agreed that, while they cannot approve the proposed grievance procedure as it is currently formulated, the Task Force can move forward with having the proposed procedure vetted by legal counsel. The Executive Committee agreed to pay these expenses if the Task Force could not retain pro bono legal services. Robbie Ethridge, chair of the Task Force, planned to begin consulting legal firms Spring 2020, but when the COVID-19 pandemic broke out, she paused those efforts. This task will be rolled into Task Force activities planned for 2021 (see below, item II.3).
4. Amendment to change SEAC Articles of Incorporation and Bylaws to include a Sexual Harassment and Assault Response and Prevention Coordinator (SHARP Coordinator) to the Executive Committee and a SHARP Standing Committee. In 2019, we recommend that SEAC institutionalize efforts to prevent and mitigate sexual harassment and assault. To that end, we recommended that the SEAC president appoint a standing committee and that the chair of this committee hold a voting, executive position on the Executive Committee. The Executive Committee agreed to this recommendation and subsequently charged the SEAC Task Force with, according to the minutes of that meeting, "writing a description of the responsibilities of a proposed new board member for developing SEAC responses to problems of sexual harassment and assault, with the expectation of proposing relevant changes to the [SEAC Articles of Incorporation and Bylaws](#)." The Task Force submitted the proposed amendments to the Executive Committee on September 14, 2020, and given the scope of this work, we included in this amendment the implementation of a SHARP standing committee (SHARP Committee), as well (see Appendix A). The Executive Committee affirmed the amendment and then submitted it to vote by the SEAC membership from October 2 through October 25, 2020. We await those results [*the amendments were approved in the SEAC 2020 annual election, after this report was circulated*]. If the amendment passes, a SHARP Coordinator will be elected in the 2021 election cycle, the Executive Committee will then form the

standing committee, and the Task Force will be dissolved (see Items II.1 and II.2, below).

5. Review the Register of Professional Archaeologists (RPA) new membership guidelines and grievance procedures. In 2020, the RPA broadened their membership qualifications. President Janet Levy asked that the Task Force review this new RPA policy and determine whether or not it would be feasible for SEAC to hand over sexual harassment and assault grievances to RPA. Ethridge has agreed to contact the RPA and, although she has not yet contacted them, she will do so and report to the Executive Committee during the November 2020 virtual meetings.

6. Piloted a Meetings Code of Conduct. At the 2019 annual conference, a Task Force sub-committee (Chris Rodning, Patrick Johnson, and Jera Davis) piloted a proposed Meetings Code of Conduct at the 2019 meetings (see 2019 Task Force report, Appendix A: SEAC Annual Meeting Code of Conduct for 2019 [pilot]). We understood this to be a proposed meetings code of conduct that was subject to revisions after we received feedback from the 2019 pilot. We also recommended that SEAC adopt a Meetings Code of Conduct as a permanent code for the annual meetings. We had hoped to have a final Meetings Code of Conduct ready to submit to the Executive Committee in time for the 2020 meetings, but when the meetings were postponed due to COVID-19, we paused these efforts. We will resume them for the 2021 meetings (see Item II.4, below).

7. Piloted the SEAC Safe Officer Program. In 2019, a Task Force sub-committee (Jesse Nowak, Shawn Lambert, Patrick Johnson, and Jera Davis) piloted a SEAC Safe Officer Program for the 2019 meetings. For this pilot, the subcommittee drew six volunteers from the Task Force to serve as Safe Officers and submitted information about the program along with the names and contact information of the Safe Officers for inclusion in the 2019 conference program (see 2019 Task Force report, Appendix B: 2019 SEAC Safe Officer Program [pilot]). They also had this information posted on the SEAC website. Prior to the meetings, the subcommittee also made t-shirts for the Safe Officers to wear when on duty and five posters to place around the conference hotel. Robbie Ethridge, one of the Safe Officers, attempted to undergo professional advocacy training before the meetings, but she had difficulty finding local professional training available. She then gathered information on-line about advocacy which she collated into a Safe Officer training manual. She also provided a notebook with forms for recording any reported incidences of sexual harassment and assault during the conference. All of the Safe Officers then underwent a two-hour training on the Wednesday afternoon of the conference, led by Ethridge. Safe Officers were to take in reports of sexual harassment and assault and to act as advocates for complainants. All agreed that the Safe Officers needed better, professional training, if possible. (For associated expenses, see the 2019 Task Force report, Appendix C: Task Force Budget for the 2019 Task Force expenses.)

The subcommittee assigned one or more Safe Officers to all SEAC activities over the full four days of the conference as well as stationing at least one Safe Officer at the registration desk whenever registration was open. The Safe Officers wore bright, red t-shirts whenever possible, thus designating them as a “safe” person with whom a complainant could speak. At least one Safe Officer was on-call 24 hours/day. No complaints were filed during the conference, and two complaints were filed after the conference. No mitigation was necessary for the two complaints. However, throughout the four days of the conference, attendees often remarked to Safe Officers how important their presence was at the meetings. The Task Force assessed that our mere presence served as continual reminders that sexual harassment and assault is not tolerated at SEAC and indeed mitigated and perhaps even prevented such behavior. Although we have not conducted a formal survey to confirm these impressions, the Task Force concludes that the pilot program was successful and recommends SEAC approve the program for the 2021 meetings (see

Item II.6, below).

8. Institute the SEAC Safe Officer program. In 2019, we recommended that in 2020 SEAC institutionalize the SEAC Safe Officer program. However, after proposing the SHARP Coordinator and Committee amendment, we decided that, if the amendment passes, the SHARP Coordinator and Committee would be the appropriate body to make decisions about the SEAC Safe Office program. The Task Force dropped this recommendation.

9. Piloted two workshops on mitigating and preventing sexual harassment and assault. For the 2019 annual meeting, a Task Force sub-committee (Shawn Lambert, Vanessa Hanvey, Jesse Nowak) and Carol Colaninno-Meeks, with whom the Task Force is consulting on an NSF- sponsored project on field school codes of conduct, organized two workshops. The workshops were, “What Can I Do to Prevent Sexual Harassment and Assault from Occurring at My Field School? A Workshop for Field School Directors and Graduate Assistants,” and “Student Workshop: What to Know about Sexual Harassment and Assault as I Prepare for Field School?” The workshops were on Friday, 10:00AM–12:00PM, and 1:00PM–2:00PM, respectively. In addition, Mississippi State University (MSU), at the request of Shawn Lambert, paid the travel costs for the MSU Title IX officer to attend the workshops. The Task Force provided light refreshment for attendees at SEAC expense, and we thank SEAC for these funds. (For associated expenses, see the 2019 Task Force report, Appendix C: Task Force Budget for the 2019 Task Force expenses.)

The number of attendees at both workshops were lower than expected (less than 10 for each workshop). Even so, the discussions and information exchanged was valuable and important, and the student workshop, in particular, was quite useful for the students who attended. As you will see, the Task Force recommends that we assess, continue, and enhance these efforts for the 2021 meetings.

10. Institute SEAC workshops on preventing and mitigating sexual harassment and assault. In 2019, we recommend that, in 2020, SEAC institutionalize workshops on preventing and mitigating sexual harassment and assault. However, after proposing the SHARP Coordinator and Committee amendment, we decided that, if the amendment passes, the SHARP Coordinator and Committee would be the appropriate body to make decisions about any such future workshops. The Task Force dropped this recommendation.

11. Inter-Societies Summit response. In 2019, we recommended that in the upcoming year SEAC respond to any recommendations that may come from the 2019 Inter-Societies Summit in Washington, DC, which President-elect Maureen Meyers attended as a representative of SEAAC. To our knowledge, recommendations from this summit have not yet been issued. We stand ready to respond if, and when, recommendations are issued.

12. Revised Suggested Outline for a Fieldwork Code of Conduct and Agreement Form. In 2019 a Task Force subcommittee (Gayle Fritz and Meredith Hardy) revised the 2018 suggested Fieldwork Code of Conduct. In addition, the sub-committee submitted a suggested template for use as an “Archaeological Field School Agreement” that students and staff would sign agreeing to abide by certain codes of behavior and comportment while in field school. These were posted on the Task Force webpage, supplanting the 2018 suggested fieldwork code. Please note that both of these documents are a *suggested* code and agreement form for any field director to modify as they see fit. Neither is binding to SEAC.

13. Collaborated on NSF proposed project. In June 2019, the Task Force agreed to collaborate with Carol Colaninno-Meeks, from Southern Illinois University in Edwardsville, and her team on a proposed three-phase NSF project, “Evidence-Based Transformation of Undergraduate Field Schools to Promote Safety and Inclusivity among Southeastern Archaeology.” We note that Task Force member, Shawn Lambert, is on this team. The role of the Task Force as stipulated in the proposal (p. 12) is to work with their team to disseminate their findings and “to work with the archaeological community through webinars, SEAC conference workshops, and other innovative means to successfully generate a transformation in the ways in which field directors structure their field schools.” In consequence, Colaninno-Meeks joined the Task Force subcommittee organizing the 2019 workshops (see item I.9 above).

NSF funded the project in January 2020, and the Colaninno-Meeks’s team began Phase 1, collecting information from field directors about their field school protocols for mitigating and preventing sexual harassment and assault. She asked the Task Force to post information on the SEAC Sexual Harassment and Assault page as it became available. Needless to say, the COVID- 19 pandemic and subsequent shut-down of field schools have impacted this project, and the information is not yet ready for dissemination. We stand ready to assist as needed and await further information from Colaninno-Meeks (see Item II.9, below).

14. Revised and printed more brochures. In 2019, President Janet Levy approved a request from the Task Force for funds to revise and reprint welcome-packet brochures with information on mitigating and preventing sexual harassment and assault. A Task Force subcommittee (Robbie Ethridge and Scot Keith) accomplished this task. New South Associates, with whom Keith works, graciously donated, for the second year, the time of their graphic artist to make these revisions. We had the brochures printed and included in the welcome packets for the 2019 meetings. (For associated expenses, see the 2019 Task Force report, Appendix C: Task Force Budget for the 2019 Task Force expenses.)
15. Posters. In 2019, Robbie Ethridge asked President Levy if SEAC would provide funds for printing over-size posters with information about the SEAC Safe Officers to place around the hotel at the 2019 meetings. Levy agreed, and Ethridge had five posters made. (For associated expenses, see the 2019 Task Force report, Appendix C: Task Force Budget for an account of the 2019 Task Force expenses.) The Task Force placed these posters around the entire conference space in conspicuous locations. Afterwards, Ethridge collected them for safe keeping and for use in 2020. With the 2020 meeting cancelled, the Task Force can use these posters for the 2021 Safe Officer Program, if approved by the Executive Committee.

II. Plans for 2021

1. Elect a Sexual Harassment and Assault Response and Prevention (SHARP) Coordinator to the Executive Committee and form a SHARP Standing Committee. If the membership votes for the proposed amendment (see Item I.4, above and Appendix A), the SEAC nominating committee will collect a roster of candidates to run for SHARP Coordinator in the Fall 2021 election cycle. The new SHARP Coordinator will take office after the conclusion of the Business Meeting in Fall 2021; and they will serve a two-year term (Fall 2021-Fall 2023). After the election of the first SHARP Coordinator and the Executive Committee will confirm the SHARP standing committee and determine the size of the committee and the terms of the committee members.
2. Future of SEAC Task Force on Sexual Harassment and Assault. If the proposed amendment is

passed by SEAC (see Item I.4, above), and the implementation of the SHARP Coordinator is completed at the close of the Fall 2021 business meeting (see item II.1, above), we recommend that the SEAC President dissolve the SEAC Task Force on Sexual Harassment and Assault at the conclusion of the Business Meeting in Fall 2021. If the amendment is not passed, we recommend that the Executive Committee guide the Task Force in regard to its duties for the 2021-2022 year.

3. Grievance Procedure. In Fall 2019, the Executive Committee approved the Task Force, in 2020, to seek legal advice on SEAC's proposed grievance procedure (see Item I.3 above). They also agreed to pay for these services if needed. This task became difficult with the pandemic shutdowns and we recommend that SEAC push this endeavor to the 2021 year. If SEAC agrees, then Ethridge will take the lead on this, obtain estimates, and then consult with an attorney (see Budget Requests below).
4. Code of Conduct for SEAC Annual Meetings. In 2019, a Task Force subcommittee (Jera Davis, Patrick Johnson, Chris Rodning) piloted a meetings code of conduct at the 2019 meetings (see Item 1.6, above). This year, we recommend that SEAC approve the Task Force to: a) review and revise (if needed) the pilot code of conduct; b) review SAAs meetings code of conduct and their meetings grievance procedure and, if deemed appropriate, report to the Task Force if we should consider adopting any of SAAs code or procedure; and c) work with the SEAC 2021 organizers to put a "button" on the website where registrants will have to have read and agree to abide by the SEAC Meetings Code of Conduct before they can register for the meetings.
5. Review Suggested Code of Conduct for Field Schools and Field Projects. We recommend that SEAC approve the Task Force to review and revise the suggested Code of Conduct for Field Schools and Field Projects and the template posted online, if needed.
6. SEAC Safe Officer Program for 2021. We recommend that SEAC approve the Task Force to review last year's piloted SEAC Safe Officer Program (see Item I.7, above), and to prepare a Safe Officer program for the 2021 meetings. We also note that there may be an additional expense for the 2021 program because we will need to consult with a professional on how to intervene in sexual harassment and assault accusations (see Budget Request below).
7. Workshops on mitigating and preventing sexual harassment and assault. We recommend that SEAC approve the Task Force to: a) review last year's workshops and determine what worked and what did not work (see Item 1.9, above); b) determine whether or not to organize workshops for 2021; c) if we decide to organize 2021 workshops, to please do so.
8. Brochures for welcome packets. We recommend that SEAC approve expenses for the Task Force to review and update the welcome-packet brochures (see Budget Requests below) for the 2021 meetings.
9. Collaborate on NSF project. In June 2019, the Task Force agreed to collaborate with Carol Colaninno-Meeks, from Southern Illinois University in Edwardsville, and her team on a proposed three-phase NSF project, "Evidence-based Transformation of Undergraduate Field Schools to Promote Safety and Inclusivity among Southeastern Archaeology" (see Item 1.13, above, [NSF #1937392](#)). We note that Task Force member, Shawn Lambert, is on this team. The role of the Task Force as stipulated in the proposal (p. 12) is to work with their team to disseminate their findings

and “to work with the archaeological community through webinars, SEAC conference workshops, and other innovative means to successfully generate a transformation in the ways in which field directors structure their field schools.” NSF funded the project in January 2020, and the Colaninno-Meeks team has begun Phase 1, collecting information from field directors about their field school protocols to mitigate and prevent sexual harassment and assault. We stand ready to assist as needed and await further information from Colaninno-Meeks.

III. Budget Requests

The Task Force had no new budget requests for the 2019–2020 year. For the upcoming year, if the recommendations above are accepted by the Executive Committee, the Task Force requests the estimated funds below:

Item	Unit Cost	Quantity	Subtotal	Total
T-shirts for SEAC Safe Office Program	\$15.50	10	\$155.00	\$155.51
Brochures for welcome packets	\$1.30	550	\$660.00	\$660.00
Legal consultation on grievance procedure	\$500/hr (est.)	2 hrs	\$1000.00	\$1,000.00
<u>Safe Office consultation/training fee</u>	<u>\$150/hr (est.)</u>	<u>2 hrs</u>	<u>\$300.00</u>	<u>\$300.00</u>
TOTAL				\$2,115.51

IV. Concerns, recommendations, debates, etc.

Should the SHARP Coordinator and Committee amendment fail, the Task Force would like to consult with the Executive Committee during the 2020 virtual Executive Committee meeting on what the Task Force’s next steps should be.

V. Do you want to be on the agenda for the Executive Committee meeting?

Yes, Robbie Ethridge would like to attend the Executive Committee meeting.

VI. Is there anything else you want to say to the Executive Committee?

The Task Force thanks SEAC and the Executive Committee for their support of our efforts and their unwavering interest in mitigating and preventing sexual harassment and assault.

Appendix A: Proposed changes to SEAC Articles of Incorporation and Bylaws, submitted for vote by the SEAC membership October 2–25, 2020

The Executive Committee of SEAC proposes the following changes to the [SEAC Articles of Incorporation and Bylaws](#) in order to create a new Executive Committee position of Sexual Harassment and Assault Response and Prevention (SHARP) Coordinator and a Sexual Harassment and Assault Response and Prevention (SHARP) Standing Committee.

(Note: yellow highlights = pertinent edits)

ARTICLES OF INCORPORATION

ARTICLE VI - OFFICERS

Section 1. The elected officers of the Conference shall consist of a President, a President-elect, a Secretary, a Treasurer, a Journal Editor, a Social Media Editor, a Sexual Harassment and Assault Response and Prevention Coordinator, and two Executive Officers and (in such years as the offices are filled) a Secretary-elect, a Treasurer-elect, a Journal Editor-elect, a Sexual Harassment and Assault Response and Prevention Coordinator-elect, and a Social Media Editor-elect. These officers will constitute the Executive Committee.

ARTICLE VIII – COMMITTEES

Section 2. Standing committees of the Conference shall include, but shall not be limited to, the Nominations Committee; the Investment and Finance Committee; the Student Affairs Committee; the Native American Affairs Committee; the Sexual Harassment and Assault Response and Prevention Committee; and committees for awards given by the Conference, including the Public Outreach Award, the Lifetime Achievement Award, the C.B. Moore Award, and the Student Paper Prize.

BYLAWS

ARTICLE III – ORGANIZATION

Section 1. The elected officers of the Conference shall consist of a President, a President-elect, a Secretary, a Treasurer, a Journal Editor, a Social Media Editor, a Sexual Harassment and Assault Response and Prevention (SHARP) Coordinator, a SHARP Coordinator-elect, and two Executive Officers and (in such years as the offices are filled) a Secretary-elect, a Treasurer-elect, a Journal Editor-elect, and a Social Media Editor-elect.

Section 3. The President-elect and the Journal Editor-elect shall be elected for a two-year term, at the conclusion of which the President-elect will succeed to the Presidency to serve a two-year term and the Journal Editor-elect will succeed to the Journal Editor to serve a two-year

term. The Secretary-elect, the Treasurer-elect, and the Social Media Editor-elect shall be elected in that order in succeeding years for a one-year term at the conclusion of which they shall succeed to the offices of Secretary, Treasurer, and Social Media Editor, respectively, to serve a three-year term. The Sexual Harassment and Assault Response and Prevention Coordinator-elect shall be elected for a two-year term at the conclusion of which they shall succeed to the office of Sexual Harassment and Assault Response and Prevention Coordinator for a two-year term. The other two members of the Executive Committee shall be elected, one each year, for a term of two years.

Section 6. In the event of the absence, death, resignation, or incapacity of the President, Secretary, Treasurer, Journal Editor, Social Media Editor, or Sexual Harassment and Assault Response and Prevention Coordinator, the duties of the office shall be assumed by the appropriate officer-elect if such position of officer-elect is filled at the time. In the event of a vacancy in any office, where no other officer is empowered to assume the duties of the office, the Executive Committee shall have the power to make an interim appointment to the office. The office shall then be filled during the next regular election in the manner described in Article II, Section 3 of the Bylaws.

ARTICLE IV - DUTIES OF THE OFFICERS

Section 7. Sexual Harassment and Assault Response and Prevention Coordinator. The Sexual Harassment and Assault Response and Prevention Coordinator (SHARP Coordinator) shall be responsible for coordinating and implementing all SEAC initiatives, actions, or oversight deemed appropriate by the Executive Committee regarding the prevention, mitigation, and response to sexual harassment and assault. The SHARP Coordinator shall chair the Sexual Harassment and Assault Response and Prevention standing committee. The SHARP Coordinator shall undertake, at SEAC expense, any training program deemed appropriate by the Executive Committee. The SHARP Coordinator shall render an annual report to the Executive Committee which, upon approval, shall be presented at the Annual Business Meeting and included in the published minutes. All expenses relating to SHARP initiatives shall be approved by the Executive Board before expenditures are made and certified to the Treasurer by the SHARP Coordinator after payment is made. The actions of the SHARP Coordinator in exercising the duties of the office shall be subject to review and approval of the President and the Executive Committee.

Section 8. The Executive Officers shall serve as at large representatives of the membership and serve on committees at the President's discretion.

Section 9. The elected officers of the Conference shall perform such other duties not inconsistent herewith as are required of them by the Executive Committee.

Section 10. Executive Committee—The Executive Committee is empowered to make investments of the Conference's resources, consistent with the purposes of the Conference. The Executive Committee may hold Special Meetings at the call of the President. Special meetings of the Executive Committee shall be called by the President at any time upon written demand of at least three members of the Committee. A quorum of the Executive Committee shall consist of a majority of its membership. Questions shall be decided by the Executive Committee by a majority of the votes cast at any meeting or by mail or electronic ballot. In the case of a tie vote the decision of the President shall be final. The President may, on his/her own initiative, or shall at the written request of any member of the Executive Committee, ask the Committee to vote on specific questions by mail or electronic ballot. The distribution of ballots shall be arranged by the Secretary who shall specify on the ballots the date on or before which they are to be returned electronically or placed in the mail for return to the Secretary. This date shall be not less than

fifteen days or more than thirty days from the date they were distributed. Reports of officers, representatives, delegates, committees, and agents shall be approved by the Executive Committee. At the discretion of the Executive Committee these reports may be presented in full or brief form at the Annual Business Meeting. The Executive Committee shall act upon the budget provided by the Treasurer. A budget shall be submitted by the Executive Committee to the Annual Business Meeting for approval.

Task Force on Diversity and Equity (Jayur Mehta and LeeAnne Wendt) SEAC 2020**Current Members**

Jayur Mehta, LeeAnne Wendt

Jayur Mehta (Assistant Professor at Florida State University) and LeeAnne Wendt (Tribal Archaeologist for the Muscogee Creek Nation of Oklahoma) have agreed to lead a Diversity and Inclusion Task Force (formal name not yet determined) for SEAC. At present, they are seeking committee members for the task force and are accepting applications until December 1, 2020 (see [Horizon & Tradition](#) 62(2):3–5 for more information). Please express interest in the task force by contacting us via email at seacdiversevoices@gmail.com. Once the task force has been constituted, its members will aim to identify and work towards goals related to diversity, equity, and inclusivity within SEAC.

Public Outreach Grant Committee Report (Alice Wright) SEAC 2020

Current Members

Alice Wright (chair), Jodi Barnes, Carol Colaninno-Meeks, Sarah Miller, Ben Steere

On behalf of the Southeastern Archaeological Conference, the Public Outreach Grant Committee coordinates an annual grant competition for awards of up to \$2,000.00 to promote public awareness of archaeology in the Southeast. The committee (Alice Wright, chair; Ben Steere; Sarah Miller; Carol Colaninno-Meeks; and Jodi Barnes) received two applications for the 2020 cycle, and we were pleased to award the 2020 SEAC Public Outreach Grant to Dr. Megan Kassabaum, for her project, "From Classroom to Museum and Back Again: Education Outreach in Wilkinson County, Mississippi."

Dr. Kassabaum's project builds on her long-standing collaboration with community members in Wilkinson County, Mississippi, to promote public engagement with the history of Native American moundbuilding populations in the Lower Mississippi Valley. She proposes to extend the reach and impact of a museum exhibit she co-created at the Wilkinson County Museum in 2019 by developing and implementing targeted educational outreach with the local school systems. This will involve (1) bringing all fourth-grade students in the two local school systems to the exhibit and to local archaeological sites; and (2) providing their teachers with resources to teach a pre-visit lesson that offers background on archaeology and Native American history and a post-visit lesson that emphasizes the continued presence of Native people in the region.

Unfortunately, the COVID-19 pandemic precluded the completion of this project over the summer and fall, but we are assured that the work will go forward when the public health situation improves. We congratulate Dr. Kassabaum on her laudable efforts. Alice would also like to thank the committee for their hard work and to thank Sarah Miller for agreeing to assume the chairship of this committee beginning in 2021 cycle. As a reminder, this year's proposal deadline is December 1, 2020, and guidelines are available on the SEAC website

(<https://www.southeasternarchaeology.org/grantsawards/grants/requirements/>).

Patty Jo Watson Award Committee Report (Natalie Mueller) SEAC 2020

Current Members

Natalie Mueller (chair), Casey Barrier, S. Margaret (Maggie) Spivey

The 2020 Patty Jo Watson Award committee consisted of Natalie Mueller (chair this year), Casey Barrier, and S. Margaret (Maggie) Spivey. We reviewed all of the papers in the 2019 issues of [Southeastern Archaeology](#), plus two outside nominees. We have unanimously agreed that one of these outside nominees deserves to win the award this year: “Talking Stones: Cherokee Syllabary in Manitou Cave, Alabama,” by Beau Duke Carroll, Alan Cressler, Tom Belt, Julie Reed, and Jan F. Simek, published in [Antiquity 93\(368\):517–534](#) in 2019.

This paper was nominated by David Anderson, who wrote of it, “The paper is authored by a multidisciplinary team led by Beau Carroll, an enrolled member of the Eastern Band of Cherokee Indians working in their Tribal Historic Preservation Office. This paper is a summary and expansion of his M.A. thesis [at the University of Tennessee], ‘Talking Stone: Cherokee Syllabary Inscriptions in Dark Zone Caves.’ The paper is a remarkable study showing how Manitou Cave was regarded by early nineteenth-century Cherokee as a spiritually potent place where wall embellishment, including both images and texts, were actively linked to ritual and cosmological matters. A second important aspect of the paper is the convincing demonstration that collaboration between archaeologists, historians, and Native Cherokee scholars provided ‘a much richer understanding of the cave their meaning and historic context in terms of Cherokee memory and experiences’ (p. 534). Manitou Cave’s inscriptions include the name Richard Guess, thought to be one of Sequoyah’s sons. More importantly, his name was likely there because he was a participant in if not leader of ceremonies that were occurring in the cave. Some of the syllabary on the cave walls appears to refer to spiritual beings, or ‘Old Ones’ living in or behind the walls, while other writing refers to ceremonies likely related to a stickball contest. The cave was thus a powerful place where participants ritually isolated, prepared, and purified themselves. The paper offers an interpretation not only on how the Cherokee who wrote the texts were using the cave, but also a method for better understanding how native peoples may have used them in much earlier times. The work demonstrates the kind of positive accomplishments that can come from collaborations between archaeologists, historians, photographers, and Native peoples.”

We fully agree with this endorsement. We evaluated the papers based on their use of archaeological theory to link data to a convincing interpretation, excellence of writing, contribution to solving a problem of broad significance, be it academic or applied, and engagement with descendent communities and other stakeholders. Maggie wrote, “This paper is inherently compelling. Interdisciplinary, Indigenous-led, and simply interesting,” while Casey thought that this paper “not only presents interesting information on syllabary, but also links briefly to larger ideas about caves as ritual spaces. Sensitivity is shown to present information while not revealing secret and sacred ritual texts, which provides a method for how researchers go about this in the future. The collaboration between Indigenous and non-indigenous scholars is rewarding and an excellent contribution.” I found this paper to be a fascinating and novel read, poignantly offering insight into Cherokee ritual practice during a time of crisis, while also providing insights into how caves may have been used and imagined in ancient times. I am also impressed that this paper grew out of an M.A. thesis, and I believe that Carroll deserves recognition for this ambitious contribution.

We are delighted to recommend “Talking Stones” as the winner of the Patty Jo Watson Award in 2020.

Charles Hudson Award Committee Report (Barnet Pavão-Zuckerman) SEAC 2020

Current Members

Barnet Pavão-Zuckerman (Chair) (2019–2021), Rachel Briggs (2019–2022), Steve Kowalewski (2019–2020)

2020 Activities

This was the inaugural year of the Charles Hudson Award. Applications and letters of recommendation were due September 2, 2020. Six applications were received from graduate students from five institutions. The committee met on September 29, 2020, to deliberate. The committee used the description of the award to guide their discussion of the relative merits of the proposals received: “The purpose of the Charles Hudson Award and its Fund is to foster and improve research on the long history of humanity in the Southeast by supporting student research projects. The Award is intended to recognize and support students who carry out high quality research on the social history of the southeastern United States using ethnohistory, archaeology, history, linguistics, or oral traditions. Preference is given to proposals that draw on more than one of these methods or that link the people known only through archaeology to more recent indigenous people. Quality of research in this specified area (including significance, clarity of research design, and feasibility) is the sole criterion for judging proposals.”

2020 Recipient

The award committee unanimously selected Gracie Riehm as the first recipient of the Charles Hudson Award. Riehm is investigating the development and organization of the Natchez polity in the Lower Mississippi Valley through the lenses of archaeology and ethnohistory. Her dissertation, supported by clearly defined research questions, will explore the origins and chronology of construction of Grand Village (the Fatherland site), and undertake a regional examination of the distribution and organization of Natchez towns in the early 1700s. The Natchez polity persisted as a chiefdom well into the colonial period, serving as a refuge for other communities fleeing European colonialism, while never undergoing significant political coalescence as occurred elsewhere. Riehm is using GIS to integrate regional archaeological evidence of known Natchez sites with ethnohistorical records, including a recently rediscovered 1723 French map and associated documents. Riehm will use the Hudson award funding to complete a reanalysis of pottery and trade goods from Grand Village with the goal of refining the sequence of mound construction in the context of the community’s rise to political prominence. Riehm’s research captures the spirit of Dr. Hudson’s work, with an emphasis on southeastern social history, the employment of multiple lines of evidence, and reliance on multiple diachronic and synchronic scales of analysis.

Planning for the Future

Committee member Kowalewski will be rotating off the Charles Hudson Award Committee at the end of 2020; therefore, a replacement committee member is needed. SEAC should also encourage continued donations to the award fund to ensure a robust future.

Judith G. Knight Student Paper Prize Coordination Committee Report (Jon Marcoux) SEAC 2020**Current Members**

Jon Marcoux (chair), Melissa Baltus Zych, Chris Moore

Because the SEAC annual meeting is not being held in 2020, the Judith G. Knight Student Paper Prize competition was not held. During the past year, the award, originally known as the Student Paper Prize, was renamed in honor of Judith G. Knight, editor extraordinaire, who managed the prize and its award for many years, and was a long-time member, supporter, and friend of SEAC before her much mourned death. The current committee members—Jon Marcoux, chair; Melissa Baltus Zych; and Chris Moore—have agreed to continue in their positions for the coming year.

C.B. Moore Award Committee Report (Jay Johnson and Janet Levy) SEAC 2020

Current Members

Jay K. Johnson (chair), Janet Levy, Maureen Meyers

The C.B. Moore Award honors an outstanding young scholar in Southeastern archaeology (no more than 10 years from date of Ph.D.). The award was founded by Professor Stephen Williams (Harvard University) and members of the Lower Mississippi Survey in 1990; it has been awarded by SEAC since 2010. The recipient is chosen from nominees by a group including all previous winners of the award, members of the SEAC Executive Committee, and one representative of the Lower Mississippi Survey. Nominations can be submitted by any SEAC member.

In 2020, there were 16 nominees for the award, demonstrating the strength of the pool of young archaeologists in the Southeast. There were 36 individuals eligible to vote, of whom 22 submitted rankings. Jay Johnson, this year's committee chair says about the process: "In the first place, after four or five votes, a clear consensus develops and, although first and second place may trade places a few times during the voting process, by the end of the voting, there is no question about who should get the award. The selection committee has a clear picture of what constitutes excellence in a young scholar, as well they should, having once been successful young scholars."

During 2020, discussion was raised about (a) the name of the award; (b) the continued use of the physical award, a replica of the "Moundville cat" figure; and (c) the procedures for choosing the winner of the award. All of these have come up, in various forms, before. Only one decision about these issues was made by the SEAC Executive Committee: retiring the physical award (among other things, we have run out of room on the base to add the names of additional winners) and shifting to an individualized plaque for each recipient. The other issues will be discussed further in the coming year, with input solicited from diverse stakeholders.

Lifetime Achievement Award Committee Report (Karen Smith) SEAC 2020**Current Members**

Karen Y. Smith (Chair), Jane Eastman, Randy Daniel

Activities in 2020

Reviewed one submission for the award and put one forward. Canvassed for a new committee member and found one and secured her acceptance.

Plans for 2021

Review any new submissions.

Budget Requests

None. We are happy to volunteer!