

Minutes of the MLA Executive Council

The Executive Council approved these minutes at its May 2023 meeting.

The council met on 24–25 February 2023 in the MLA office in New York. President Frieda Ekotto presided. The other officers present were First Vice President Dana A. Williams, Second Vice President Tina Lu, and Executive Director Paula M. Krebs. The Executive Council members present both days were Ama Bemba Adwetewa-Badu, Samer Mahdy Ali, Esther Allen, Brenda Brueggemann, Rebecca Colesworthy, David Damrosch, Stacey Lee Donohue, Erin D. Graff Zivin, Lisa Karakaya, Leah S. Marcus, Ifeoma C. Kiddoe Nwankwo, Jahan Ramazani, Virginia Ramos, and Ignacio Sánchez Prado.

The MLA staff members present were Director of Convention and Events Karin L. Bagnall, Director of Administration and Finance Terrence Callaghan, Director of Outreach Anna S. A. Chang, Director of Scholarly Communication Angela L. Gibson, Director of Bibliographic Information Services and Publisher of the *MLA International Bibliography* Mary Onorato, Director of Academic Program Services and Professional Development Jason Rhody, Director of Information Systems Thanh Trinh, and Assistant to the Executive Director and Coordinator of Governance Leigh A. Neithardt.

On 24 February, the council first convened in regular session to begin working through its agenda. Later that morning, it held an executive session to review the council members' fiduciary responsibilities before convening again in regular session to continue working through its agenda. On Friday afternoon the council held subcommittee meetings to develop short lists for committee appointments. The Subcommittee on Administration and Finance (Tina Lu, chair; Esther Allen; David Damrosch; Ifeoma C. Kiddoe Nwankwo; Jahan Ramazani; and Virginia Ramos) considered appointments to six MLA committees; the Subcommittee on Projects (Dana A. Williams, chair; Ama Bemba Adwetewa-Badu; Samer Mahdy Ali; Rebecca Colesworthy; and Stacey Lee Donohue) was assigned six MLA committees; and the Subcommittee on Publications (Frieda Ekotto, chair; Brenda Brueggemann; Erin D. Graff Zivin; Lisa Karakaya; Leah S. Marcus; and Ignacio Sánchez Prado) worked on short lists for five MLA committees. On

25 February, the council convened in regular session and continued working through its agenda. The council adjourned at 11:56 a.m., having concluded all the business before it.

The council took the following actions:

1. Administration and Finance. The council received the independent auditor's report and financial statements for the year ended 31 August 2022. The members of the council's Finance and Audit Committee recommended that the council accept and approve the audit report and financial statements. The council did so.

The council also received the Finance Committee's report, which reviewed the budget for the current fiscal year using four-month projections. The committee anticipated a deficit of \$127,920 in the unrestricted fund and a deficit of \$81,000 in the restricted fund, for an overall projected deficit of \$208,920.

The Finance Committee's report also reviewed the schedule for the preparation of a budget for the fiscal year 2023–24. The council authorized the staff to prepare a balanced budget.

Paula Krebs said that the association's expenses are lower than what had been projected in October. She suggested that council members might want to think about travel grant funding (currently \$400 per applicant) because the number of applications we receive each year will continue to increase.

The council adopted the following resolution relating to financial management:

WHEREAS, Article IV, Section F, of the constitution of the Modern Language Association provides as follows: "The permanent fund of the association and its other endowment funds shall be administered by a board of trustees composed of the association president and four other trustees appointed by the Executive Council. One of the appointed trustees shall be a current member of the Executive Council, and another of the appointed trustees shall be designated the managing trustee."

WHEREAS, the above-described board of trustees for 2023 is composed of Frieda Ekotto (association president), Ifeoma Kiddoe Nwankwo (Executive Council member), William Janeway, Domna C. Stanton, and Catharine R. Stimpson, and William Janeway has been designated the managing trustee;

NOW, THEREFORE, be it

RESOLVED, that, upon the direction to Paula M. Krebs as executive director and Terrence Callaghan as director of administration and finance of any member of the board of

trustees to effect the purchase, transfer, sale, or other disposition of any security or securities held in the permanent fund or any other endowment funds, the executive director and director of administration and finance be and hereby are authorized and directed to take all such steps and to execute and deliver all such documents as they shall deem necessary or appropriate to effect such purchase, transfer, sale, or other disposition; and be it further

RESOLVED, that the president of the MLA be and hereby is authorized and directed to certify this resolution to any third party requiring delivery of same in order to substantiate the proper authority for the disposition of the securities of the permanent fund or any other endowment funds.

Finally, the council reappointed Samer Mahdy Ali and Rebecca Colesworthy to the Association's Finance and Audit Committee for 2023.

2. Revision of the MLA Dues Schedule. The Executive Council confirmed the action taken by the 2023 Delegate Assembly to revise the dues schedule of the association. The following table shows the new dues schedule, which will go into effect in September 2023.

| Current Dues Schedule | | Dues Schedule Subject to Confirmation | |
|--------------------------------|--------|--|--------|
| Dues Class | Amount | Dues Class | Amount |
| B Employed Less Than Full-Time | \$30 | B Employed Less Than Full-Time | \$31 |
| 1 Up to \$30,000 | \$57 | 1 Up to \$30,000 | \$58 |
| 2 \$30,000–\$50,000 | \$91 | 2 \$30,000–\$50,000 | \$93 |
| 3 \$50,000–\$70,000 | \$136 | 3 \$50,000–\$70,000 | \$139 |
| 4 \$70,000–\$100,000 | \$181 | 4 \$70,000–\$100,000 | \$186 |
| 5 \$100,000–\$140,000 | \$226 | 5 \$100,000–\$140,000 | \$232 |
| 6 \$140,000–\$180,000 | \$284 | 6 \$140,000–\$180,000 | \$291 |
| 7 \$180,000–\$220,000 | \$340 | 7 \$180,000–\$220,000 | \$349 |
| 8 Over \$220,000 | \$396 | 8 Over \$220,000 | \$406 |
| | | | |
| L Joint Secondary | \$57 | L Joint Secondary | \$58 |
| | | | |

| | | | |
|-----------|------|-----------|------|
| E Student | \$30 | E Student | \$31 |
|-----------|------|-----------|------|

3. Report of the MLA Trustees. The council received the trustees' annual report, which showed that at the end of the calendar year 2022 the total value of the MLA endowment decreased by 21.9% in 2022. Paula Krebs explained that this was due to the activity of the stock market.

4. Approval of the October 2022 Council Minutes. The council approved the draft minutes of its October 2022 meeting for publication at the MLA website.

5. Confirmation of Actions Taken between Council Meetings. The council confirmed six decisions that it made between its October 2022 and February 2023 meetings:

In November, Executive Director Paula M. Krebs asked that the Executive Council authorize moving its October 2023 meeting to the first week of November (3–4 November) because the October dates conflict with the 2023 National Humanities Conference, which couldn't be changed. Krebs is currently president of the National Humanities Alliance, which runs the conference. The council approved doing so.

In December, Krebs asked the council to approve an interim appointment to a committee. It did so. Current committee members can be found on the MLA website.

Also in December, Krebs asked the council to approve the Statement on Research Funding in the Humanities drafted by Christopher Newfield, then the MLA president. She explained that if approved, it would be posted to the MLA website. She would then adapt it into a letter for the ACLS and the NHA. The council approved the statement, and it was posted on the MLA website (<https://www.mla.org/Resources/Advocacy/Executive-Council-Actions/2022/Statement-on-Research-Funding-in-the-Humanities>).

In January, Krebs asked the Executive Council to approve the submission of a grant proposal to the Mellon Foundation. The program would focus on helping departments create pathways from recruitment through retention and then to career readiness for students in language and literature, focusing especially on students of color, first-generation college students, and Pell Grant recipients. It would involve professional development programming created by the Department of Academic Programs and Professional Development as well as a regranting program for \$10,000 grants to campuses or individuals developing interventions in these areas. The council approved the submission of the proposal. In March, Krebs was notified

that the association was awarded the grant.

In February, Krebs asked the council to approve the submission of a grant proposal to the NEH. The grant would support Digital Skills for Public Scholarship (DSPS), a virtual summer institute that extends the impact of the association's ongoing work on valuing the public humanities. The DSPS institute will offer training for graduate students and early-career scholars to guide them in the development of meaningful public humanities projects informed by digital approaches that can deepen their connections to different audiences. The institute will teach digital competencies with a purpose and will integrate into and strengthen the existing suite of MLA resources focused on the public humanities, furthering the association's ability to positively impact the broader scholarly community. The council approved the submission of the proposal.

Also in February, Krebs asked the Executive Council to approve adding the association as a signatory to the ACLS's Statement In Support of Academic Freedom and New College of Florida. The statement condemns the recent actions of the governor's administration to "overhaul" New College of Florida by ousting president Patricia Okker and taking over the college's Board of Trustees, and supports president Okker and students and faculty members at institutions around the country who are experiencing similar assaults on academic freedom. The council approved adding the association as a signatory to the statement, and it was published on the association's website (<https://www.mla.org/Resources/Advocacy/Executive-Council-Actions/2023/Joint-Statement-in-Support-of-Academic-Freedom-and-New-College-of-Florida>).

6. Review of Constitutional Amendments Approved by the 2023 Delegate Assembly. The 2023 Delegate Assembly reviewed and approved seven amendments to the MLA constitution. The council performed its fiduciary duty to review the seven amendments approved by the 2023 Delegate Assembly and forwarded them for ratification by the membership. The amendments were ratified by association members in May 2023 and have been incorporated into the constitution. The original and current language for each amendment is presented below, along with a description of each change.

Amendment 1 (to article 12: Conventions and Meetings)

Amendment 1 allows for virtual meetings of the Delegate Assembly and hearings conducted by

the Delegate Assembly Organizing Committee only in years when the convention is fully online.

Present constitution

E. The Delegate Assembly shall hold a meeting in conjunction with each convention of the association. Meetings of the Delegate Assembly must be announced in an appropriate publication of the association at least three months in advance of each meeting and can be canceled only by a majority of its delegates responding to a mail ballot on the question.

Description of proposed revision

Add sentences to article 12.E as shown below.

Proposed revision

E. The Delegate Assembly shall hold a meeting in conjunction with each convention of the association. Meetings of the Delegate Assembly must be announced in an appropriate publication of the association at least three months in advance of each meeting and can be canceled only by a majority of its delegates responding to a mail ballot on the question. **Meetings of the Delegate Assembly will be held online only in years when the convention is held fully online. If the convention is held fully online, meetings of the Delegate Assembly and hearings conducted by the Delegate Assembly Organizing Committee will be conducted through use of Internet meeting services designated by the Executive Director. Online meetings of the Delegate Assembly shall be subject to all rules adopted by the Delegate Assembly to govern them, which may include any reasonable limitations on, and requirements for, assembly members' participation.**

Amendment 2 (to article 11: Committees)

Amendment 2 updates the language in Articles XI.A and XI.B to allow for electronic voting for new members of the Nominating Committee and Elections Committee.

Present constitution

A. Nominating Committee. The Nominating Committee of the association, charged with making nominations for the second vice president of the association and for members of the Executive Council, shall be composed of seven members, who shall serve for two years. Each year four members or three members shall be elected to the committee. [. . .] **A written ballot** shall then be prepared to be voted on at the assembly meeting. [. . .]

B. Elections Committee. The Elections Committee of the Delegate Assembly, charged with supervising the nominations and elections to the assembly, shall be composed of seven members, one from each region (article 10.A.2), who shall serve for two years. Each year four members or three members shall be elected to the committee. [. . .] **A written ballot** shall then be prepared to be voted on at the assembly meeting. [. . .]

Description of proposed revision

Strike the word “written” from before “ballot” in articles 11.A and 11.B.

Proposed revision

A. Nominating Committee. The Nominating Committee of the association, charged with making nominations for the second vice president of the association and for members of the Executive Council, shall be composed of seven members, who shall serve for two years.

Each year four members or three members shall be elected to the committee. [. . .] **A ballot** shall then be prepared to be voted on at the assembly meeting. [. . .]

B. Elections Committee. The Elections Committee of the Delegate Assembly, charged with supervising the nominations and elections to the assembly, shall be composed of seven members, one from each region (article 10.A.2), who shall serve for two years. Each year four members or three members shall be elected to the committee. [. . .] **A ballot** shall then be prepared to be voted on at the assembly meeting. [. . .]

Amendment 3 (to article 7.A: Executive Council—Responsibilities)

Amendment 3 authorizes the Executive Council to meet online.

Present constitution

The Executive Council shall meet as often as needed to transact the association's business.

Description of proposed revision

Add sentences to article 7.A, as shown below.

Proposed revision

The Executive Council shall meet as often as needed to transact the association's business. **Meetings of the Executive Council, including joint meetings with the Delegate Assembly Organizing Committee, will be held in person unless the Executive Council, by majority vote at a meeting or by the written or emailed consent of a majority of its members, orders that a meeting be held online. Meetings held online shall be subject to all rules adopted by the council to govern such meetings, which may include any reasonable limitations on, and requirements for, council members' participation.**

Amendment 4 (to article 11: Committees)

Amendment 4 authorizes other association committees to meet online.

Present constitution

A. Nominating Committee. The Nominating Committee of the association, charged with making nominations for the second vice president of the association and for members of the Executive Council, shall be composed of seven members, who shall serve for two years. Each year four members or three members shall be elected to the committee. Two nominations for each position on the committee shall be made each year by the association's president and two vice presidents. The names of these nominees shall be reported to the Delegate Assembly at least three months before a meeting of that body. Any five members of the assembly may propose an additional name by petition, which must reach the executive director at least one month before the meeting. A written ballot shall then be prepared to be voted on at the assembly meeting. The candidates who receive the most votes shall be elected, provided that the Nominating Committee always include at least one representative from each field specified for the Executive Council and at least one representative from each membership category specified for the Executive Council. In the event of default in such representation, the choice shall pass to the person who receives the most votes among the candidates whose election would result in the required representation.

B. Elections Committee. The Elections Committee of the Delegate Assembly, charged with supervising the nominations and elections to the assembly, shall be composed of seven members, one from each region (article 10.A.2), who shall serve for two years. Each year four members or three members shall be elected to the committee. Two nominations for

each of these regional positions shall be made each year by the Organizing Committee. The names of these nominees shall be reported to the Delegate Assembly at least three months before a meeting of that body. Any five members of the assembly may by petition propose an additional name for any region open to election, the petition to reach the executive director at least one month before the meeting. A written ballot shall then be prepared to be voted on at the assembly meeting. The candidate receiving the most votes in each regional contest shall be elected. In making its nominations, the Organizing Committee shall strive to see that the Elections Committee represents a broad spectrum of the association's interests.

C. Organizing Committee

1. The Organizing Committee of the Delegate Assembly shall be composed of the following ten members: six members of the Delegate Assembly elected by the assembly for three-year terms in accordance with the procedures stated in the Delegate Assembly bylaws; two members of the Executive Council elected by the council for two-year terms; and the first vice president and executive director of the association, serving *ex officio* without votes. The Organizing Committee shall elect its own chair annually from those elected by the Delegate Assembly.

2. The responsibilities of the Organizing Committee shall be as follows:

- a. To prepare the agenda for meetings of the Delegate Assembly.
- b. In accordance with the provisions of articles 9.C.11 and 11.C.3, to receive, initiate, and report on motions to be brought before the Delegate Assembly.
- c. In accordance with the provisions of articles

9.C.10 and 11.C.4–6, to receive, initiate, and report on resolutions to be brought before the Delegate Assembly.

d. To act on matters referred to it by the Delegate Assembly.

e. To present an annual report to the Delegate Assembly on the activities and future direction of the association.

f. To conduct the open hearing of the Delegate Assembly.

g. In accordance with the Delegate Assembly bylaws, to establish ad hoc committees to investigate matters of concern to the Delegate Assembly.

h. To nominate candidates for the Delegate Assembly's Elections Committee.

i. To work closely with the Executive Council and the staff of the association and to meet at least once a year with the Executive Council.

3. Except for motions arising directly out of the business on the floor of the Delegate Assembly or relating to the conduct of the assembly meeting, motions proposed by members for consideration at a meeting of the Delegate Assembly must be submitted to the Organizing Committee in accordance with the deadlines and procedures below.

a. Motions may be submitted to the chair of the committee by 1 September.

b. Motions occasioned by events that take place after 1 September ("emergency motions") may be submitted to the chair of the committee no later than twenty-four hours before a meeting of the

Delegate Assembly. Emergency motions shall not name individuals or institutions in such a way that, in the determination of the committee, a response from the named party must be sought. Such motions may be discussed at the meeting under the heading of new business, but no action may be taken at that meeting unless three-fourths of the members present vote to take immediate action on the motion.

c. No motion may be submitted later than twenty-four hours before a meeting of the Delegate Assembly.

d. All motions shall be accompanied by material that provides evidence in support of the motions' claims.

4. The committee shall receive resolutions submitted by the members of the association under the following conditions:

a. No resolution may exceed two hundred words.

b. All resolutions shall be accompanied by material that provides evidence in support of the resolutions' claims.

c. Resolutions submitted to the chair of the committee by 1 September shall bear the signatures of at least ten members. Resolutions must garner the signatures of one hundred members by 1 October to be considered by the committee and the Executive Council.

5. The committee shall hold hearings open to all members of the association on all resolutions it has received or initiated. Hearings shall be held on the day of the convention preceding the day of the assembly meeting. The chair of the committee

may authorize any two members of the Organizing Committee to hold a hearing and shall designate one member to preside. Any member of the association may comment at the hearing on the resolutions under consideration.

6. Taking into account the views expressed at the hearings, the committee shall evaluate all resolutions it has received or initiated and shall transmit them to the assembly meeting with the annotation “Recommended” or “Not recommended.”

7. The Delegate Assembly may not propose new resolutions from the floor or amend resolutions on the floor.

8. A majority vote of the assembly shall be required for approval of a resolution. Each resolution so approved will be forwarded to the membership. All resolutions forwarded to the membership must be ratified by a majority vote in which the number of those voting for ratification equals at least ten percent of the association’s membership. The committee shall establish all relevant dates for the ratification process, including those for the distribution and return of ballots and for the determination of voting eligibility.

D. Other committees and commissions. The Executive Council shall appoint and discharge such other committees and commissions of the association as it deems appropriate. The membership, term of office, and charge of each committee and commission shall be determined by the council. The names of committee and commission members and their terms of appointment shall be published at least once a year in an appropriate publication of the association. Committee and commission members must retain their membership in the association during their terms of office. At regular intervals the chair of each committee shall report to the council on the work of the committee.

Description of proposed revision

Add section E to article 11, as shown below.

Proposed revision

[A.–D.]

E. Committees of the association may conduct meetings online, except as directed otherwise by the Executive Council. Committees of the Delegate Assembly may conduct meetings online, except as directed otherwise by the Delegate Assembly.

Amendment 5 (to article 8: Executive Council—Composition and Election)

Amendment 5 makes changes to the requirements for field representation on the Executive Council.

Present constitution

A. [1.–4.]

5. The three candidates receiving the most votes shall serve on the council for the ensuing four years, **but the at-large membership of the council must include at least one representative, and no more than six, from each of the following fields: English, French, German, Spanish, and other (e.g., other languages and literatures, comparative literature, folklore, linguistics).** It shall also include at least one representative, but no more than eight, from each of the eligible membership levels (i.e., regular, graduate student, and life), except that the number of regular members on the council shall always be in proportion to the regular membership of the association. To determine this proportion, the Nominating Committee shall reexamine the proportion of regular members in the membership every three years. If the balloting would lead to overrepresentation or underrepresentation, the choice shall pass to the person who receives the most votes among the candidates whose election would not result in such disproportion.

Description of proposed revision

Edit the first sentence of article 8.A.5, as shown below.

Proposed revision

A. [1.–4.]

5. The three candidates receiving the most votes shall serve on the council for the ensuing four years. **In putting together its slate of candidates, the Nominating Committee shall strive to secure a fair distribution of nominees among various constituencies of the association with no more than six nominees representing an English-language field.** It shall also include at least one representative, but no more than eight, from each of the eligible membership levels (i.e., regular, graduate student, and life), except that the number of regular members on the council shall always be in proportion to the regular membership of the association. To determine this proportion, the Nominating Committee shall reexamine the proportion of regular members in the membership every three years. If the balloting would lead to overrepresentation or underrepresentation, the choice shall pass to the person who receives the most votes among the candidates whose election would not result in such disproportion.

Amendment 6 (to article 11: Committees)

Amendment 6 makes changes to the requirements for field representation on the Nominating Committee.

Present constitution

A. *Nominating Committee.* The Nominating Committee of the association, charged with making nominations for the second vice president of the association and for members of the Executive Council, shall be composed of seven members, who shall serve for two years.

Each year four members or three members shall be elected to the committee. Two nominations for each position on the committee shall be made each year by the association's president and two vice presidents. The names of these nominees shall be reported to the Delegate Assembly at least three months before a meeting of that body. Any five members of the assembly may propose an additional name by petition, which must reach the executive director at least one month before the meeting. A written ballot shall then be prepared to be voted on at the assembly meeting. The candidates who receive the most votes shall be elected, provided that the Nominating Committee always include **at least one representative from each field specified for the Executive Council and** at least one representative from each membership category specified for the Executive Council. In the event of default in such representation, the choice shall pass to the person who receives the most votes among the candidates whose election would result in the required representation.

Description of proposed revision

Edit the third sentence of article 11.A, as shown below by adding the language that is in boldface. Edit the seventh sentence of article 11.A as shown below by striking the language about field representation on the Nominating Committee and maintaining the membership category requirement.

Proposed revision

A. Nominating Committee. The Nominating Committee of the association, charged with making nominations for the second vice president of the association and for members of the Executive Council, shall be composed of seven members, who shall serve for two years. Each year four members or three members shall be elected to the committee. Two nominations for each position on the committee shall be made each year by the association's president and two vice presidents, **who shall strive to secure a fair distribution of nominees among**

various constituencies of the association. The names of these nominees shall be reported to the Delegate Assembly at least three months before a meeting of that body. Any five members of the assembly may propose an additional name by petition, which must reach the executive director at least one month before the meeting. A written ballot shall then be prepared to be voted on at the assembly meeting. The candidates who receive the most votes shall be elected, provided that the Nominating Committee always include **at least one representative from each membership category specified for the Executive Council.** In the event of default in such representation, the choice shall pass to the person who receives the most votes among the candidates whose election would result in the required representation.

Amendment 7 (to article 11: Committees)

Amendment 7 makes changes to the requirements for the representation of membership categories on the Nominating Committee.

Present constitution

A. Nominating Committee. The Nominating Committee of the association, charged with making nominations for the second vice president of the association and for members of the Executive Council, shall be composed of seven members, who shall serve for two years. Each year four members or three members shall be elected to the committee. Two nominations for each position on the committee shall be made each year by the association's president and two vice presidents. The names of these nominees shall be reported to the Delegate Assembly at least three months before a meeting of that body. Any five members of the assembly may propose an additional name by petition, which must reach the executive director at least one month before the meeting. A written ballot shall then be prepared to be voted on at the assembly meeting. The candidates who receive the most votes shall be elected,

provided that the Nominating Committee always include at least one representative from each field specified for the Executive Council **and at least one representative from each membership category specified for the Executive Council**. In the event of default in such representation, the choice shall pass to the person who receives the most votes among the candidates whose election would result in the required representation.

Description of proposed revision

Edit the seventh sentence of article 11.A, as shown below.

Proposed revision

A. Nominating Committee. The Nominating Committee of the association, charged with making nominations for the second vice president of the association and for members of the Executive Council, shall be composed of seven members, who shall serve for two years. Each year four members or three members shall be elected to the committee. [. . .] The candidates who receive the most votes shall be elected, provided that the Nominating Committee always include [. . .] **at least one representative from each membership category specified for the Executive Council (i.e., regular, graduate student, and life), except that the number of regular members on the committee shall always be in proportion to the regular membership of the association. To determine this proportion, the Nominating Committee shall reexamine the proportion of regular members in the membership every three years.** In the event of default in such representation, the choice shall pass to the person who receives the most votes among the candidates whose election would result in the required representation.

7. Following Up on the 2023 Delegate Assembly's Open Discussion. The topic of the 2023 Delegate Assembly was Labor Organizing and Unions: Challenges, Strategies, and Opportunities. Delegates organized themselves into small groups and addressed the following questions:

1. On your campus, what are the organizing challenges that you're facing?
2. What are the strategies that you've found useful, in general or specific, for matters of labor organization?
3. What opportunities do you see? In what ways and to what extent should the MLA support organizing?

Delegates were asked to please consider these questions in relation to a variety of constituencies:

- graduate students
- tenure-line, non-tenure-line full-time, contingent, part-time, and limited appointment faculty members
- domestic and international students and scholars
- scholars working in positions other than faculty at universities

Staff members compiled and organized the small groups' feedback into three areas: Challenges, Strategies Working on Campus, and Opportunities for the MLA. Krebs said the staff would review the list of opportunities for the MLA and bring an update to the council in May. The council approved a motion authorizing the staff to bring back a curated list that makes it clear what directions the association can and can't go in.

8. Update from the Strategic Planning Committee. First vice president Dana A. Williams provided a recap of the committee's work to date. In October, the council affirmed the committee's articulation of a mission, a vision, and values. The committee had brought to the council a list of seven strategic priorities; the council came to a consensus to focus on three, and integrate the remaining four.

After the October meeting, the committee wrote a few sentences of context for each of the priorities:

1. Create structures that allow the MLA to claim our place as the leader in humanities.
2. Develop mechanisms that help us address the decline of humanities enrollments and funding.

3. Expand services and initiatives that foster the improvement of working conditions.

Williams said that the committee also wrote an explanation of how success for meeting each priority would be measured, and what the association does currently that addresses each priority. She explained that what the committee needed now was conceptual approval from the council to move forward. After reviewing the committee's materials, the council passed a motion approving this set of strategic priorities, allowing the committee to move to the next phase of its work. It will provide another update at the May Executive Council meeting.

9. Discussion of Fellowship Proposal. Krebs explained that member Edward Guiliano would like to give a donation to create a small fellowship program for graduate students to the association. The program would be administered by the MLA and is modeled on programs he funds at Brown University, New York Institute of Technology, and Stony Brook University, State University of New York. The terms of the fellowship are as follows:

The EM Foundation will provide a renewable grant amounting to \$105,000 over five years to provide up to ten fellowships per year to PhD students, one of which will be for \$5,000 and will allow a fellow to serve at MLA headquarters in New York and the rest will be up to \$2,500 each.

The grant criteria are as follows:

- Travel and research taking place more than 200 miles from the fellow's university or formative home (city/country) toward the generation of a publishable peer-edited journal essay
- Research or scholarly activities related to the completion of a dissertation and degree that requires travel of more than 200 miles from the fellow's university or formative home (city/country).
- Transformative experiential-learning exposure toward a potential career outside academe, such as postings with public humanities agencies, research and consulting firms, nonprofits of all sorts, and in various kinds of community-based or commercial enterprises that draw upon the skill set of a PhD in the humanities.

After discussion, the council voted to approve the acceptance of \$105,000 from the EM Foundation to establish the Edward Guiliano Global Fellowships Program at the MLA.

10. Review of Documents and a Request from the Committee on Academic Freedom and Professional Rights and Responsibilities (CAFPRR). The council received from CAFPRR four documents and a request to modify the committee's charge. Krebs reminded the council that the first document, Statement Supporting Academic Freedom in Faculty Employment, was one that it had asked the committee to draft. The council did not approve the draft as written, but made edits to it and approved the revised Statement Supporting Academic Freedom in Recent Cases of Faculty Employment, which has been published on the website (<https://www.mla.org/Resources/Advocacy/Executive-Council-Actions/2023/Statement-Supporting-Academic-Freedom-in-Recent-Cases-of-Faculty-Employment>).

The second and third documents that the council received from CAFPRR were revisions made to the MLA Guidelines on Letters of Recommendation and to the Guidelines for Search Committees and Job Seekers on Entry-Level Faculty Recruitment and Hiring as well as Postdoctoral Applications that reconciled parts of both documents. The council passed a motion to approve the changes to the MLA Guidelines on Letters of Recommendation. In an email vote after the meeting, the council passed a motion to approve Guidelines for Search Committees and Job Seekers on Entry-Level Faculty Recruitment and Hiring. The updates to both documents have been incorporated to the versions published on the association's website (<https://www.mla.org/Resources/Career/Career-Resources/MLA-Guidelines-on-Letters-of-Recommendation>; <https://www.mla.org/Resources/Career/Career-Resources/Guidelines-for-Search-Committees-and-Job-Seekers-on-Entry-Level-Faculty-Recruitment-and-Hiring-as-well-as-Postdoctoral-Applications>).

The fourth document that the council received from CAFPRR was the fall 2022 Statement by the Modern Language Association (MLA) on the Current State of Academic Freedom in US Education. Council members were impressed with the statement, though decided that it should be issued as a report, rather than as a statement. The council voted to approve it. The report has been published on the website (<https://www.mla.org/About-Us/Governance/Committees/Committee-Listings/Professional-Issues/Committee-on-Academic-Freedom-and-Professional-Rights-and-Responsibilities/Report-on-the-Current-State-of-Academic-Freedom-in-US-Education-Fall-2022>).

Finally, the committee shared with the council proposed revisions to its charge for the body's consideration. Because the constitution authorizes the council to establish and charge

committees of the association, committees may not formulate their own charges. The council did not approve the requested changes to the committee's charge.

Paula Krebs reminded the council that four of the association's nine professional-issues committees—the Committee on Contingent Labor in the Profession, the Committee on Community Colleges, the Committee on K–16 Alliances, and the Committee on the Status of Graduate Students in the Humanities—are reviewed by the council every five years; the council decides whether to renew the committee's charge for the next five years.

Five of the committees—the Committee on Academic Freedom and Professional Rights and Responsibilities, the Committee on Disability Issues in the Profession, the Committee on Information Technology, the Committee on the Literatures of People of Color in the United States and Canada, and the Committee on Women, Gender, and Sexuality in the Profession—are not currently reviewed. The council also passed a motion asking the staff to create a calendar for professional issues committees to be reviewed every five years. The staff will share it with the council at its May meeting. When committees are preparing their renewal requests, they may request that the council consider proposed changes to their charges.

11. Election of a Council Member to the DAOC. The council elected Esther Allen to the DAOC for a two-year term (2023–Jan. 2025).

12. Committee Renewal and Revision of Committee Charge. Anticipating the expiration of its current charge in June 2023, the Committee on the Status of Graduate Students in the Humanities requested that the council renew the committee for an additional five-year term. The council renewed the committee for five years, through June 2028.

13. Appointments to MLA Committees. The council made fifty-one appointments to the standing committees of the association and appointed nine committee chairs or cochairs and four council advisers. The names of all new and continuing committee members, chairs, cochairs, and council advisers will appear on the MLA website at the start of their terms.