

*Academic and Professional Disciplinary Societies' Launch of*

## **The Societies Consortium On Sexual Harassment In STEM**

*An Initiative to Advance Professional and Ethical Conduct, Climate and Culture*

### **Membership Form (M-Form)**

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#### **Mission Statement of the Societies Consortium on Sexual Harassment in STEM:**

The mission of the Societies Consortium on Sexual Harassment in STEM (Societies Consortium) is to support academic and professional disciplinary societies in fulfilling their mission-driven roles as standard bearers and standard setters for excellence in science, technology, engineering, mathematics, and medical (STEM) fields, addressing sexual harassment in all of its forms and intersectionalities.

#### **Supporting principles and definitions:**

- Sexual harassment is a critical issue of ethics, equity, diversity, inclusion and excellence in STEM research, education and practice. It is a barrier to excellence that must be eliminated.
  - Sexual harassment, as included in the Societies Consortium's mission is broadly defined to include gender harassment (sexism, disrespect, and denigration on the basis of gender), *quid pro quo* and hostile environment sexual harassment, sexual assault, and any other discrimination on the basis of sex or gender.
  - It is recognized that sexual harassment intersects with racial, ethnic and other bases for harassment and discrimination, exacerbating the adverse effect on those individuals targeted on multiple bases.
  - The Societies Consortium will serve needs of societies' internal operations, as well as STEM fields (including societies, educational and research institutions and organizations, teaching hospitals, faculty, staff and students, as employers, researchers, educators, employees and learners).
  - Through a collective endeavor, the Societies Consortium will achieve its mission in a manner that is effective, as well as time- and cost- efficient. The Societies Consortium also aims to model the professional and ethical conduct, climate and culture it seeks to advance.
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The (Society Name) \_\_\_\_\_ (“Society”) supports the mission and strategy of collection action of the Societies Consortium on Sexual Harassment in STEMM and **joins the Societies Consortium on the following terms as (check one)**

\_\_\_\_ **an Inaugural Member** (having submitted this M-Form on or before February 28, 2019— or January 31, 2019 for recognition in the media announcement)

\_\_\_\_ **a Member** (by submitting this M-Form after April 1, 2019).

**Final membership:** Effective when the Executive Committee has determined that the society meets the eligibility criteria as listed below and notifies the society of such:

- a natural, social or behavioral science, technology, engineering, mathematics, or medical (STEMM) academic and/or professional society that relies on the scientific method and peer review as the predominant arbiters of credible STEMM research, or that it is a closely supporting or affiliated society, all as determined by the Executive Committee, and
- whose home base (primary office) is located in the U.S.  
(Societies with home bases in other countries are expected to have affiliation or membership opportunities once the Societies Consortium is established and has capacity.)

**Term of Membership (once confirmed):** 3 years beginning January 1, 2019.

**Early Membership Termination: By Society:** If the Societies Consortium receives a termination notice from the Society [at SocietiesConsortium@educationcounsel.com](mailto:SocietiesConsortium@educationcounsel.com) on or before October 1<sup>st</sup> of any year, the Society’s membership will end on December 31<sup>st</sup> of that year. **By Societies Consortium:** The Executive Committee may terminate a membership after notice, based on criteria related to sustained lack of good standing or adverse effect on the Societies Consortium’s integrity.

**Character of Societies Consortium/Member Benefits:** Societies that are independent contractors are guiding and receiving collective benefits to advance the Societies Consortium mission; the Societies Consortium is not a legal entity; does not employ any staff; and is not a contracting entity. See the Membership Benefits Menu (in the Attachment); menu changes are subject to Members’ vote.

**Executive Committee:** Governs the Societies Consortium; comprised of 9-13 members (6-10 Leadership Council Societies as rotating members and 3 Sponsoring Societies as standing members); aims to reflect diversity in societies and their representatives on the committee.

**Leadership Council Societies:** Seven Inaugural Leadership Council Societies (**the American Chemical Society, American Educational Research Association, American Psychological Association, American Physical Society, American Society for Cell Biology, Entomological Society of America, and the Institute of Electrical and Electronics Engineers**), which guided the initial development of the Societies Consortium; additional Leadership Council Societies are elected by the Executive Committee if societies apply and satisfy these criteria: Member in good standing; demonstrated commitment and ability to contribute to advancing the mission; and willingness to devote the necessary time to overall leadership and to service, as needed, as a rotating member of the Executive Committee. The total number of Leadership Council Societies must also be functional.

**Sponsoring Societies:** American Association for the Advancement of Science (AAAS), the Association of American Medical Colleges (AAMC), and the American Geophysical Union (AGU); with EducationCounsel (EC), the Sponsoring Societies organized and invested in the development of the Societies Consortium in response to societies' expressed needs.

**Annual budget and work plan** (of deliverables, e.g., options for good policies, procedures, evaluative systems; expert policy and law guidance; project management and senior staff services of EC—as well as fiscal, contracting and licensing agent services of AAAS): the annual budget (covering the work plan and other consortium costs) is funded by Members' fees and any external funding; the annual work plan of deliverables (annual benefits for Members from the menu) is developed with Members' input; the budget and work plan are approved by the Executive Committee, which will oversee value for Members/STEMM fields and advancement of the mission, and is responsible to provide transparency of budget and work plan for Members.

**Annual Baseline Membership Fee:** \$ \_\_\_\_\_, due by January 2<sup>nd</sup> of each year, but may be paid in two equal installments (by January 2<sup>nd</sup> and July 1<sup>st</sup> of each year); payments in December to utilize available end-of-year funding will be invoiced if requested. *[Insert the fee from the Attachment that aligns with the Society's annual revenues (consolidated); the fee is determined annually based on most recent annual revenues (consolidated).]* Fees are not intended to be a barrier to participation by lower revenue societies or due to first-year funding cycle misalignment for any society; contact the Executive Committee [at SocietiesConsortium@educationcounsel.com](mailto:SocietiesConsortium@educationcounsel.com) if affordability is a concern or to work out special needs/circumstances or budget cycle issues.

**Licenses for Copyrighted Resources and Any Intellectual Property:** Accompanies this M-Form.

**Short Form Societies Consortium Governance and Operations Manual (Short Manual):** The Short Manual controls if this M-Form is ambiguous or inconsistent and accompanies the M-Form; a more detailed Manual not inconsistent with the Short Manual may be adopted and amended by the Executive Committee.

**Attachment to M-Form:** The Attachment is part of this M-Form.

**Society's Agreement to Membership:**

By Authorized Society Representative: \_\_\_\_\_ (Signature)

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

Date: \_\_\_\_\_

Society mailing address: \_\_\_\_\_

**Society's Membership is Agreed to and Accepted:**

American Association for the Advancement of Science  
on behalf of the Societies Consortium Executive Committee

By Authorized AAAS Representative: \_\_\_\_\_ (Signature)

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

Date: \_\_\_\_\_



## ATTACHMENT

### Membership Benefits Menu

(Excerpt from Part III.C of the Short Form Governance and Operations Manual)

#### Membership Benefits Menu

1. Early access to robust deliverables that will help Members address sexual harassment in their own operations and in the field effectively—as well as time- and cost- efficiently:
  - a. E.g., Model Policy Options, Policy/Law Guidance, Practical Tools
2. Input into what the deliverables are, as well as on direction and substance of deliverables in development
3. Voting rights as leaders to endorse Model Policy Options—and any other Consortium-backed policy setting direction for societies and the field
4. Receipt of periodic federal policy and court, and research updates on developments
5. Invitations to meetings/calls—at least 2 to 4 per year (additional calls are possible in year 1/2019)—for interaction with peer societies and in-person guidance from experts
6. Voting rights on changes in the menu of membership benefits or voting rights or, for affected societies, on any increase in fees over baseline amounts
  - a. With one month advance, specific notice, a majority of Members that actually vote at a meeting or by written (email) consent constitutes Members' action

Specific services from the menu annually depend on a contract between EducationCounsel and Sponsoring Societies, as well as a work plan (developed with Members' input) and adequate budget to be approved annually by the Executive Committee. Annual budget and work plan transparency for Members is required and is a responsibility of the Executive Committee.

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### Sliding Scale Fee Structure

(Excerpt from Part III.D of the Short Form Governance and Operations Manual)

Sliding Scale Fee Structure to ensure affordability and cost efficiency for all societies

1. Annual fees may be paid in 2 installments (Jan. 2 and July 1); and **case-by-case arrangements for additional flexibility are available in year one to address budget cycle timing needs. Cost should not be a barrier to participation by societies, so there is a sliding scale for annual baseline fees tied to society annual revenues (consolidated), and some ability to subsidize societies with the most limited revenues, if needed:**

- a) Sliding Scale Baseline Annual Fees:
  - i. Sponsoring Societies: \$15,000-\$25,000
  - ii. All other Societies—Based on Annual Revenues (Consolidated):  
Annual Revenues---Fee
    - a) Tier 1: >\$75M---\$25,000
    - b) Tier 2: >\$20M to <\$75M---\$10,000

- c) Tier 3: >10M to <\$20M---\$7,500
- d) Tier 4: >\$5M to <\$10M---\$5,000
- e) Tier 5: >\$3M to <\$5M---\$2,500
- f) Tier 6: <\$3M---\$ 1,000
- g) Tier 7: <\$1M---\$500

The number of tiers may be reduced by the Executive Committee after consulting affected Inaugural Members. This will not affect the top tier or the lowest two.

**Societies for which Tier 6 or 7 is not affordable or that have other special circumstances (e.g., budget cycle timing in year 1) should contact the Executive Committee for assistance at [SocietiesConsortium@educationcounsel.com](mailto:SocietiesConsortium@educationcounsel.com)**

2. The Executive Committee will review number of members, external funding, and budget needs annually; and will reduce fees if the level of baseline fees specified is not required for a particular year; it may restore fees up to the baseline for any subsequent year with reasonable advance notice but without the need for a Members' vote (and may exclude smaller societies from that increase).