

2023 SABR Election Guide

Thank you for reading the 2023 SABR Election Guide.

On the following pages you will find statements of the candidates for the offices of President, Treasurer, and three (3) Director's seats, and the candidates' responses to the questions posed by the Nominating Committee. We hope reading the candidates' own words will allow the SABR membership to get a better idea of who the candidates are and what each stands for. These are grouped by question and by office so you can easily compare the candidates and make a more informed decision. You are also encouraged to contact the candidates directly to ask them any questions that will help you decide your vote. To facilitate this, an e-mail address is given for each candidate at the top of their biographical section.

To account for the expansion of the Board from eight to ten members in 2023, and to ensure that two Directors' terms expire each year, the Director elected with the fewest votes in 2023 shall serve a one-year term, and in 2024 that seat shall again be opened for election to a three-year term.

All members who have renewed for 2023 and who have an email address on file as of April 10 will be registered for online voting. You will be sent an invitation to vote on **Wednesday, April 19, 2023**, and you will receive at least one reminder email before voting closes at 11:59 p.m. MST on Tuesday, May 2.

The email contains a unique link to the ballot that allows the Tellers Committee to know who does and who does not vote online (while keeping votes completely anonymous.) Any paper ballots received from members who have already voted online will be discarded. **You can vote either online or with the paper ballot if you do not have an email address on file with us, but not both.**

When you vote, **please rank the candidates in order of preference**, with 1 being your top choice. SABR elections use a simplified preferential voting system, allowing voters to rank their preferred candidates 1-2-3 and transferring preferences until a winner with more than 50 percent of votes is achieved.

Printed on the next page are the functions of each office according to the current SABR bylaws.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

ARTICLE 3 — OFFICERS AND EMPLOYEES

Officers and Directors. SABR's elected officers shall consist of a President, a Vice President, a Secretary, and a Treasurer, who along with six Directors shall collectively comprise the Board of Directors. All elected officers and directors shall have been individual members of the Society continuously for four years prior to taking office. All officers shall have at least one year of prior service on the Board during the preceding five-year period; provided, however, that the Board may waive this requirement for a particular seat or particular election. No person may hold more than one seat on the SABR Board. Any incumbent officer or director elected or appointed to a second office or director's position shall be deemed to have resigned the first office immediately upon assuming the second position.

President. The duties of the President, who shall be elected in odd-numbered years to a two-year term, shall include: a) Presiding over the annual business meeting and chairing the Board of Directors. b) Working with the Executive Director to ensure that the organization maintains positive and productive relationships with media, funders, donors, and other organizations. c) Signing contracts and letters of agreement approved by the Board of Directors. The President may delegate signatory power, as appropriate. d) Ensuring that the Board of Directors and its members: 1) are aware of and fulfill their governance responsibilities; 2) comply with applicable laws and bylaws; 3) conduct board business effectively and efficiently; and 4) are accountable for their performance. e) Such additional duties as may from time to time be assigned by the Board of Directors. f) Except as otherwise provided by the Bylaws or explicitly delegated by the Board of Directors, the President shall have no greater authority than any other member of that body.

Treasurer. The duties of the Treasurer, who starting in 2005 shall be elected to a three-year term, shall include: a) Enforcing policies and procedures to ensure that SABR's assets are protected, and that SABR's financial practices comply with applicable laws and bylaws, as well as Generally Accepted Accounting Principles (GAAP) and other appropriate standards. b) Ensuring that SABR's financial accounts and procedures are reviewed by an independent auditor, and that the auditor's report and recommendations are presented to the Board of Directors. c) Working with the Executive Director to prepare an annual budget for the Board's approval which (1) represents the best possible current estimates of annual income and expenditures, and (2) links organizational income and expenditures to SABR's mission and priorities. d) Advising the Board of Directors at each meeting, and the membership at the annual business meeting, of SABR's financial condition. e) Monitoring and reviewing SABR's financial policies and procedures, and recommending an allocation of human and financial resources sufficient to meet these responsibilities. f) Such additional duties as may from time to time be assigned by the Board of Directors.

Directors. The six Directors, who starting in 2004 shall be elected to three-year terms, shall serve on the Board of Directors and perform such duties as may from time to time be assigned by the Board of Directors. The terms of the six Directors shall be staggered so that the three-year terms of two Directors shall expire each year. To account for the expansion of the Board from eight to ten members in 2023, and to ensure that two Directors' terms expire each year, the Director elected with the fewest votes in 2023 shall serve a one-year term, and in 2024 that seat shall again be opened for election to a three-year term.

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For President

Mark Armour

Member Since: 1983

E-mail: markarmour04@gmail.com

Current Occupation: Retired

SABR Experience: Founder and past chair of the Biography Project (2002-2016). Founder and past chair of Baseball Cards Committee (2016-2019). SABR board since 2018, president since 2019.

Other Relevant Experience: Worked in computer software, private and public sector, 1982-2021. Ran three political campaigns: 2004, 2006, 2010. Author or co-author of seven books and hundreds of published articles.

Education: BS Math/Computer Science, Rensselaer Polytechnic Institute 1982; MS Computer Science, Northeastern University 1990.

Candidate Statement

My goal is to keep SABR on the track we have established for the past few years. With the pandemic hopefully behind us or receding, SABR's future should be one of continued membership growth, continued financial stability, quality conferences and local meetings, more membership research opportunities and outlets, and a top-flight reputation in the baseball media and industry.

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For Treasurer

Dan Levitt

Member Since: 1983

E-mail: dan@daniel-levitt.com

Current Occupation: Executive Vice President of Capital Markets – Ryan Companies US, Inc.

SABR Experience: Current SABR Treasurer; Past president Halsey Hall chapter; Book review editor Deadball Era Committee Newsletter; Co-chair Business of Baseball Committee; Editor 2012 The National Pastime; Coordinator MLB employee database project; Henry Chadwick Award Winner; Bob Davids Award Winner

Other Relevant Experience: Coauthor MLBPA key event timeline for their 50th Anniversary; Occasional MLB Network TV commentator; Past Board Chair – Minnesota Center for Book Arts; Member Board of Advisors – James Graaskamp Center for Real Estate

Education: Bachelor of Science Industrial Engineering – University of Wisconsin - Madison; Master of Science Business – University of Wisconsin - Madison

Candidate Statement

The principal function of the treasurer is to oversee, grow, and protect SABR's financial standing. Today, SABR is in an excellent financial position: Our membership is at an all-time high; we have organized and grown our fundraising capabilities (allowing us to keep from raising dues); we have introduced additional programs that generate net positive revenue, such as the Analytics Certification Curriculum; and we a solid balance sheet (termed a Statement of Financial Position for non-profits).

As our society has grown, we have taken steps to safeguard and maintain our assets. For calendar year 2022 we are in the process of having an independent accounting firm prepare a financial audit for the first time. Additionally, as our cash position has grown, we have opened conservative investment accounts at JP Morgan Chase to manage a portion of it.

Regarding my qualifications, my professional experience in the capital markets for over 30 years offers insights and skills that can benefit my role as SABR's treasurer, such as understanding key items in financial and other contracts and handling strategies for investing capital.

The treasurer also participates as a board member in the broader board deliberations. As a long time SABR member active at both the national and local level, I bring SABR-specific skills and knowledge to the board. The SABR board—and in many ways the treasurer in particular—stewards our unique organization to ensure we can continue our work fostering and encouraging baseball research for veterans, consumers, and newcomers alike.

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For Director

Andy Andres

Member Since: 2003

E-mail: LAndres@BU.edu

Current Occupation: Boston University Faculty in Natural Sciences and Mathematics

SABR Experience: 2023 SABR Analytics Conference Lifetime Achievement Award; Co-Founder and first Chairman of the SABR Educational Resources Committee; Winner of the The USA Today Sports Weekly Award for the best poster research presentation of the national SABR 42 Conference; Research presentation at the national SABR Conventions 35, 40, 42, and 50; Research presentation at SABR Analytics in 2012, 2013, 2019, and 2023; Member of the Lead Group of the SABR Boston Chapter, speaker at many Chapter meetings since 2004

Other Relevant Experience: Creator, designer, and instructor of the first-ever college course in Baseball Analytics at Tufts University, 2004; Creator, designer, and instructor of the largest online Baseball Analytics course offered by Boston University and the edX.org platform, 2014-6; First-ever pitch clock operator at Fenway Park, 2023; Part-time MLB stringer since 2010; Part-time clock operator at Fenway Park since 2014; Research presentation on Hugh Fullerton at the Cooperstown Symposium at the Baseball Hall of Fame; Official Scorer for the Cape Cod Baseball League, 2017-21; Part-time Official Scorer for the Lowell Spinners Baseball Club, 2018-19

Education: AB Computer Science, Brown University; MS Physiology, Harvard University; PhD Nutritional Biochemistry, Tufts University

Candidate Statement

As a lifelong baseball fan, I am very privileged that baseball has become so central to my career as a university professor designing and creating interesting and various baseball courses at Tufts, Harvard, and Boston University, as a baseball researcher, and as a part-time employee of Major League Baseball Data Operations. The friends and connections I have made through SABR have been an invaluable part of my baseball life. Over the years, the organization has enriched my life as a scholar, researcher, and sportsfan; now I would like to return that goodwill back to SABR so that it can thrive and continue to meet its mission. It is my honor to ask you for your vote in my candidacy for Director of the SABR Executive Board.

SABR has helped me become both a better scholar and researcher, and has helped my university students reach their career goals in baseball analytics.

First, my baseball research would not have been possible without SABR. The national and Analytics conferences and the local Boston chapter meetings have given me a vehicle for expanding my research career into baseball history and baseball analytics. My extensive and varied baseball research includes a well-reviewed history of sabermetrics on my edX.org platform course, a historical summary of the work of Hugh Fullerton presented at the Baseball Hall of Fame, a look at the variation of batting performance during a baseball season, the first-ever look at pitcher release point and injury using pitch/fx data, a historical analysis of the different “eras” of baseball using projection systems, a look into what actually works for MLB teams when they enter the playoffs, an understanding of projecting the baseball performance of NCAA players, an exploration of how weather impacts

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ball flight in both pitching and hitting, and an exploration of pitch tempo at the dawn of the pitch clock era. Without the opportunities that SABR has provided my research career, my life in baseball may not have been possible!

My students have also thrived due to SABR. Many of my students who have gone on to careers with Major League Baseball front offices honed their skills during the SABR Analytics Case Competition, and have presented their research developed in my courses at national SABR and SABR Analytics conferences. Without SABR they would not have been as ready to apply for these competitive positions with major league teams. Former students and mentees have worked for 18 of the 30 MLB teams, and include a current General Manager, several Assistant GMs, a Vice Presidents of Baseball Operations, an Assistant Director of Player Development, and several analysts and developers. Without the opportunities that SABR provides, this success by my students may not have been possible.

Bottom line, as I have made baseball a larger part of my career as a mentor, teacher, and scholar, it would not have been possible without SABR. I believe that by joining the SABR Executive Board I can help other members achieve their goals in baseball scholarship and help them enjoy this great game even more.

Please consider a vote for me so I can help SABR prosper. It would be a great honor for me to be named a Director and to help give back to an organization that has been so important to my career. Thank you for your consideration.

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For Director

Dennis Degenhardt

Member Since: December 1997

E-mail: bovine9@icloud.com

Current Occupation: Retired Credit Union Executive

SABR Experience: Officer of the Ken Keltner Chapter since inception in 2001, Treasurer until 2019 when I became President

Other Relevant Experience: Extensive non-profit organization experience including board president

Education: BBA Accounting, University of Wisconsin-Milwaukee

Candidate Statement

I am honored to be considered for the SABR Board of Directors. Why am I doing so? I have been a proud SABR member for over 25 years thanks to a Christmas gift from my spouse, Linda, in 1997. Over that quarter century I have thoroughly enjoyed my membership, talking about SABR to anyone I can, and this is another way for me to give back to the organization. I have written Six BioProject articles and three Games projects.

What will I bring to the Board? With SABR, I have been active since we formed the Ken Keltner Chapter in 2001. I was treasurer from inception until 2019 when I became president. As president, I started our first newsletter, published monthly, and led us through COVID starting up a robust virtual meeting program and rekindled the book club. Now that we can meet in person, we are doing so again along with the Zoom events. In addition, I have written six BioProject articles and three Games projects with more to come.

Professionally, I spent 40 years in the credit union industry leading two credit unions as president, totaling 17 years in the helm. Why is that important? As a not-for-profit financial institution, CUs rely on their board of directors for guidance, policy making and budget approvals. With this, I became skillful working with my boards, especially Glacier Hills where I retired after 14 years. I used this experience to serve on non-profit boards. My best experience was with a local two-year college campus foundation serving 15 years, board president for 11 - I remain President Emeritus. Having strong non-profit board experience is an important asset that I will bring to the board learning it is important to listen to the members to understand their needs.

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For Director

Dan Evans

Member Since: My SABR affiliation predates my baseball career, as my father gifted me a membership when I was a sophomore at DePaul University in 1980. I have been a continuous SABR member since 2015.

E-mail: DanEvans108@gmail.com

Current Occupation: Chief Operating Officer, The Field of Dreams Movie Site

SABR Experience: SABR Worldwide Board member since August 2021; Rocky Mountain SABR Chapter President since January 2022; Rocky Mountain SABR Chapter Board member since November 2015; Appointed to Friends of SABR Committee, January 2019; Have moderated SABR presentations numerous times.

Other Relevant Experience: I have spent my entire adult life working in baseball, and had decision-making roles with five Major League Baseball franchises, including the role of Los Angeles Dodgers General Manager from 2001-2004. This is my 43rd season in the sport, and my experience and relationships are unique for a SABR Board member.

Education: DePaul University, Communications degree with emphasis in Political Science/Pre-Law, 1982

Candidate Statement

I am honored to be a current SABR Board member. I am running for the Board this Spring because my vast baseball experience and contemporary worldwide perspective bring a unique view of the sport that has been so good to me for over four decades.

In addition, as the President of SABR's vibrant Rocky Mountain Chapter, I am fully aware of the challenges and responsibilities of today's chapter leaders and consistently share that awareness in SABR Worldwide Board interactions.

SABR membership is at an all-time high, and I am proud of what we have accomplished as a Board during my current term, including securing and digitizing The Rucker Archive, navigating and thriving during the COVID pandemic by forward-thinking strategies, and adding the Analytics Certification Curriculum while evolving as a volunteer organization like never before under the leadership of Scott Bush and his staff.

I love and respect the sport, and that five-ounce sphere has taken me worldwide to better understand and experience the game from many perspectives. I am a technology pioneer, an innovator, and have extensive worldwide relationships throughout the game at the amateur and professional levels. I have been labeled as a "must-follow" social media follow, and my LinkedIn profile has been among the Top 1% for a decade. I have mentored a Sports Management Worldwide online course for a decade with over 400 alumni working in the game, and my students join at a high rate due to my praise for SABR. My career hiring practices emphasize diversity, equity, and inclusion, with Kim Ng as a prime example.

Our Rocky Mountain Chapter thrives because we are ever-evolving, evidenced by our successful campaign to elect Larry Walker into the Hall of Fame and our recent SABR Day session that brought our Chapter to a Denver baseball facility to learn how today's analytics are implemented into instruction and pre-season conditioning, and

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boldly taking on a virtual presence. In contrast, others were passive in the early stages of the pandemic. Under my leadership, we have recruited members throughout the region, emphasizing adding younger demographics.

DePaul University instilled thinking big in me, and that mindset shows up every day. I speak fluent baseball and will continue to be a positive contributor to the sport in my next term, consistently promoting SABR in all of my worldwide fan and media interactions, along with my role at The Field of Dreams.

I ask for your vote, as I want to further contribute to SABR!

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For Director

David Firstman

Member Since: 1989

E-mail: dbfirstman@gmail.com

Current Occupation: Senior Data Analyst for the City of New York – Department of Correction

SABR Experience: Member of Diversity, Equity, and Inclusion (DEI) Committee. Contributor, SABR Games Project. Contributor, Spring 2018 BRJ (Topic: History of Three True Outcomes), which was subsequently included in SABR's "50 at 50" anthology. Poster presentation winner at SABR48 (Topic: History of Three True Outcomes), Oral presentation presenter at SABR50 (Topic: Impact of Foul Balls on Game Length). Assists in the creation, fact-checking and editing of questions for the annual SABR trivia contest, as well as assisting in administration of contest itself. Volunteer at annual convention registrations.

Other Relevant Experience: Author of the book "Hall of Name: Baseball's Most Magnificent Monikers from 'The Only Nolan' to 'Van Lingle Mungo' and More". Frequent "info about player names" resource for Jayson Stark's "Weird and Wild" columns, as well as for various media of MLB clubs. Attendee of each national convention since 2009. Member of Casey Stengel Chapter.

Education: B.S. – Athletic Administration, MBA – Quantitative Analysis

Candidate Statement

SABR has provided me countless years of enjoyment, education, and comradery. As a member for more than 30 years, I'd like to give back to SABR by serving on the Board of Directors. I'm interested in helping to further ensure the prosperity of the organization by working to create age-appropriate materials for children. Its wonderful that SABR already reaches out to high schools and colleges, which has helped grow our ranks over the past decade, but I believe there is another underserved (some would say untapped) group, and that's pre-teens. We have many creative people in this organization, and many educators, so development of programming for pre-teens should be reasonably achievable. I'm also interested in ensuring that chapters provide some minimum level of programming and outreach and recognizing those chapters and their leaders that excel in those areas through annual awards. Finally, I'd like to investigate the viability (based on cost, technology needs and logistics) of providing livestreams of SABR convention presentation over Zoom or YouTube. "Virtual" convention attendees could pay a daily fee to access such video presentations.

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For Director

Michael Hauptert

Member Since: 1985

E-mail: mhauptert@uwlax.edu

Current Occupation: Professor of Economics

SABR Experience: co-chair of Business of Baseball Committee (2012-present), editor of Outside the Lines, Business of Baseball Committee newsletter (2012-present), referee for SABR national convention abstracts, referee for TNP and BRJ, author of articles for SABR Bio project, BRJ, TNP, SABR books, presenter at SABR national conventions, SABR regional conventions, SABR special topic conventions, organized Baseball Research conference in La Crosse, July 9, 2016, Seymour Medal committee

Other Relevant Experience: Executive Director La Crosse Baseball Hall of Fame (2013-present); organized and hosted academic conferences in Edinburgh, Scotland, 2008 (150 participants) and La Crosse, WI, 2002, 2010, 2015, 2020, 2022 (50-250 participants); Chair of the Finance Committee for the Aquinas Catholic School system 2000-07

Education: BA Loras College 1983 (economics, German minor); Fulbright Scholar, University of Nurnberg 1984 (economics); MA (1986), PhD (1989) Washington University (economics)

Candidate Statement

I joined SABR in 1985 when I was a graduate student in St. Louis. I discovered then a group of people as passionate about baseball as I was, who possessed a vast knowledge and appreciation for the game, and were eager and willing to share their enthusiasm and insights. It was a match made in heaven, and I have been a member ever since. Over the past 38 years I have benefitted greatly from SABR – I have forged friendships, learned much, and been exposed to areas of baseball I knew little about. Both my passion for the game and my professional application of its history and statistics have grown and benefitted from the contacts and friends I have forged as a result. SABR members have answered my questions, aided me in finding information I sought for my research, taught me much about baseball history, and provided camaraderie. I have attended many SABR events over the years, ranging from local chapter meetings, to specialized conferences (e.g. Malloy, Black Sox, Women in Baseball, 19th Century) and national conferences. While the size and specific subject matter may have varied, the foundation has always been constant: a group of dedicated, friendly and knowledgeable baseball fans willing to share their interest and knowledge. Now I would like to participate in SABR on another level, as a member of the board.

To this point in my involvement with SABR, I have focused primarily on the research side of the society. I have published, presented, chaired committees (Seymour Medal, Business of Baseball), and contributed to published volumes. But I have not yet engaged on the administrative level. Now that my children are grown, independent adults, I find that I have the time that would be necessary to make a meaningful contribution to keeping SABR viable and relevant deep into the 21st century. I am ready, willing, and able to help, and look forward to the opportunity to learn how this great society of baseball fans has grown and prospered, and to tackle the challenges and opportunities that lie ahead.

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I have extensive experience at organizing conferences, leading groups, handling finances, editing newsletters, and presenting research at conferences, all skills that I believe would be valuable as a board member. I have long and varied experience serving on the boards of academic organizations. I have significant administrative experience in other areas (i.e. parish finance council, three years on the faculty senate executive committee, one year as president) and feel that I can bring those skills, as well as my perspective from academia and my economics training, to be a useful member of the board. I chaired the department of economic for seven years, which entailed managing a small budget, scheduling classes, serving on the college planning committee, and dealing with personnel issues. All while maintaining my own research agenda and teaching load.

I have also served as the executive director of two academic organizations. The Cliometric Society is a 500 member international organization of quantitative economic historians with an annual budget of about \$500,000. My duties included managing the budget, planning and overseeing the annual conference, filing and maintaining tax and non profit status for the organization, and creating and overseeing the annual selection of Fellows of the Society, which I helped to create, and for which I wrote the bylaws.

I am currently the Executive Director of the Economic History Association. While my duties there are similar to those I had with the Cliometric Society, they are on a much larger scale. This society, also international in scope, is older, has more than twice as many members, and has an annual budget of \$3 million. I also oversee the annual conference, which typically has about 300 attendees, and also organize and oversee our participation in three other conferences each year. I also serve on and oversee the activities of 18 committees, manage the budget, the quarterly journal, public relations, and chair the Board of Trustees.

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For Director

John McMurray

Member Since: 1992

E-mail: mcmurray.john@gmail.com

Current Occupation: Writer and adjunct university faculty

SABR Experience: Chair of both the Deadball Era Committee and the Oral History Committee. Vice-Chair, Baseball and the Media Committee. Former Co-Director, Jack Graney Chapter (Cleveland area). Published in *The Baseball Research Journal* and *The National Pastime*.

Other Relevant Experience: Former chair of the selection panels for the Ritter Award and for the Ron Gabriel Award. Editorial Board, *Base Ball: New Research on the Early Game*. Author of numerous baseball articles. Also licensed attorney.

Education: A.B., Princeton University; M.S., Columbia University; J.D., Georgetown University.

Candidate Statement

In seeking a Director position on the SABR Board, I have three primary areas of focus in mind: to strengthen SABR's research committees; to work on new member retention; and to diversify SABR's publication efforts.

As the chair of both SABR's Deadball Era Committee and its Oral History Committee, I appreciate the challenges which come with steering a research committee, particularly as a new committee chair. I have found that forming a strong nucleus of committee leaders is essential to success rather than taking on the entire task by oneself. Assisting new committee chairs with newsletter conceptualization, independent committee websites, and offering best practices for motivating members to become involved are important aspects of this effort.

I would also like to become the point person on the Board for new member retention. Each week, SABR publishes a list of new members in *This Week in SABR*, and I believe it is important to reach out to each new member and to provide a personal connection as he or she tries to navigate what can be a complex organization. At the same time, I envision spearheading the creation of a panel of experienced SABR members which would be exclusively dedicated to new members. Such a panel could connect each new member with opportunities which may be relevant to him or her and could provide ready access to mentors in SABR who would be able to provide an experienced hand to those who may need it.

With the success of SABR's many books focused on player biographies, now also is the time to expand SABR's publishing efforts into new territory. Going forward, SABR publications could focus more directly, for instance, on the socio-economics of baseball or on putting historical eras in baseball into context. SABR also is uniquely positioned to provide expert analysis on contemporary baseball topics, ranging from pace of play to the racial integration of the game, in a way which no other organization can. If SABR's publishing efforts broaden in a way which becomes even more relevant to a wider audience, the organization's impact will correspondingly deepen.

Having been a SABR member for more than thirty years, I have had broad involvement with the organization. With this experience, I hope to offer a considered approach as a member of the SABR Board.

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For Director

Bill Pearch

Member Since: 2016

E-mail: wcpearch@comcast.net

Current Occupation: Marketing Manager / DB E.C.O. North America Inc.

SABR Experience: SABR Chicago (2016-Present), Newsletter Editor / Publications Marketing Committee (2020-Present), Chair / SABR Central Illinois (2022-Present), Founder-Coordinator / Landmarks Research Committee (2022-Present), Member / SABR Baseball Research Award Committee (2023), Member / Writer-contributor: SABR Digital Library (Comiskey Park, 2019; 1995 Atlanta Braves, 2020; Ebbets Field, Scheduled for 2023) / SABR BioProject (Eddie Higgins; Col. Frank L. Smith; Doc Marshall [in progress]) / Rucker Archive, Cataloging Volunteer - Wave 1 (2023)

Other Relevant Experience: Member of Internet Baseball Writers Association of America, Here's the Pitch: The IBWAA Newsletter, Author / Elmhurst-Yorkfield (Illinois) Food Pantry, Board of Directors (2022-Present) / DuPage Foundation (DuPage County, Illinois) Next Generation Initiative, Member (2016-Present) / National Baseball Hall of Fame and Museum, Member (2021-Present) / Dwight (Illinois) Historical Society, Volunteer (2020-Present)

Education: MS – Integrated Marketing Communications, 1998, Roosevelt University, Chicago, IL / BA – Professional Communication, 1995, Elmhurst College, Elmhurst, IL

Candidate Statement

Baseball is a fascinating game with limitless ways to celebrate it. Fans can root for their favorite team, collect baseball cards, visit current ballparks, hunt for historic landmarks or research and write about the game's milestones just to name a few. The Society for American Baseball Research (SABR) is a dynamic organization with a rich history that embraces every baseball fan and welcomes them into the fold. SABR's various chapters and committees celebrate the game's rich history with legendary teams, dynamic characters, and moments that resonate with multiple generations of fans. There's an abundance of young stars changing the game at the highest level, and many more on the verge of breaking through in minor-league and independent ball. As a result, the game's future is bright. SABR has a way for every baseball fan to connect with the game with their own tailored experience.

After joining SABR in 2016, I immersed myself and sampled all aspects of the organization. I sought opportunities to lend my talents to the Chicago chapter. Since joining, I have built strong relationships with fellow members and assumed leadership responsibilities within my chapter. I quickly learned that no matter how you follow baseball, SABR has members with nearly identical feelings. I have worked to expand my involvement and inspire and encourage new members to join. In 2022, I was honored to launch the new Central Illinois chapter.

By joining SABR's board of directors, I will embrace the opportunity to help the organization grow. During my time as a member, SABR has made great strides to grow membership to record levels and create new initiatives. I will pursue methods of continuing to diversify membership, seek new initiatives to expand the organization's reach to tell baseball's history and evolve with its future. SABR's future is bright, so let's play ball!

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For Director

Anthony Salazar

Member Since: 1996

E-mail: salazar8017@yahoo.com

Current Occupation: Urban Historian/Community Engager (Seattle, WA); retired recruiter/advisor, University of Washington

SABR Experience: Chair, SABR Latino baseball committee; Chair (past), SABR Nominations Committee; Director (past), SABR National Board of Directors; Committee member (past), SABR Editorial Board; Committee member, SABR Equity, Diversity & Inclusion committee; Member, Negro League Task Force; Reviewer (past), SABR conference abstracts; Reviewer (past), SABR conference presentations; Convention chair (past), SABR 36-Seattle; Presenter, SABR local meetings and national conventions; Community engager, Pacific Northwest SABR chapter; Contributor, various SABR publications; Member, Baseball Arts; Ballparks; Business of Baseball; Minor Leagues; Negro Leagues; Women in Baseball; Latino Baseball; Baseball Cards

Other Relevant Experience: Consultant (past), Cincinnati Reds Museum & Hall of Fame; Community historian, Ballard Landmark District (Seattle, WA); Community engager, Ballard Brewery District (Seattle, WA); Diversity, Equity & Inclusion activist (past), University of Washington; Diversity, Equity & Inclusion activist, American Homebrewers Association; Conference chair (past), Society for the Advancement of Chicanos & Native Americans in Science (Seattle, WA); Conference chair (past), Annual Biomedical Research Conference for Minority Students (Seattle, WA)

Education: Bachelor of Arts (History), University of California, Santa Barbara (specialty in American Urban History, 19th & 20th century); Master of Arts (History), University of Oregon (specialty in American Social History, 19th & 20th century)

Candidate Statement

In preparing this candidate statement, I listed my SABR experience over the years and reflected on my time with the organization, and the things that I have done, and the projects that I have participated in, and the people I have met along the way over the past 25 some odd years. As an historian you look to the past to try to find a way of understanding the present, and maybe some way to predict the future. I look at my past with SABR and see a heartfelt and sincere commitment to make an organization just a little bit better than when I found it. I think that should be a goal for every member. Make SABR a little bit better every day, every month and every year. Whatever you contribute, do it. With such a diverse group of interests and personality in SABR, we approach things in unique ways. What I continue to strive for in working for the organization is the realization that we all have something unique to contribute, and that together we can all achieve more for SABR. Over the years, there have been so many intriguing programs that have made SABR such a stellar research organization. I am ALWAYS proud to represent SABR in the public, especially from behind a table at a fan fest, touting what we do, and how we benefit the knowledge of baseball. I like to say that there are more stories about baseball than there are stitches on a ball. I tell the crowd, "Come join SABR, come help us add to our collective knowledge of baseball." That's what we do. That's who we are. I would like to continue down this baseline and help others add to our collective knowledge. With my knowledge and experience, I can be a valued asset to our SABR.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

For Director

Tom Shieber

Member Since: 1981

E-mail: tshieber@yahoo.com

Current Occupation: Senior Curator and Director of Curatorial Department, National Baseball Hall of Fame and Museum (2006-present)

SABR Experience: SABR Board of Directors (1997-2000); founder, chairman, and newsletter editor of SABR's Pictorial History Committee (1994-2004); Secretary, Allan Roth (Los Angeles) Chapter of SABR (1994-1997); member of Cliff Kachline Chapter of SABR (Cooperstown, NY).

Other Relevant Experience: Retrosheet Board of Directors (2018-present); Curator of New Media (2001-2006) and Webmaster (1998-2001), National Baseball Hall of Fame and Museum (2001-2006); intern at The Sporting News (1982-1984); author of numerous baseball research articles; blogger at <http://baseballresearcher.blogspot.com>.

Education: BA Physics, Reed College (1986)

Candidate Statement

Over four decades have passed since I first joined SABR in 1981 and my passion for its mission remains as strong as ever. The organization is many things to many people, but at its core SABR is about fostering baseball research through a vibrant and engaged membership. In my previous tenure on the SABR Board, my goal was to shepherd and nurture that very special relationship. It remains my goal as I once again seek to serve this unique organization and its impassioned community.

Creativity. Experience. Enthusiasm. I bring these assets to the table every day in my role as Senior Curator at the National Baseball Hall of Fame and Museum. These same qualities will also be of great value as a member of SABR's Board of Directors. A creative approach is needed to look for new methods of fundraising and generate out-of-the-box ideas to improve our annual convention, local and web-based conferences, and options for publications. My prior experience—on the SABR Board, as the founder and chairman of SABR's Pictorial History Committee, and in a variety of positions at the Hall of Fame—has honed my "can do," team-oriented approach to problem solving and will aid SABR as we look for innovative ways to facilitate and disseminate baseball research. The enthusiasm with which I approach all things SABR will benefit the organization as we continue to grow, address challenges, and remain relevant, all while staying true to our mission.

I owe SABR so much, as it has provided me with great friends, memorable experiences, invaluable help, and immense joy. I simply ask for this opportunity to use my passion and skills to repay this debt.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

For Director

Neal Traven

Member Since: 1984

E-mail: beisbol@alumni.pitt.edu

Current Occupation: Retired (last job: Epidemiologist, Washington Department of Health)

SABR Experience: Co-chair, Statistical Analysis Committee (1996-2013); Secretary (2002-2009); Created blind-review system for convention presentations (2002); Research Presentations Coordinator (2002-); Local convention committees (Pittsburgh, Boston, Seattle); “Sabermetrics” chapter, How to Do Baseball Research (2000); convention publication article, oral and poster presentations

Other Relevant Experience: Author or co-author of over 20 epidemiology publications; Listowner of the STATLG-L email list, discussing “Baseball (and lesser sports)” since 1989; Executive Committee member of college class; Alternate Elector for WA-07 in 2012

Education: A.B. -- Dartmouth College 1972; Ph.D. – University of Pittsburgh 1986; Also: Temple University Medical School (1972-1973), University of Massachusetts (1973-1975)

Candidate Statement

It's daunting to realize that I've been a member for nearly three-fourths of SABR's existence. Like many of you, I started tentatively, attending Pittsburgh chapter meetings ... in the Pirates' boardroom, next to their World Series trophies. It took years until I attended a Convention – Cleveland 1990. A couple of years later, when Pete Palmer came over to welcome me (!) back for another Convention, I was hooked; now 31 in a row and counting. By 1996, Clem Comly and I co-chaired Statistical Analysis, in the very seats once held by Palmer, James, and Cramer. And in 2002, I was elected SABR's Secretary, a position I held for seven years.

I left “official” leadership a decade ago, though I'm still running the research presentation blind-review process that I'd originally devised for the Boston convention. I'm proud of how much RP quality standards have risen over the years. Now, retired from my profession, and with COVID seemingly behind us, I want to recommit myself to greater service to SABR. I believe my SABR experience will contribute to the organization's leadership. I have already given much time and effort to SABR ... as committee chair, officer, convention host, and author. I will give to SABR in the (very distant, I hope) future as an original member of the Legacy Circle. Now I want to give more of my time, efforts, thoughts, and maybe even wisdom to SABR as a Director.

It would be an honor to receive your vote in the election.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

For Director

Kat Williams

Member Since: 2014

E-mail: williamskath@marshall.edu

Current Occupation: CEO of International Women's Baseball Center (IWBC)

SABR Experience: Serve on the Women's Committee and on the committee for the Women in Baseball Conference. I have presented about women's baseball history to a number of different SABR chapters and at the women in baseball conference.

Other Relevant Experience: As a founder and president of the IWBC I have 10 years of experience in working with and leading a baseball non-profit. First as the board president and now as CEO and together with our board, I led the IWBC from a small non-profit to one with a substantial budget.

Regularly present work on women in all aspects of baseball at regional and national conferences including NINE, Cooperstown Symposium, and the IWBC/SABR Women in Baseball Conference. I am the author of 2 books about women's baseball, *Life after the AAGPBL* and *Isabel "Lefty" Alvarez: The Improbable Life of a Cuban American Baseball Star*, in addition to a number of articles published in Journals such as *Nine*, and *International Journal of Sport History*. I have just signed a contract with Rowman and Littlefield to publish a biography of Maybelle Blair.

Education: BA and MA in History, University of Louisville; Ph.D. History, University of Kentucky.

Candidate Statement

When I became a SABR member in 2014 I was a full-time tenured professor, teaching and writing about baseball. We had just founded the IWBC and establishing the group's foundation was a big job. So, mostly I took from SABR. I used the resources available to members for my own research, I read the books published, and made crucial connections within the organization. Both my students and I benefited from my membership. As time allowed, I slowly got more involved with SABR by working with the women's committee and then organizing the women in baseball conference. I have recently taken leave from my position at Marshall University and have become the CEO of the IWBC. While that is a big job, it is only one job! Teaching at Marshall and serving as president of the IWBC were 2 full-time jobs. This change allows me to fulfill one of my goals, to run for the SABR board. Now, with the time, the experience, and the desire, I am ready to give back to SABR. SABR is full of lifelong, committed members who continue to make it a successful organization, but as every group does, it needs to grow, find ways to engage new members and to create diverse and exciting opportunities that retain new members and lay a path into the second 50 years. It would be an honor to bring my decades of experience to that effort as a SABR board member.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

Question 1 (President)

What three issues are paramount to enhance SABR's future and what are your approaches to these issues?

Mark Armour

I believe we have taken critical steps to ensure that SABR's future is bright. However, there are many areas we need to continue to work on.

1. Diversity. The main issue here is to make certain that we are a welcoming and exciting organization for everyone. This goes beyond making sure everyone is treated well and fairly, it also means making sure that our speakers, writers, panelists, and leaders represent not just who SABR is today, but who we want SABR to be tomorrow. This will include encouraging committees and chapters to prioritize diversity, and requiring the same principals to national events, projects, and publications.
2. Research. When I started the BioProject 20 years ago, one bit of caution I received was that SABR only had 100 researchers so the project might sputter to a halt after a few years. That didn't happen, and today we are faced with a different challenge: how can SABR best help its dozens of committees and thousands of researchers to work effectively and cooperatively, and how can SABR best organize and disseminate all of the work of its members in a way that is most useful to SABR and the baseball community. Our website is incredible, but there is almost no end to what we can put there. The board has established working groups to (a) provide guidelines for research committees, and (b) better organize and catalog a lot of independently gathered committee or member research. These efforts will be critical to SABR over the coming years.
3. Financial Strength. We are in a very good position in this area already, but it is always worth mentioning that this is a core job of the board. Our members have proven themselves to be both loyal and generous, which remains the key to our success. Our financial strength is what allows all of our services to thrive.

Question 2 (President)

What goals do you envision for the Board of Directors over the next two years, and how do you view the role of the President in achieving these?

Mark Armour

The main job of the board is to define the mission and goals of the organization, and to then provide the SABR staff with the support necessary to achieve those goals within the mission. Besides what I described in the previous question, in the next couple of years I hope we spend time discussing other models for our national convention, finding ways to capitalize on the Rucker Archive, finding ways to expand our local grants, and more. Mainly, I look forward to two years without having to react to the pandemic.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

Question 1 (Treasurer)

What are some ways in which SABR can streamline operations to save the organization time and money?

Dan Levitt

SABR operations are currently highly streamlined. As treasurer, I regularly work with SABR's CEO, spending considerable effort to rationalize operations and look for opportunities to save money. In one recent significant example, SABR brought on Ken Carrano as Business Operations Manager. In addition to adding his expertise to the staff, Ken's hiring allowed SABR to save money by eliminating some third-party accounting and support services. Moreover, as treasurer, I will continue to work to make sure we regularly review our operational expenses for savings where prudently available.

Question 2 (Treasurer)

Do you foresee or aim to modify the percentage of revenues SABR generates (for example, through additional fundraising/sponsorships)? What opportunities are there for "new" money, such as foundations that could be enticed to support projects such as the Rucker Archive, for example?

Dan Levitt

SABR has four main revenue sources: membership dues, donations, events, and sponsorships. In a perfect world we would increase all four. That said, SABR has not raised dues in many years, and hopefully, we can keep this record intact for some time. The alternative way to increase dues revenue is to grow membership. SABR has more to offer now than ever, and we have increased membership over the past several years. Through our broad current offerings and new initiatives, our membership should continue to expand. Likewise, any increase in events income should be designed to come predominantly from a boost in attendance, as SABR should try to limit registration and other cost increases.

I would foresee and work towards having donation and licensing revenue become a larger part of the revenue pie. SABR's CEO and staff have done an excellent job building an infrastructure that can reach out to both members and outside organizations that support our mission for donation income. I believe in our mission and am hopeful that with continued efforts and wider outreach we can bolster our donation revenue.

Licensing is currently the smallest of the four revenue sectors but perhaps has the most room for growth. Several years ago, SABR teamed with Rawlings, using SABR's Defensive Index to help select the Gold Glove winners. More recently SABR has introduced two new revenue generating platforms. The SABR Analytics Certification courses have drawn strong interest. This interest should continue to grow as awareness and recognition spread and SABR adds additional levels beyond the introductory sessions. The other new licensing initiative, the Rucker photo archive, offers an opportunity for revenue associated with its many images. SABR only recently made the first phase of the archive available, and the revenue potential should expand quickly as awareness spreads and additional images are added. The analytics certification program and Rucker archive are both in their initial stages and have room for growth. SABR should continue its efforts to expand these two initiatives and also actively search for additional licensing opportunities.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

Question 3 (All Candidates)

The Rucker Archive: With this collection digitized and pending its availability on SABR.org, how would you assist/envision SABR in further leveraging the collection as an asset and research tool?

Mark Armour

At the moment, the principal benefits of the Archive are as a way for the baseball community to view beautiful old baseball photographs, and a way for SABR to bring in revenue (at first to pay for the digitization cost we already bore). I hope that the Archive will grow with additional donations or acquisitions, and that SABR explores ways to produce books of photography using our vast new holdings.

Dan Levitt

One of SABR's goals is to discover and make available materials for baseball research. The Rucker Archive is a wonderful example of this effort. Most fundamentally, making the images available is great for basic research. Being able to look at photos and other image types provides further insight into the many research topics of interest to our members. The Archive also contains metadata fields that require volunteers to help enter. The opportunity to be part of this project offers a relevant, low-intensity way to enlist the participation of new researchers. The collection itself should be a good recruiting tool for new members as it adds to our already strong catalog of offerings.

Additionally, the rights to these images are valuable, both monetarily and from potential interest by other institutions and organizations. Some of the money earned through the image rights fees can be used to further our organization goals, including other research initiatives. With other organizations, there may be an opportunity to swap the rights to some of our images for access to some of their currently proprietary data, such as libraries with various digitized collections.

Andy Andres

This is such a great addition to SABR, a real advantage in the research role of the organization. My first (and quite selfish!) instinct is to use this image database directly in assignments for my teaching -- I often use imagery in museums to inspire creativity, inspire creative solutions while students are considering their research. It actually works sometimes, and I am eager to try this database in similar assignments. It is also possible to brainstorm with other baseball scholars something similar to "assignments" to help SABR members think creatively about their current and future research. I find this opportunity very exciting.

Dennis Degenhardt

We need to highlight the value of joining an organization known for quality research because of its content and people. We need to have the SABR logo on anything going out to the public on Rucker items so that the names are linked together as one by users. Just like we talk about the value of the cost of membership based on the research materials provided, when a Rucker order is made, the Rucker needs to site offer the advantages of SABR membership with lower costs plus our other benefits. Also, we need to be willing to charge a fair fee for items of value. Obviously, there is a great deal of expense associated with managing this wonderful portfolio. I would recommend that the board look for ways to use some of the funding associated with new membership from Rucker to support baseball research at the high school or younger level or other organizations developing such skills.

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Dan Evans

Acquiring and digitizing The Rucker Archive has occurred during my Board term, and I am proud to have been a strong supporter throughout. I saw some of the archives at my first SABR National Board meeting and was thrilled to see its worldwide potential. This is a bold step for SABR, stepping out of our longtime comfort zone while elevating our presence as a potential resource for members' research and publications and developing worldwide interaction for its valuable content.

I applaud the members who have volunteered to digitize The Archive and respect those who have led the effort. SABR is poised to make a seismic impact on the research and resource front due to that effort.

I suggest that we use The Rucker Archive as follows:

- A recruiting tool for potential new members worldwide;
- Explore selling our resources to media, baseball-related entities, and researchers;
- Begin a SABR Instagram account to amplify and acknowledge our vast collection;
- Partner with the Japanese Baseball Hall of Fame to share our excellent Japanese components;

David Firstman

The materials in the archive are perfect for the creation of multimedia content. I envision a SABR-produced, glossy, coffee table book that would highlight the best images from the collection. Beyond SABR, this book would be offered to the "general public" through McFarland or similar publishers. Also, YouTube videos could be created with various SABR members (Scott Bush, John Thorn, and others, for example) showing and talking about their favorite and/or most important images. Certain images could be "merchandized" through SABR's "Café Press" store ... it would be cool to have a coffee mug or a t-shirt with an Rucker Archive image.

Michael Hauptert

The archive is a potential treasure trove. But to be valuable to SABR, it has to be exploited, which means carrying on the task of identifying keywords for all the photos so that the archive is searchable. In addition, we need to determine the copyright status (if this is not yet known) of each photo in the collection. To that end we need to keep the membership enthusiastic about contributing their time and efforts to helping see this task to fruition. I believe the project is in good hands right now under the leadership of Cary Smith, but he cannot do it alone. I am excited about this project and am happy to aid in any way necessary. I do have experience in working with volunteers on similar SABR projects. The Business of Baseball committee is currently creating a database of front office personnel using SABR volunteers.

John McMurray

SABR's recent public release of the images in the Rucker Archive represent both a delight for baseball fans as well as an organizational opportunity. Particularly in a sport which connects so much of its present to its past, the Rucker Archive provides a unique medium through which to draw fans and researchers to SABR.

With a collection of images approaching 100,000, the Rucker Archive should inspire the SABR website to be more photo-intensive. A new Rucker Archive image could be posted each day on the sabr.org main page along with some historical background about it. Fans are naturally drawn to baseball imagery, and the opportunity to make SABR's website the central place for a rotating collection of these images would be a rare and welcome opportunity.

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With these images, SABR could also expand the photographic footprint of the BioProject. Generally, BioProject pieces contain a single image of each player or baseball official. In time, SABR could presumably link a particular biography with every related cataloged photo in the Rucker Archive, making the biography more rich. Further, in cases where specific historical events are chronicled in photographs in the Rucker Archive, including a supplemental photo from the Rucker Archive at the point where that event is discussed in a particular biography would only enhance the story being told.

As Oral History Committee chair, I have seen from a first-hand perspective the impact that the release of the several hundred oral history interviews in the Oral History Collection has had in expanding SABR's reach. The Rucker Archive is an even broader opportunity to do what SABR does best: to offer compelling original content. To that end, SABR should maintain a permanent link to the Rucker Archive on the main sabr.org page and also to use the content across platforms, including in images connected with the Oral History Collection and in SABR books and publications.

A possible SABR initiative going forward may be to write background summaries of particular Rucker Archive photos. Beyond just a caption, SABR's many historical experts could put the photos into context, including when it comes to particular nuances of uniforms. So doing would give the collection of photos in the Rucker Archive an added dimension.

The photos from the Rucker Archive along with supplemental context applied across SABR's platforms will expose fans and researchers to images of players they have only heard about. In that spirit, making effective use of this brilliant collection of images across platforms will bear many dividends for SABR and for the study of baseball history over more than a century.

Bill Pearch

When SABR acquired The Rucker Archive and shared its first 10,000 baseball images (which will grow to 80,000), it added an essential asset to its already rich Research Collection. These images, which represent more than 150 years of baseball history, offer a visual component to accompany the written (BioProject, Games Project, Digital Library) and audio elements (Oral History Collection) that already exist. This archive will immediately bolster the images used in all SABR products (Digital Library publications, BioProject entries, etc.).

With the complete 80,000-image Rucker Archive, SABR has potential for significant revenue generation. Today, all images in the Rucker Archive are available for purchase at two levels: Personal Use (\$50 per image) and Commercial Use (\$75 per image). Like the Digital Library, SABR can establish multiple tiers for licensing: Personal Use (Member/Non-Member/Student) and Commercial Use (Member/Non-Member/Student). These images are vital assets for current SABR members as well as writers and researchers who are members, or those whose memberships have lapsed. Having access at reduced member rates will attract many new members.

Having successfully acquired and launched the Rucker Archive, SABR has positioned itself as a good steward capable of acquiring collections of similar magnitude.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

Anthony Salazar

The news of the addition of 10,000 images from the SABR-Rucker Archive, is indeed a watershed and seminal moment in SABR history. This digitized collection adds a hugely valuable commodity to our baseball research collective and future research interests. There are limitless possibilities on how this collection as an asset and research tool can be leveraged. For example, as a consultant with the Cincinnati Reds Museum and Hall of Fame last year, I reached out to SABR to license 20 images from this collection pertaining to Cuban baseball history that were used by the museum for an exhibit on Latinos in baseball. It was a solid experience that was fun and easy to use. There are many ways in which the collection can continue to be leveraged by baseball museums and baseball teams looking to add an extra bit of intrigue and mystique to their walls, in service of baseball history and knowledge. Surely, the MLB Network can build hundreds of documentaries based on photos from the collection. We are only limited by our imagination. We just need to continue promoting this collection as a valued asset and integral research tool and ensure that everyone in the baseball world knows we have this collection and are willing to discuss the researcher's needs.

Tom Shieber

My connection to the Rucker Archive dates back to the 1990s, when I first met Mark Rucker. Thanks to SABR, we connected through a shared love of baseball pictures and in 1997 immersed ourselves in his photo collection to collaborate on SABR's publication "Baseball For the Fun of It." With SABR's acquisition of the Rucker Archive, we now has a valuable research and publication resource. The collection may also serve SABR well as a revenue stream and as an aid to publicizing our organization. However, none of this will be possible without a robust strategy to market the Rucker Archive and I would advocate that SABR implement a plan to do so as soon as possible.

Neal Traven

I was fortunate to have the opportunity to look through part of the Rucker Archive during an early 2020 visit to the SABR office. Pick almost any baseball topic and you'll find clear, detailed pictures of that topic in its contemporary context. When the digital archive is catalogued and tagged by diligent SABR volunteers, it will be much more valuable for researchers and publishers. Cataloguing and tagging requires meticulous attention and knowledge of both baseball and bibliographic subject matter, so I strongly encourage SABR members with those skills to volunteer for the project.

Because the Rucker Archive is so comprehensive and of such high quality, SABR should make its existence known to publishers and visual media. If well marketed, the licensing fees for use of the images will sustain the Archive and perhaps even result in appreciable revenue to SABR.

Kat Williams

The Rucker Archive is a valuable asset to everyone, the casual fan, students, and serious researchers. For the latter, their first stop when they impark on a project is the SABR website, but what about those who don't have the experience or connections to SABR? Their search may be less focused at first. One way to help them in their research and to bring them into the SABR community is to make those images easy to find and readily available. I would propose and help to facilitate making connections with programs at colleges and universities. Using the Rucker Archive as an outreach tool, a reason to connect with Sport Management, Sport History, and journalism programs around the country, we introduce SABR to a large and revolving group of potential members. More importantly we shine a light on this and other collections SABR makes available to members.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

Question 4 (All Candidates)

Analytics Certification Curriculum: SABR has released one Analytics Certification course with a second to launch before the election concludes. How do you see these courses as a membership recruitment tool and in what ways would you like to see the organization use the courses to its benefit?

Mark Armour

First of all, I would encourage other SABR members to sign up for at least the first course, as it acts as a wonderful introduction to some of the ways that MLB teams use analytics today. I look forward to taking the second course as well. As for recruitment, I consider the courses a strong gateway into our Analytics conference, and I have hopes that its graduates can join SABR and help energize projects in this area. SABR has not done much with modern analytics, though our new Artificial Intelligence Committee has promise. This remains a fairly untapped area for SABR, and this course can only help.

Dan Levitt

The Analytics Certification Curriculum is a terrific initiative for several reasons. At the most basic level it builds and adds to SABR's credibility as an authoritative research organization. The fact the SABR certification is viewed as legitimate and valuable—as evidenced by the number of people who have taken the class and the overall response—strengthens our brand and brings additional visibility.

As I mentioned in the second question specific to the treasurer role, offerings like the Analytics Certification Curriculum are also a good way to boost revenue. To hold dues steady while expanding offerings and contending with inflation requires increasing revenue from other sources. A unique program like the Analytics Certification Curriculum is a great way to increase revenue while also providing a unique, useful product.

Specific to growing membership, the member discount for each class is almost equivalent to the annual dues, making joining SABR an easy financial decision for those interested in enrolling. As the classes grow in recognition, this discount is a nice way to entice those with a strong baseball interest to at least sample our organization for a year.

Andy Andres

The main benefit I see in these courses is to increase the number and diversity of people who will gain the skills needed to compete for careers in the baseball industry, which should increase membership. It is important that these courses are designed to deliver the foundation needed in baseball analytics, research and scholarship, to which I have been committed for the last 20 years. The proper design and marketing of the courses should increase membership, and if it helps increase the demographic diversity of SABR membership along the way, even better.

The pricing of both membership, and the courses themselves, should be structured to help all people both take the courses and join SABR.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

Dennis Degenhardt

Have we addressed who our targeted audience is and then determined how to reach them, regularly? Contact that group with updates, new courses, etc. Then issue press releases for each release in major newspapers and baseball publications. How can we use the chapters to work with their local media and sports radio to discuss the program with talking points? Does the chapter have relationships with the local colleges where they can talk about the certification, annually? IF not how can the SABR office help the chapters develop the resources to make those contact?

Once we have all segments of the Analytics Certification Course completed, we need to obtain accredited certification that current and future baseball employees will desire having on their resume/business cards. Adding value to the program would require continuing education for maintaining the certification and staying current only through SABR.

Dan Evans

The Analytics Certification Curriculum serves as both a short-term and long-term vehicle for SABR to further extend its outreach within the sport and its fans while also becoming a long-term recruiting tool globally.

I see at least eight opportunities to utilize the curriculum as a potent option:

- Educate baseball staff members across the sport at all levels, as many current “insiders” are naive or unaware of analytics and need to understand at a basic level;
- Offer it to MiLB players via the MLBPA to elevate their understanding and give them an awareness of what the expectations of the big league game and its complexities are from an instruction and evaluation standpoint;
- Offer to baseball fans worldwide for a better understanding of the sport;
- Reduce the current stigma from some “old school” fans by educating them about analytics and simplifying numbers that currently intimidate;
- Inform those who are trying to secure jobs within the sport, the next generation of baseball’s decision-makers, by making the SABR resources available at the Winter Meetings, more Diversity Program involvement, reach out to HBCUs, and within job seekers in general;
- Interact with nations to elevate their analytics awareness as they exponentially grow and try to compete at the worldwide amateur level but also the World Baseball Classic;
- Expand our outreach to colleges, junior colleges, winter baseball organizations, KBO, NPB, and European leagues to be viewed as the leader in this category;
- Provide cutting-edge research and analysis for Hall of Fame candidacies

Then post weekly or daily analyses on social media to consistently provide content and draw attention to the program.

Finally, secure an advisory board comprised of industry leaders in this category to ensure that our program educates our Curriculum’s participants in a way that best prepares them for a job in amateur or professional baseball.

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David Firstman

If SABR has not done so already, they should seek out every college/university offering a Sports Management course or degree and advise them of the Analytics course, with a discount for those college students who sign up. A “convention scholarship”, similar to the Yoseloff awards, should be awarded to one or more students who satisfactorily complete the available courses. A brief panel discussion (or one on one) could be offered at SABR national convention with the Analytics Award scholarship winner(s), with the awardees describing their background, why they wanted to take the course, and what they learned from it. The courses should also be “advertised” in the annual convention guide. Also, those non-SABR members who complete a course could receive a small discount for SABR membership.

Michael Hauptert

Analytics is another branch of SABR and we would do well to encourage members who are so inclined to join. Using the certification course as a recruiting tool, especially for younger members looking to break into sports management seems like a natural fit. Marketing through social media is likely the most effective way to reach this demographic, and adding younger members to the society not only enhances the likelihood of SABR's future, but brings a fresh perspective to the organization.

John McMurray

The recently-launched SABR Analytics Certification Curriculum, in my view, has the potential to broaden interest in SABR substantially since it offers foundational knowledge provided by experts in the field while spanning levels from beginners to advanced. Especially for those who are new to using these modes of analysis, the Analytics Curriculum offers an entrée into the field which could be a springboard for those who become certified to take on broader involvement in SABR.

SABR can use a similar approach in offering related courses in other areas. SABR Committees are steeped in expertise, but many members are also new to a particular area and are looking for ways to become more knowledgeable quickly. Each research committee could offer a foundational online course in its particular area of focus, providing grounding and analysis which could inspire interest in the field and make the subject matter accessible to a wider audience. If any of SABR’s historical research committees were to make a series of videos narrated by experts in the field, it could open up a particular area of baseball history to a new audience and fill a niche which is not being filled anywhere else.

SABR’s Analytics Curriculum offers participants the chance to provide their own analysis to be reviewed by professionals in the field. SABR courses for research committees with an applied focus – such as Business of Baseball or Educational Resources – could do the same. For the Oral History Committee, after participants complete a course on Oral History best practices and protocols, for instance, members could then record an oral history with a former player or baseball official. So doing would allow members to gain practical experience which would potentially lead to their substantial involvement with the Oral History Committee. As chair of the Oral History committee, I plan to put a similar program into place, having been inspired by the Analytics Curriculum.

Such courses provide a way for SABR to rely upon its substantial base of knowledge while bringing new members into the field. The benefits are high while the costs are low. It would allow SABR to enhance the role

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of its research committees, which is especially important. At the same time, such courses could expand into other areas including ‘how to get started with baseball research’ or ‘how to write an article for a SABR journal.’

In any of these spheres, courses modeled upon the successful model laid out by the Analytics Curriculum could be extremely beneficial to SABR’s recruitment and to the further growth of the organization.

Bill Pearch

SABR’s first Analytics Certification Course was a home run. With SABR’s new Analytics Certification Courses, it shatters the notion of the organization being solely for so-called “baseball hobbyists.” These courses, which offer direct professional benefits, provide an opportunity to attract new members from different demographics. The knowledge conveyed during the two courses (Level One – Conversational Analytics and Critical Thinking in Baseball; Level Two – Advanced Analytics in Baseball) is applicable to anyone—students transitioning into baseball, scouts/writers/broadcasters already established in baseball, and even members at-large—and will enhance their educational foundation.

SABR’s Analytics Certification Courses also provides an opportunity to build institutional relationships. As new courses continue to emerge and the number of participants increase, SABR’s staff has the potential to establish relationships with journalism, marketing and communications, athletic and more programs at colleges and universities. By building its reputation with these courses, SABR will become a much-sought-after destination for students as they transition from academia to practical world experience.

Program participants will become advocates for SABR. As they ascend in their careers, they will use their voice—written or spoken—to praise the benefits of becoming SABR members.

Anthony Salazar

The SABR Analytics Certification Course was an inspiring and brilliant move! First, SABR is a recognized and legitimate organization that is widely recognized as a leader in the baseball world. This is a thoughtful and meticulous course in a highly emerging field that creates an incredible synergy. In promoting these aspects and a robust and dynamic roster of instructors to younger audience interested in learning more, SABR needs to leverage the popularity of the field to colleges and universities in fields of math, applied math, statistics, and other pertinent natural science departments. Having worked at the University of Washington as a recruiter in graduate education for over 20 years, I know and understand the avenues in which we can pursue a steady stream of applicants to these courses. The nexus then becomes how to integrate our course “graduates” into fields that interest them, i.e., ballclubs, or other sport teams of interest. As a membership tool, we are building the younger audience, capturing their interest, as well as their baseball hearts and minds for the next 20 to 30 years, emphasizing their importance in adding to the baseball research knowledge. I can’t wait until we develop more courses, such as scorekeeping, and others, that will galvanize imagination and interests in providing a valued skillset needed in the baseball world.

Tom Shieber

SABR’s Analytics Certification Course has proven to be a successful byproduct of its popular Analytics Conference. Baseball analytics has blossomed in large part due to the efforts of SABR and SABR members, and by purposefully connecting our organization to these courses we are better able to remain in the public eye. The resulting publicity should help promote our entire organization and should also be used to shine a light on all baseball topics research fostered by SABR, not just analytics.

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Neal Traven

Immediately upon its inception, the SABR Analytics Conference became a valued conduit for aspiring data scientists looking for careers in baseball analytics. As such, it has sparked increasing SABR membership as well as a strengthened connection between the organization and the baseball industry. Although there is a good bit of competition in the field of analytics certification, the SABR name carries a cachet ... after all, a large component of the field is named for us!

Almost by osmosis, SABR's certification program will produce analysts whose knowledge of baseball is broad. Joining SABR means exposure to the best store around of the game's history, societal influences, etc. Analysts learning more than just analytics is a strong positive for their jobs and an even stronger one for the game itself.

Kat Williams

As someone with dyslexia and who has a math phobia, I was slow to the idea of any program that used "analytics" or "statistics." As an historian my interests always leaned to the social science methods of research. However, time and patience have helped me better understand and even embrace analytics. There are a lot of folks out there like me though and rather than leave them out there circling the world of analytics, SABR should invite them in. While the current course is set up for all levels, for some of us, just the name is intimidating. Perhaps a separate course that is marketed differently. In this "beginner" or "on deck" course we could simply introduce participants to the concepts, the language and do it in a way that empowers and encourages them. This approach does a couple of things that will help recruitment. First, it shows that while SABR understands how important analytics is to baseball research, we are also committed to making it accessible to all. Of course, it already is, but in this case, perception is particularly important. Second, we become even more inclusive. Inclusivity is not just about race, gender, sexuality, etc. It is also about ability, and education levels too. SABR is well known for its analytics programs so for us to demonstrate inclusion through those programs would go a long way in attracting new members.

Question 5 (All Candidates)

Chapters: SABR's Board of Directors has recently reinvigorated its Chapter Standards and Best Practices document and invested in chapter leadership with a chapter liaison position. What do you think the future holds for chapters in the organization? What will or should change? What should remain the same?

Mark Armour

Chapters are our most important recruitment and retention engine. It is vitally important that chapters are healthy, and our new position coupled with the Best Practices document are intended to help ensure that they are. One of the lessons of the recent past is the need to incorporate Zoom meetings as part of a chapter's offerings, to allow more remote people to stay engaged. In addition, SABR's new Local Grants program should help chapters rally around a common project and cause, while also showing SABR in a very good light in local communities.

Dan Levitt

SABR's regional chapters are one of the most important venues where members interact with our organization and each other. Providing a good experience at the local level is essential to making members feel part of the overall organization and maintaining enthusiasm. The new chapter standards and reinvigorated attention to the regional chapter experience is a terrific initiative. Regional chapters now have access to the SABR website for promoting events and linking to chapter projects or newsletters, financial assistance for regional meetings, event management tools, marketing support, and a summary of best practices. Moreover, SABR brought on a chapter liaison to work directly with chapters, provide support and guidance, and help address any issues or concerns. All of these items should help chapters provide a quality experience to their local membership and build enthusiasm around our association.

The Chapter Standards and Best Practices document provides for several levels of standards of achievement. These are well-designed in that they include some minimal requirements, yet still allow chapters autonomy around the extent of their activities. My regional Halsey Hall Chapter (Minnesota), for example, has reviewed the various best practices and chapter standards to identify where we can improve or enhance our practices. That said, this is a relatively recent initiative, and we will inevitably receive valuable feedback from the local chapters and their leadership. SABR needs to be willing to listen to feedback as we continue to support and enhance the regional chapter experience.

Andy Andres

Sharing best practices is a great start toward increasing the value and functioning of all SABR local chapters, and therefore improving the experience of SABR members. Ideally this would help improve the participation of members in the less active chapters. And liaisons would also help improve all chapters as a direct contacts to disseminate the best practices of other chapters. Chapters that try new activities that they learn about through their liaison might enrich the experience of their membership, which would help retention, so I think this effort is very important to the future of SABR. One strength of the Chapters is that they are locally run, that should be maintained -- I value the leaders of the local Boston SABR chapter, and I think they do a great job, clearly improving the value of SABR membership.

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Dennis Degenhardt

SABR's paying for Zoom allowing chapters to continue meeting (actually many increased meetings) is the picture of our future. Chapters are the heart of delivering content to members. With SABR National supporting but not running them, it makes the full organization stronger. Proof of the value is donations to SABR during the pandemic were strong because the members felt more connected and involved. We saw that in the Ken Keltner Chapter. SABR should continue working with chapters to strengthen their structure and help them provide a well-rounded program. The quarterly leadership meetings must continue where we all learn and share interesting ideas. Yet chapters need to remain unique to their community and membership and remain independent from the national office as long as they are following basic guidelines protecting the reputation of the organization.

Dan Evans

During my time on the SABR Board, I learned that every Chapter is unique in many ways. Therefore we need to be flexible and appreciative of those characteristics when evaluating individual Chapters.

I view SABR as an organization comprising over 7000 baseball fans with various focus points and baseball buffet items. Therefore, we have to manage expectations accordingly. Geographics play a role, as some Chapters are located in massive metropolis with lots of history, but others are in less populated regions without nearby big league teams.

Chapter leadership is an effective rudder; we have elite leaders in some places. We must encourage participation and amplify members' voices in proceedings, strategy, and topics.

SABR leadership begins with Scott Bush and his terrific staff, and most Chapters look for guidance and assistance from those individuals while also counting on the SABR Board to be a check and balance on the path being charted. The recent decision to add a pair of Board members this Spring will make an immediate contribution to the intellectual bandwidth of the Board and cultivate new thought processes in the group.

Rather than punish Chapters for inefficiencies, we should improve their offerings with guidance and suggestions.

Among the elements that will or should change:

- Consider more virtual meetings to allow for participation and engagement;
- The pandemic has us operating on islands more than ever, reflect that in communication and meetings;
- The game's global growth is evident and should be considered in our organizational structure of chapters;
- Chapters will elevate or erode due to Chapter leadership, so participation and leadership grooming should be encouraged;
- Pursue local teams and colleges/universities to boost membership and diversity;
- Get local baseball venues or sites to use QR codes that link with the local Chapter and National SABR;
- Continue to encourage the Landmarks project as a way to boost SABR outreach

What should remain the same?

The unique camaraderie that results from a SABR membership is constant. A five-ounce sphere links baseball fans with opposite backgrounds and varied interests. Their connection is both fragile and firm, wholly dependent on our ability to offer them items that cultivate and hold their interest.

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Two precious individuals to our SABR members are Bruce McClure and Jessica Smyth. They perform their roles at an elite level and reinforce SABR daily's offerings and options.

David Firstman

Various factors, from the pandemic to travel costs to an aging, less-mobile membership base has led to increasing use of virtual meetings/presentations. If possible, chapters should be encouraged to provide livestreams of in-person gatherings (again, costs, technology and logistics must be considered).

Minimum standards should be applied to the web presence and meeting frequency of the chapters. Chapter liaisons should review chapter websites for up-to-date content and a clear listing of all chapter leaders, with email addresses for contact purposes. Membership tallies should be monitored and those chapters that are not gaining members should be contacted and assisted.

Those chapters that excel in established "best practices" should be recognized at the national conventions. An award could be presented to the chapter that has shown the most improvement in content provision (virtual and/or in-person) and web presence.

Michael Haupt

Chapters are the lifeblood of SABR. Most members have far more interaction with their local chapters than they do with the larger society. Keeping them vibrant and functioning is critical to maintaining the membership. A silver lining of the Covid pandemic was the growth of virtual meetings. While they cannot, nor should they, displace face to face meetings, they do provide wonderful opportunities for baseball fans from around the world to join in local chapter events they otherwise never could have attended. I have enjoyed sessions with authors, announcers, front office personnel and former players hosted by local chapters, all possible only because they were streamed. The 19th century committee has done a wonderful job with their monthly virtual research presentations, and I have enjoyed virtual book club meetings as well. We should encourage the continuation of virtual meeting opportunities, which could aid in the effort to recruit new members, especially those who are not located near a local chapter.

John McMurray

As SABR nears having one-hundred different local chapters throughout the world, the importance of these chapters has never been more evident. While the annual SABR Convention may get the most attention, it is the local chapters which imbue SABR with vitality throughout the year, providing events and presentations which are available to many members who may not be able to attend the National Convention in person. That SABR has twenty-five different chapters in southern states, nine in western states, and thirteen international chapters speaks to the ever-widening influence of these chapters.

My view is that the chapters provide the best opportunity for local topics to receive a full examination. In 2022, the Lajoie-Start Southern New England Chapter invited sportswriter Joe McDonald to speak of his extensive experience covering the Worcester Red Sox while the Larry Dierker Chapter in Texas hosted Terry Puhl, the former Houston Astros outfielder. The chapters allow for drilling down into local areas of interest in a way which SABR's National Convention may not, and the small groups which often convene in the chapters provide some of the strongest bonds in SABR.

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SABR's investment in a Chapter Liaison position is particularly important. This role will facilitate networking between chapter leaders, which is essential for establishing best practices. In my early years as a research committee chair, I found that regular telephone meetings among committee chairs provided a vital assistance for me to learn how to build my own committee. In that same spirit, the Chapter Liaison can provide the 'glue' to make the chapters more of a united team, even if those chapters are all across the globe.

Many SABR chapters have had their own initiatives, ranging from studying the history of local teams to the effort by the Rogers Hornsby Chapter to create a baseball-themed program for Central Texas residents with early-stage Alzheimer's Disease. The research done on the local level could, in my view, benefit from a broader platform. I would like to see a consolidated website for the research and programs from SABR's local chapters to be highlighted, which would include video of presentations. While the chapters may be regional in scope, the research they often produce could use SABR-wide promotion.

Further, I would like to see more direct involvement of the local chapters at the SABR National Convention. There could be SABR awards for best regional presentations, and some of top-level work could be repeated at the National Convention for a broader audience. Many teams have close relationships with the respective local chapters, and further growth in that area could allow Major League teams to have the full benefit of the local chapters as a resource.

Bill Pearch

As SABR grows and evolves, so must its chapters and committees. SABR has taken the critical step of engaging chapter leaders by reinvigorating its Chapter Standards and Best Practices document and creating a chapter liaison position. Adding the chapter liaison position has been helpful as it serves as an extension of SABR staff. Change is never easy, but is a necessary step for productive growth. As membership grows and new initiatives become reality, SABR needs to ensure that chapters and committees are active and functioning at their highest levels. Having been directly involved with these discussions through our chapter since the start, I can vouch for the benefits of this exercise. This effort has allowed our chapter to assess where we excel and where we have room for improvement.

In the future, I foresee stronger and more dynamic chapters. During the last three years, I have witnessed SABR embrace and thrive with virtual technology. This demonstrated the need for chapters to innovate and reimagine themselves. During the pandemic, membership numbers reached new heights. Along with the more members, these members were increasingly more diverse in every potential demographic.

This process prompted chapters to create a base level of service. Are chapters welcoming new members, getting them involved and connecting them with their baseball interests? Are chapters allowing their membership to determine their local leaders? Are chapters connecting with their members through in-person and virtual meetings and gatherings? This will inspire members intent upon assuming leadership roles to establish metrics and goals for growth and identifying potential chapter projects. It will also allow members to find their niche and remain as active as they choose.

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Anthony Salazar

I belong the Pacific Northwest chapter, and I love my chapter and our members! I really do. As chair of the Seattle convention in 2006, I developed such an admiration and appreciation of our chapter, and what we can do together in putting on a hugely successful conference. We have very talented and skilled individuals who are smart, and thoughtful, and self-sacrificing. They always think about SABR, and how to make our organization better for the next member. If you wanted to create a Standard Operating Procedure (SOP) manual on chapter relations, look no further than the Pacific Northwest. We have a variety of interests, obviously, but our voices matter. Every member should appreciate what their chapter offers. If not, then take the reins, and create the chapter you want to see. Chapter leadership is a great way to build SABR leadership. We need to emphasize that aspect more and thoughtfully develop future SABR leaders. Let's figure out what is working well for our chapters, and create best practices, and then spread that knowledge around. Chapters can also help in the recruitment of various programs, particularly the certificate programs at their local colleges and universities. There is no better way that we grow than at the local level.

Tom Shieber

Local SABR chapters offer get-togethers highlighted by research presentations, guest speakers and camaraderie among members. There is no substitute for these in-person meetings, and they should remain the focus of local chapter leaders. But there is also great value in stretching the definition of "local." SABR leadership (at the national and local levels) should embrace, promote, and (where needed) help finance the concept of "Chapters Without Borders," offering the opportunity for all SABR members (wherever they may live) to participate in local chapter meetings via Zoom or other web-based video conferencing platforms. While local chapters should retain their local flavor, this broad-minded philosophy should result in higher rates of member participation and more options for presentations and special guests.

Neal Traven

In many ways, chapters are the lifeblood of SABR. At most 10% of members attend the national convention, and almost every one of them participates in their local SABR chapter. For many more members, attending chapter meetings is their strongest interaction with fellow members. Your decision to join SABR may originate from what you see in the media or read in print, but the interpersonal associations in chapter meetings are perhaps the greatest influence on the choice to renew. Thus, hiring someone in the national office to facilitate strong chapters -- to be a resource through which contact and outreach methods can be assessed and shared -- could greatly enhance SABR's member-retention rate.

Since COVID arrived in 2020, Zoom technology has been a boon for SABR chapters and Chartered Communities. There are now far more chapter meetings than there once were. To illustrate, the SABR calendar for April 2023 lists 30 chapters holding events (8 with two or more), fairly evenly split between in-person and Zoom. Some are joint meetings, including one involving the chapters in all five AL Central cities. Virtual meetings are here to stay, and that's an entirely good thing. Facilitating and increasing SABR Zooms should be an important component of the chapter liaison's activities. (Research Committees, which have been slower on the uptake of Zoom meetings, also need to be encouraged to move in that direction.)

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Kat Williams

Chapters are the backbone of SABR. The local connections they provide to individuals are crucial to the success of SABR. But expanding their reach beyond a small local group is also important. I live in Huntington, West Virginia. I am a member of the Pee Wee Reese Chapter in Louisville and the Chicago Emil Rothe Chapter. It is a 3-hour drive to Louisville and a 6-hour drive to Chicago from my home. That distance makes it impossible for me to attend in-person events. The issue of distance is not one that the chapters themselves can fix, but a more active presence on social media and a website will help to eliminate the feeling of isolation for those of us not near a chapter. One important benefit of being a SABR member is the sense of community we get from being around other baseball junkies. To me, building those relationships in person is preferable, but when that is not possible, we must connect any way we can. To that end, each Chapter should be dedicated to the use of online events. Not every Chapter leadership will have the expertise to create and maintain a website or to sustain an active presence on social media. But, with the help of SABR's tech staff, the organization can facilitate website and social media training to each chapter. Uniformity is important across Chapters so making a robust online presence as part of the expectations helps to achieve that goal. Chapters are also important in outreach and membership recruitment and as we all know, we are more likely to attract younger members through online events. Our reach to rural areas will also expand as a result.

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Question 6 (All Candidates)

Diversity, Equity, and Inclusion (DEI): SABR has continued to expand its efforts to be a more welcoming organization in recent years through the guidance of our DEI Committee. What additional programming or efforts would you like to see SABR establish?

Mark Armour

At the national level, we need to make sure that our events include a diverse group of speakers and panelists. This could include, for example, requiring that our roster of speakers at the national convention include a diverse set of subject areas (women in baseball, non-US leagues, the Negro Leagues, etc.). We should set aside at least one publication a year to focus on subjects outside of the traditional major leagues. At the local level, we should encourage and incentivize chapters to have diverse speakers and leaders as well.

Dan Levitt

SABR needs to pursue two separate approaches for our DEI efforts. First, we need to highlight to our current and potential members the many committees and other SABR sponsored research fields that focus on spheres beyond the traditional major leagues. For example, our membership participates in committees on Asian baseball, baseball and the arts, Latino baseball, Negro Leagues (with its own conference), science and baseball, scouts, and women in baseball. Moreover, we need to expand and promote our SABR Fellowships, which send students and young professionals to our conferences.

Second, we need to continue to implement our recent initiatives. These include providing our regional chapters with materials, guidance, and encouragement to reach out to schools and other organizations to provide engaging learning opportunities. Another good way to grow membership is through our chartered communities. We can expand our efforts on these online communities that help bring more youth into SABR.

As to rookie members, we need to make sure they feel welcome and engaged. Much of this happens at the local level. We need to continue to build excitement around the incentives for chapters to be recognized at the various levels—which include DEI measures. Other projects like the Games Project or the employee database project (which our Business of Baseball Committee started several years ago) similarly offer new members a chance to engage with SABR.

Andy Andres

Enhanced marketing of the Analytics Certification Curriculum and courses to college and high school students should be a primary focus of additional programming efforts. An effort to find all the student analytics clubs in both high school and college through an analysis of the student groups who have ever attended or applied to the SABR Analytics Case Competition should prove useful. The growth in membership should be through this demographic.

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Dennis Degenhardt

SABR does good job with content diversity, with the Woman in Baseball and Malloy conferences. Our publications show the diversity of the game, and our authors are conducting interested researching and writing about all of the game. We need a similar Hispanic Seminar. With all of these seminars we need to attract a local and national press. Outreach and heavier use of press releases announcing activities we all are involved within the chapters and committees. National can help the chapters learn through Zoom meetings, working together, on how to identify and work with key individuals in the minority communities to assist the local chapters in building relationships by providing scholarships, helping with baseball gear, speakers at their events and in turn ours and translators when needed. There is a large baseball loving population for us to reach and share our love of the game.

Dan Evans

I am glad we have addressed this topic frequently in the last 12 months as a SABR Board, acknowledging that this must be a focus item for our organization. It is also regularly discussed within the Rocky Mountain SABR Chapter's Board of Directors.

Diversifying our Nation is a challenge, and baseball has been consistently struggling in this area for years, so it makes sense that SABR is also trying to improve. Our membership needs to look more like the game it loves, which will take time.

I would encourage the following:

- Continue to link closely with MLB's Diversity and Inclusion program, which is making inroads in this area;
- Establish minority SABR internship programs;
- Actively recruit membership in Historically Black Colleges and Universities;
- Actively recruit membership from parents and participants at MLB Academies;
- Recruit from worldwide sports management programs, offering their leadership free or discounted membership to encourage participation and awareness;
- Recruit softball programs and their coaches;
- Actively recruit a younger and more diverse membership using current SABR members who look like them;
- Focus on today's entertaining players, as many are from different backgrounds and Nations;
- Recruit those in the game today, as they already love it.

David Firstman

As I mentioned previously, I believe the pre-teen "market" is vastly underserved. Major League Baseball offers programming directed at kids, and so should SABR. We have many talented writers in our midst, and age-appropriate content should be created for pre-teens. "SABRkids" could be launched, with video baseball history lessons detailing such topics as "Who really invented the game?" "Why is the field set up the way it is?", etc... If enough writers are interested, a semi-annual "kids' version" of The National Pastime could be offered, with a kids-level membership fee of \$20 per year or similar.

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Michael Hauptert

As a scholar, I would be particularly interested in seeing the establishment of an annual conference on women in baseball, along the lines of the 19th century conference and the Jerry Malloy conference.

John McMurray

SABR's DEI Committee has been so successful because of the extent of its collaboration as well as its larger sense of purpose. As a complement to SABR's DEI efforts, I would also recommend the creation of a research committee to study the integration of baseball, which would examine issues of inclusion across the history of the game.

SABR should aim to include as many members as possible from wherever in the world they may be. While many members can take advantage of SABR's regional chapters, doing so in person is not possible for many members who live long distances from where a chapter exists. Therefore, creating an exclusively online SABR group (calling it 'SABR's Online Chapter,' perhaps) intended for members who do not easily affiliate with a particular chapter would do a great deal to enhance the sense of community within SABR.

I do believe that SABR needs to take further steps to welcome and retain new members. Many members come into the organization without a firm sense of where they fit within SABR. As a result, the formation of a 'new members initiative' made up of experienced SABR members could provide a foundational mentorship program. That kind of mentoring could bolster SABR's research committees by steering members to areas within the organization which match their interests while also bolstering camaraderie and belonging.

A further consideration is assessment. SABR should routinely assess how its own DEI initiatives are doing and report those results, perhaps quarterly, to the membership. As SABR develops a wider presence across the world and includes more members than ever before, making sure that these new members feel welcome and appreciated while also assessing our own DEI performance are important measures of SABR's DEI success.

Bill Pearch

Baseball was a diverse game from its inception. After all "Katie Casey was baseball mad," as the classic song goes. There are game-related stories from every possible background, and vital voices to share them. SABR has made great strides with its Diversity, Equity, and Inclusion Committee to ensure this is a reality. Members take advantage of dynamic programming related to women in baseball and Black baseball history through the SABR/International Women's Baseball Center (IWBC) Women in Baseball Conference and Jerry Malloy Negro League Conference respectively. Shakeia Taylor, the host of SABR's monthly Ballpark Figures Zoom sessions, brings a unique and compelling perspective to baseball discussions. But we all know this is just the beginning.

SABR's membership continues to grow, and I am an advocate for building an even more diverse membership base. Reflecting upon the recent 2023 World Baseball Classic, we see how rabid fanbases are internationally. I see numerous opportunities to forge relationships with organizations and institutions which may have purposes not directly related to baseball. Simply looking in my backyard, I have identified potential for partnering with museums like Chicago Cultural Center, DuSable Black History Museum and Education Center, National Museum of Puerto Rican Arts & Culture, National Museum of Mexican Art and Japanese Culture Center. SABR has potential for partnering with these institutions (and in every other market) to connect baseball stories with their individual missions. The door is wide open.

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In recent years, SABR's publication program has told increasingly more diverse stories. Looking back at releases from the last several years, SABR has told stories about U.S. Tours of Japan, the heroic life of Roberto Clemente, stories of the Negro Leagues, and Dominicans in the Majors (English and Spanish versions). An upcoming book focuses on Native American players in the Majors. These projects offer an attractive opportunity to recruit new members. SABR has an opportunity to connect with non-member authors to tell these vital stories and bring them into the fold.

Anthony Salazar

I helped create the SABR DEI committee. I wrote the SABR diversity statement. I wrote the SABR diversity plan. Having worked in areas of DEI in academia for many years, this is important to me. Being a brown man in a mostly white organization is challenging. I sat in the business meeting at the Long Beach convention some years ago, and I looked around at the room, and suddenly felt like I did not belong. I did not see ANYONE that looked like me. I literally got up and left the room and sat in the lobby area to catch my breath and sort through my feelings. I was angry. I was resigned. I was tired. I confronted my own feelings that SABR needed to change, and needed to be more diverse, right now. I met with the Board later in the conference and discussed my idea. From there, more ideas germinated. The goal was to somehow create a more diverse and inclusive organization. Not just more members of color, or more women, or even more younger members. We needed more diverse stories, and an appreciation of those stories of struggle and hardship. I have talked with chapter leaders in the Rust Belt, for example, looking for ideas in how to diversify their membership. I gave them suggestions and also encouraged them to explore the stories of black and brown players, and how those players contributed to the historiography of their baseball knowledge. With knowledge comes power, and in sharing that knowledge, we become power-ful. Creating a power-ful SABR will take time, but we must all be committed to helping make these changes. Let's commit resources to making this happen. Let's commit our hearts and minds in making this happen. Let's also continue to work on the DEI plan I created and make strides towards these goals.

In looking at cool ideas of building a greater DEI effort, I would like to create a young writers program that targets bilingual Latino/a college students at select journalism schools, preferably those with a sports writing emphasis. The idea is to work with these students to help them develop the skillset to not only write about baseball, but to be able to interview and make connections with Latino players in their own language. So many stories are missed simply because mainstream reporters do not speak Spanish. This proposed effort would bridge that gap and add to our knowledge of the player stories. At some point, as appropriate, we can add a Japanese component, as well. This could also be another certificate course that will certainly fill a need.

Tom Shieber

The first word in SABR is "Society" and no society can remain viable without a welcoming attitude. I believe SABR is a very welcoming society. However, a membership organization that relies solely on the passive approach of simply being welcoming without actively seeking a diverse community of members, thus overtly reaching out to be welcoming, runs the risk of becoming stagnant and irrelevant. As such, SABR should always be mindful of pairing its existing welcoming philosophy with a proactive approach of seeking out diversity in membership. This proactive approach is more easily said than done but should be an effort prioritized by the SABR Board.

Deadline for votes to be received is 11:59 p.m. MST on May 2, 2023

Neal Traven

As someone who grew up in the Civil Rights Era -- in a family that instilled socially inclusive values in me -- diversity, equity, and inclusion have always been integral to my worldview. As caring community members, we share a responsibility to build a socially viable society where all people have the opportunity to succeed. For most of its fifty-plus years, SABR was almost entirely white and male – due to inertia, not discrimination. In recent years, our Society has recognized the need to take action on DEI concepts and values. We've made DEI progress, but there is still much to do.

I see two avenues that SABR needs to work on – increasing our programs to welcome baseball lovers from marginalized communities as members, and making our publications and media presence more inclusive. By the latter, I mean both subject matter (such as the Negro Leagues, women in baseball, Asian and European leagues, etc.) and presentation in languages other than English. How better to attract Latino members than, say, a Luis Tiant Sr. biography in Spanish? Or to reach out to Japanese speakers with profiles of Japan Leagues HOFers written in their own language? While translation services might be costly, perhaps this is a task in which ChatGPT and its ilk could be trained.

Finally, perhaps it's time to once again consider replacing “American” with “Advancement of” in our acronym. In the past I've opposed that, probably out of inertia, but now I'm more open to the idea.

Kat Williams

Diversity, Equity, and Inclusion are woven into the fabric of my daily life and I am so glad that SABR created the DEI committee to address these issues. Creating an atmosphere of inclusion within the organization is important for members, potential members and those who look up to SABR as the standard bearer within baseball. The importance of Chapters in this and all initiatives cannot be overstated. Making sure that every member, every Chapter president is aware of our DEI expectations is where the programing should start. Once Chapter leadership possesses a clear understanding of our DEI goals SABR could provide material and guidance to help them put those standards to work. DEI is not just a set of written rules or expectations. They must show in our actions, our programing and in our outreach. Regardless of race, class, gender, sexuality, or ethnicity, we have a common language, baseball. Using baseball as a tool, local Chapters can engage communities often overlooked. Every school, college, or local community center long for fun, engaging programs for their participants. SABR can provide that opportunity. Local outreach of this kind will result in a more diverse membership for SABR but more importantly we would be living our DEI standards.

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Question 7 (All Candidates)

What former ballpark would you have most liked to have seen a game at?

Mark Armour

Greenlee Field in Pittsburgh, ideally when Satchel Paige was throwing

Dan Levitt

The Polo Grounds. With one of the most unique layouts of any ballpark, it would have been fun and instructive to see how baseball played within its distinctive design. More significantly, I would have liked to have been part of the atmosphere during the heyday of manager John McGraw, when the Polo Grounds was in many ways the center of baseball in America. McGraw and the Giants created an environment of us versus them, rarely seen since. In their style of play, McGraw and the Giants put pressure on their opponents and demanded sound fundamentals among themselves. The Giants winning clubs, exciting style of play, and provocative atmosphere resulted in attendance that annually came in near or at the top of the league—what a place to experience a ballgame.

Andy Andres

Braves Field -- since Boston University acquired the old ballpark I have been very interested in its history, especially the various locations of home plate over the years. I spend so much time on and around the old ballpark's footprint thinking about all the baseball history that is present there. Braves Field has great significance to me.

Dennis Degenhardt

In the early to mid 1960's I became a huge Giants fan with Willie Mays my first hero. I always wanted to go to San Francisco to see my Giants play and I would want to return to the Candlestick stadium of that 12 year old boy (but the game would need to be during the day since the adult in me knows how cold that stadium is at night). I had an opportunity to relive part of that dream following the 2019 SABR convention in San Diego. We traveled to San Francisco so I could check the Giants stadium off my list and approaching Oracle was very emotional knowing I was finally at the Giants home park and Willie's statue is out front. I cannot imagine how emotional seeing the original ballpark and the Giants of the 60s would be but if it's possible, sign me up.

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Dan Evans

This is a great question; my answer will be unique due to my career. I have been lucky to see big league games at 62 venues, including every current MLB ballpark. My worldwide baseball travels have taken me to hundreds of professional, minor league, and amateur venues.

As a result, I am a ballpark connoisseur. I prefer ballparks to stadiums, and Osaka's Koshien Stadium is my favorite ballpark in the world!

I have narrowed my answer to two: Ebbets Field and Korakuen Stadium.

I would have loved to see jam-packed Korakuen during the Yomiuri Giants' dominant period with Oh and Nagashima. During my frequent trips to Japan, I have heard beautiful memories from NPB fans and the legends who played there for nearly a half-century.

My days as the Dodgers' GM gave me access to some of their greatest to play and work in Brooklyn. Hundreds of conversations with Vin Scully added depth and joy. The players LOVED playing there, and their relationship with Ebbets' fans and the surrounding neighborhood was special. I wish I could have been there April 15, 1947.

In closing, I am grateful for your time reviewing this statement and ask for your support in this election.

David Firstman

Clark Field in Austin, Texas, used primarily by the University of Texas Longhorns. The field was used from 1928 until 1974. There was a limestone cliff in the outfield. The cliff varied from 12 to 30 feet high and ran from left center to center field. The cliff could only be accessed via a goat path in the left-center field. There was a scoreboard on top of the hill in the field in front of the fence that could cause even more weird bounces for outfielders. Some outfielders purportedly chose to play on top of the cliff while the others chose to play in front of the cliff. Fun fact: It was an alternate home site used by the NAL's Houston Eagles for a game on July 12, 1949.

Michael Haupt

I love minor league baseball and visit as many parks as I can on my annual travels. I would love to visit any of the old PCL stadiums, with Wrigley Field in LA at the top of my wish list.

John McMurray

If I had the chance to go back in time and to see a game at any former ballpark, I would choose the Polo Grounds, ideally during the third and fourth iterations when the ballpark became modern.

It is impossible to tell baseball's history without the Polo Grounds being a part of it. It was the ballpark of Mathewson, Mays, and the Mets. Ray Chapman was hit by Carl Mays' fateful pitch there, resulting in Chapman's death, perhaps with the afternoon shadows at the Polo Grounds playing a role. The Polo Grounds also hosted the Yankees after they were the Highlanders, and its use for football and boxing only adds to its pageantry. To appreciate the impressiveness of Willie Mays' catch in the 1954 World Series fully, seeing the backdrop would be essential.

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I am drawn to unusual ballparks, and there is nothing like the Polo Grounds dimensionally today. The short foul lines – under 280' on each side – combined with the nearly 500-foot distance to centerfield invited some of the distinctive strategy which makes baseball unique as a sport. Baseball during the Deadball Era prospered there while sluggers from Mel Ott to Bill Terry to Willie Mays did also.

Add to it the overhang in left field at the Polo Grounds, which led to many short fly balls being home runs, combined with the gaps in the outfield as well as bullpen areas which were in play, and watching a game at the Polo Grounds would be an experience unlike any other. Given the outfield's downward slope, which often obscured the outfielders from the perspective of the infield, I would love to have seen for myself what it was like. Especially when strategy in low-scoring games was a particularly high priority, the Polo Grounds would have benefited any player or manager with the wits and guile to take advantage of its unique quirks.

The story of the Polo Grounds also mirrors that of ballparks going from becoming relatively insubstantial structures to the colossal varieties we see today. The Polo Grounds went from an open outfield to a closed one and from wooden fences to having a unique fence in centerfield unlike any other. The park itself captured the shape of what was and also what could be. Yet there is also much about the park which impacted the way the game was played. To see a game at the Polo Grounds would be to witness some aspects of play and style which have vanished from the game.

It would be most fun to see baseball played at the Polo Grounds in each of its four versions. The Polo Grounds may have receded a bit in the mind's eye, but it meant so much to baseball and to baseball history amidst five New York Giants championship teams that taking in a game there would be an easy choice.

Bill Pearch

Without hesitation, Philadelphia's Shibe Park. Living in greater Chicagoland, I was fortunate to attend numerous games at Wrigley Field and old Comiskey Park. As I grew older, I set a goal to see each MLB team play at its home park. Many of those places are no longer standing. But Shibe Park looked beautiful and was cutting edge for its time. If I could travel back to the early 20th century, I would love to shake hands with baseball icon Connie Mack and discuss game strategy with him in his office atop the elaborate and ornate rotunda. Then I'd like to grab a seat and watch Jimmie Foxx slug home runs into the seats.

Anthony Salazar

Having lived in Seattle for the last 30 years, I have grown fond of the nostalgia for the heyday memories of Sicks' Stadium and the Seattle Rainiers. Over the years, I have read countless volumes on Seattle baseball history and the impact that the club and Sicks' Stadium had on our community, the Emerald City. From the old photos, it was a cool, old art deco style ballpark in a close neighborhood. But, much more, the stadium was a beacon of hope to the community who worshiped the hometown nine, with a beer baron owner who loved his teams and his beer. It would have been cool to be around during the championship days of 1939 to 1941. The Suds lit the town on fire!

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Tom Shieber

I have long been a fan of the "Grand Pavilion" at Boston's South End Grounds. The majestic double-decked grandstand stood in the Roxbury neighborhood of Boston from April of 1888 through May of 1894. I would love to have witnessed a game from this architectural masterpiece, but of course that would be impossible. However, a few years back I worked hard to do the next best thing. I researched the ballpark and directed the production of a digital recreation of the stunning structure as part of an interactive in the Hall of Fame's "Sacred Ground" exhibit, allowing museum-goers a chance to virtually tour the beautiful ballpark:

<https://sportscollectorsdigest.com/news/travel-back-in-time-to-bostons-south-end-grounds>.

Neal Traven

My lifelist of MLB ballparks currently stands at 51, including at least one park for every club (three parks apiece in Philadelphia and Minnesota). While I of course regret missing out on Ebbets Field, the Polo Grounds, the first iteration of Yankee Stadium, the Astrodome, Crosley Field, and many more, the one I rue most is undoubtedly Forbes Field. You see, I went to grad school and earned my degree mere steps from where it once stood. I've trod the ground, traced out the row of bricks that marks the shadow of the outfield wall, touched the remaining piece of the wall. I lunched at Frankie Gustine's Restaurant before it closed in 1982, listened to several of the annual October 13 rebroadcasts of Game 7, and stood at home plate inside a Pitt building. (Local rumor is that its actual location was a few feet away, inside a restroom ... there was no love lost between the university and the Bucs.). I've even walked down the hill on Joncaire St., where Babe Ruth's final home run is said to have landed ... and rolled, and rolled, and rolled.

On the other hand, would I have ever completed my academic work if I could have strolled across the street any old time to watch a ballgame?

Kat Williams

Entering a ballpark, any ballpark provides a level of excitement that is unmatched. Just this week I was at a minor league park in Wisconsin where large piles of snow still sat in the parking lot. There were no players, coaches, or grounds crew in sight, yet simply walking into that stadium felt like going home. When we add a personal baseball connection to that experience a stadium becomes a symbol of all we love about the game. For me, a young girl who grew up listening to Waite Hoyt and then Joe Nuxhall call the Cincinnati Reds games on the radio, the chance to even see Crosley Field would be wonderful. Hoyt's description of the "terrace" in left field and the large Longines Clock on the score board is seared in my brain, but what did it feel like to watch a game there? To see the Red's Tommy Harper or visiting outfielders like Willie Mays navigate the "Terrace" or use that huge scoreboard to keep score would be a childhood dream come true.

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