

2020 SABR Election Guide

Thank you for reading the 2020 SABR Election Guide.

On the following pages you will find statements of the candidates for the offices of Vice President, Treasurer, and one (1) Director's seat, and the candidates' responses to the three 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 his/her biographical section.

All members who have renewed for 2020 and who have an email address on file as of April 15 will be registered for online voting. You will be sent an invitation to vote on **April 20, 2020**, and you will receive at least one reminder email before May 4.

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 below are the functions of each office according to the current SABR bylaws.

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 four 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. 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.

Vice President. The duties of the Vice President, who shall be elected in even-numbered years to a two-year term, shall include: a) Assuming all duties of the President in the absence of the President or in the event that the President is unable to accept or perform his or her responsibilities and duties. b) Chairing the Chapter Development Committee and, in this capacity, submitting an annual written report to the membership. c) Such additional duties as may from time to time be assigned by the Board of Directors.

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 four 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 deadline for your vote to be received is
11:59 p.m. Mountain Standard Time on May 4, 2020.***

For Vice President Leslie Heaphy

Member Since: 1988

E-mail: lheaphy@kent.edu

SABR Experience: Chair of Women in Baseball committee since 1995; Board member and current VP; on committee to help plan Jerry Malloy Negro League Conference; Kavanaugh essay chair; chair of Seymour Medal committee twice; variety of other SABR committees over the years for women's baseball and educational efforts.

Other Relevant Experience: Member of the board for the International Women's Baseball center and executive committee; Serve as president of the board for another non-profit for over 20 years; Serve on faculty council at the University. Written and edited lots of books and articles about baseball. Speaker around the country on various baseball topics.

Education: Ph.D in history.

Occupation: Professor of history, Kent State University.

Candidate Statement

I am writing to do two things with my statement. First, I want to say how much I enjoy being a part of SABR and being able to serve the organization. I look forward to continuing to serve as the Vice President. I want to continue to work to grow our chapters and research committees in meaningful ways. I am excited to see our scholarships and fellowship opportunities grow as this will help attract a new interest in SABR from a more diverse audience. I want to work to grow more opportunities for chapters to work together to share resources, speakers etc... which will help some of our smaller chapters. I believe that one of the things we need to continue to do is find opportunities for committees to get involved in projects whether they be writing projects or other kinds of efforts related to baseball. I also think we need to continue to look for relevant resources that can help our members with their research and writing efforts. I also want to help create ways to better recognize and promote the work of all our chapters and research committees so that everyone is aware of what they are doing. And finally, I think we need to take better advantage of much of the technology and social media that is available as this will help us get our message out to different audiences. One form of communication does not work for everyone.

Thank you for all your support of SABR and considering my desire to continue to serve the organization.

Deadline for votes to be received is 11:59 p.m. MST on May 4, 2020

For Treasurer

F.X. Flinn

Member Since: 1983

E-mail: fxflinn@gmail.com

SABR Experience: Treasurer 2001-present; Chair Internet Committee 1999-2009; SABR-L Moderator 1997-2003; Chair CEO Search committee 2018; Member of the SABR Defensive Index committee 2013 – present; NYC (83-97) & Vermont ('97-current) Chapters; member of many research committees.

Other Relevant Experience: Prepare SABR Defensive Index for Gold Glove ballot, and generate SABR's votes; led development of SABR's first online membership system; led digitization of *The Sporting Life* and *The Sporting News* Player Contract Cards, both on LA84.org.

Education: BS Industrial & Labor Relations, Cornell University '76; University of Connecticut MBA (18 of 36 credits completed; abandoned as my IT consulting business grew)

Occupation: IT consultant in process of shedding clients so I can retire!

Candidate Statement

My 19 consecutive years of board service, all as Treasurer, have been devoted to creating a strong financial foundation for the Society. We will survive the financial dislocation created by the COVID-19 pandemic.

My principal vision for SABR is that it must continue the push to create a vibrant and relevant 21st century SABR -- a SABR that is a valued member of the baseball world. Our mission, to bring together and preserve the work of the baseball research community, must serve the needs of those who love baseball and seek ways to connect more deeply with the game.

Our new CEO Scott Bush is making tremendous strides in making this a reality, and I am excited at the prospect of continuing the work of bringing this vision to fruition. Some of the steps we have taken during the past year plus, such as making membership renewal automatic, initiating a dynamic giving program built around the publications our membership has created over the years, investigating options for lowering the total cost of going to the convention, and initiating a strategic design program based on the balanced-scorecard approach are all important actions that serve our mission.

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For Director
Karl Cicitto

Member Since: 1997

E-mail: kcicitto@cox.net

SABR Experience: Chapter leader, Co-editor 2 SABR Books.

Other Relevant Experience: 30 years leadership experience

Education: Bachelor Fine Arts

Occupation: Advertising Manager (Retired)

Candidate Statement

I've had a great ride over my 13 years in SABR. Nine conventions attended and one presentation given. (New York.) Almost six years as a CT chapter leader in which I helped established a newsletter, a WordPress site, game day Strat-O-Matic events, plus media and HOF panel events at our meetings. I've been willing to try almost anything at the chapter level. I even organized a raffle. I have benefitted from the help of many members of the CT chapter, especially my fellow chapter leaders. I've had the pleasure of co-editing two SABR books with Len Levin and Bill Nowlin. I have written a handful of game stories and Bio Project bio's. As far as I know, SABR stands alone when it comes to offering opportunities like these.

My reasons for running for Director are to give people a choice, to express how I value the SABR community, to continue learning and to apply the lessons of hard work and open mindedness.

For Director Tara Krieger

Member Since: 2005

E-mail: tmk2130@aol.com

SABR Experience: SABR Research Award Committee 2017-present; BioProject editor and contributor 2007-present; contributor to various SABR publications; frequent attendee at national convention (research presentation 2015, volunteer 2017) and Casey Stengel chapter events.

Other Relevant Experience: Former occupations include editorial producer for MLB Advanced Media and sportswriter at *Newsday*. Former member of the Association for Women in Sports Media. Current Vice-Chair of the Board of Directors for Baseball Across America, a 501(c)(3) that helps underserved kids attend college.

Education: B.A. Barnard College (English/Film), J.D. New York Law School

Occupation: Attorney for the City of New York

Candidate Statement

When I think about running for the SABR Board of Directors, I think back to how I joined SABR. Growing up, I had a handful of friends who indulged me as casual baseball fans, but none who appreciated baseball history and trivia. SABR, to me, was this monolithic, all-knowing keeper of information that I did not know if I was accomplished enough to join. After college, having started a career in sports journalism, I attended my first chapter meeting. My initial intimidation—there aren't a whole lot of millennial women in SABR, especially 15 years ago—was soon replaced with enthusiasm at the realization that we all spoke the same language, baseball. I have made amazing friendships that traverse demographics; I have gained valuable research and writing skills from working on various projects and interacting with other members; and I have enriched my baseball knowledge in ways I could not have foreseen then.

SABR is comprised of some of the best baseball minds in the world—it can be and should be the foremost resource of baseball information for enthusiasts, by virtue of the people involved over the past half-century who made it great. We should continue to be that go-to authority for the journalist who needs help answering a particularly nagging trivia question, or the curious fan looking to define superlatives. That said, I often wonder how many people have not joined SABR out of intimidation or lack of understanding—that analytics is only a part of what we do, and that there is as much as place for the passionate consumer as for the serious researcher. My candidacy is about giving back to an organization that has given me so much, breaking down those walls, and helping people of all ages and demographics recognize that if they love baseball, they have a home here.

For Director Daniel Levitt

Member Since: 1983

E-mail: danrl@attglobal.net

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

Other Relevant Experience: Occasional MLB Network TV commentator; Coauthor, MLBPA key event timeline for their 50th Anniversary; Past Board Chair -- Minnesota Center for Book Arts; Member, Board of Advisors, James Graaskamp Center for Real Estate; Diversity & Inclusion team leader – Ryan Companies

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

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

Candidate Statement

SABR is in an excellent position right now. The research coming out of SABR sponsored and influenced projects is remarkable in both quantity and quality. The organization is in a strong financial position and both the analytics and annual conventions are well-received and profitable.

I would bring several SABR-specific skills and knowledge sets to the board: ideas on growing membership, lessons from active participation in a strong local chapter, relationships at the MLB Network and the MLBPA, and leadership in a diversity and inclusion program. I am a strong proponent of increasing the enthusiasm at the local levels and growing our membership base. Moreover, through my leadership roles on several committees I have firsthand experience generating interest and new opportunities for members.

My professional experience also offers insights and skills that can benefit SABR and the board: experience overseeing and organizing staff; understanding key items in financial and other contracts; handling strategies for investing capital, either endowment funds or operating cash; and building and sustaining culture among staff.

Baseball research is a wonderful outlet for the human need to record and understand the past, in addition to interpreting the present. I have been a huge beneficiary of the organization and can never give back what I have received. The SABR board, as the stewards of this unique organization, needs to continue its great work in fostering and encouraging research veterans, consumers, and newcomers alike. I think my skills and enthusiasm can make me a valuable participant in this process.

Deadline for votes to be received is 11:59 p.m. MST on May 4, 2020

For Director

John McMurray

Member Since: 1992

E-mail: john.mcmurray22201@gmail.com

SABR Experience: Chair of both the Deadball Era Committee and the Oral History Committee. Vice-Chair, Baseball and the Media Committee. Co-Director, Jack Graney Chapter (Cleveland area). Former Chair, Ritter Award subcommittee.

Other Relevant Experience: Member of the selection panels for the Ritter Award and for the Ron Gabriel Award. *Editorial Board, Base Ball: A Journal of the Early Game*. Author of numerous baseball articles. Also licensed attorney.

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

Occupation: Writer

Candidate Statement

As SABR works to involve as many members as possible, I would like to devote particular attention to the research committees as a member of the SABR Board. While today's committees vary widely in their activity levels, receiving added attention and direction from the Board will make the research committees more robust. My expectation is that SABR's research committees can become the 'go-to' places for researchers and journalists, both inside and outside of SABR.

As a longtime chair of two SABR research committees, I would like to serve as the chief liaison between the Board and the research committees as they work on everything from newsletter generation to website development. Revitalizing the research committees, especially those which have become less active, will help to firm up SABR's foundation.

Further, I would like to build on the work of the current SABR Board and to enhance communication between the Board and the membership. Members, I believe, need to understand SABR's rationale for pursuing particular initiatives, and, in that spirit, should receive consistent communications from the Board beyond just the meeting minutes. I would like to become a point person for this interaction.

My involvement with SABR has been broad, ranging from cataloging articles for the Baseball Index to serving as Vice-Chair of the Baseball and the Media Committee to previously chairing the selection panel for the Ritter Award. This SABR grounding will allow me to provide an experienced eye as a member of the Board, as the organization moves forward into its second fifty years.

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For Director
Gregory H. Wolf

Member Since: 2011

E-mail: ghwolf1967@gmail.com

SABR Experience: Co-Director, BioProject since 2017; I have written approximately 150 player bios for BioProject and 200 game stories for SABR Games Project; edited 10 books for SABR; presented at SABR 48 (Pittsburgh).

Other Relevant Experience: As the holder of an endowed chair in the humanities, I have been a professor for almost three decades and have dedicated my life to teaching and scholarship. I have experience in brand growth and outreach programs as a board member in academic and professional organizations.

Education: Ph.D., The Ohio State University, 1996

Occupation: The Dennis and Jean Bauman Endowed Professor in the Humanities, North Central College (Naperville, IL)

Candidate Statement

SABR is a community united by its passion for baseball. As a member of the Board of Directors, I would activate our enthusiasm for the sport to grow the SABR brand through a four-pronged strategic plan.

articulate, develop, and implement an intentional framework to increase SABR membership among all demographic groups nationally and internationally;

establish vibrant and mutually productive relationships with Minor League Baseball, hone the organization's association with Major League Baseball, develop and improve connections with college baseball, and work more closely with international baseball organizations, including those in Asia, throughout Latin and South America, Europe, and Africa;

create meaningful and interactive online and media platforms to more effectively advocate and promote the research, publications, and services we produce and offer. In light of the Covid-19 pandemic which restricted movement throughout the country, it is essential that SABR develop even more opportunities to deliver online content to members and the baseball community.

promote an inclusive and welcoming environment for all parties interested in any aspect of baseball.

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Question 1: In considering our wide strata of membership, first, in what ways would you look to promote SABR that increases diversity (i.e., underrepresented minorities, women, youth), and second, how would you address a discrepancy of expectations between "veteran" SABR members and "rookie" members?

Leslie Heaphy

One of the key things SABR needs to do is widen its appeal to different audiences the same way baseball continues to strive to do. In order to attract younger members, we must recognize they approach the world and joining organizations differently than previous generations. We need to make better use of the technology that is available to us—everything from podcasts to Apps to Instagram and snapchat (or whatever new technology arises). We need to offer more ways for research to be published in a timelier fashion.

I think working with women's baseball organizations to help support and promote their efforts will show those groups SABR does have something to offer—IWBC, Baseball for All, Pawtucket Slatterettes, etc... This might mean having SABR members help out at an event or tournament. Continuing to have a panel dedicated to women in baseball at the National Convention is a good first step.

For a younger, more diverse audience providing more opportunities like the case competition and creating a job section on our website. Hosting some virtual webinars with industry insiders would give them insights and opportunities to get into the industry.

F.X. Flinn

One of my guiding principles as a board member is that we need to find ways to say YES to what our membership asks of us. That's one of the reasons why I've strongly supported our diversity initiatives. I'm happy to say that very few of my peers in SABR have objected to these efforts. We do have problems living it, and need to work on it. We still have a group tendency to make women and minorities uncomfortable. Those of you who are reading this constitute the full leadership of SABR, and I call on all of us to be more mindful and to actively help fellow members who aren't getting it.

As for the veteran/rookie issue, that's somehow getting worse as the way in which people engage changes. Just as we are all finally comfortable with email, Insta and Twitter take over for the next generation. Both sides need to remember *I can learn something new from this person I'm meeting*. Let's bear in mind that the person under 40 you meet at a SABR event has no personal recollection of baseball before fantasy sports, free agency, or expansion, and have new interests about the game.

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Karl Cicitto

Diversity in public sends a broad and welcoming message, agreed. We have a diverse BOD. Perhaps we can get our Directors in front of the media more often. We could develop new vehicles (awards, sponsorships, competitions) that the media would determine to be news worthy and use them to feature our diverse members and leaders.

Some thoughts on developing such new vehicles...

Awards – Establish a Claire Smith Award for distinguished BB Journalism by Women.

Sponsorships – Align SABR with a national BB computer game design contest.

Competitions – Create an on-line SABR National Trivia Contest for the general public. Crown a National Champion.

Other: Create an under-30 BOD seat and give that young person a soapbox.

On discrepant expectations, it's important to be open and not prejudge a suggestion or criticism based on the age of the person making it. This question, I gather, is related to the ugly word "change". Things do change, like the price of good seats at the game, the cost of a hotel room in an MLB city, the amount of demand for print vs. digital books. Patience should be used to hear everybody out, weigh the options, consider resources and limitations, and ultimately communicate decisions reasonably and promptly.

Tara Krieger

Attracting a more diverse membership is important, but retaining it is even more so. A decade ago, new members made up 11% of all membership; in 2019, they accounted for 20%. Membership is down, and the number of current members who have joined since 2010 has remained somewhat consistent (~3,000) over the past five years, an indication that retention of newer members may be an issue. I applaud SABR for its efforts to increase diversity so far, but convincing more youth, women, and minorities to join will not promote diversity if they do not stay involved.

People feel most comfortable around others they can relate to, so making new members feel welcome should be the priority. One way to do this is by initiating a voluntary buddy system—pairing up a new member with a more established member to guide them through their first year and introduce them to the SABR community (both virtually and via events). Associating that first familiar name or face with the organization can help bridge the rookie-veteran gap and break down barriers.

Another incentive to stay would be to initiate a referral program—if a SABR member who joined recently refers a friend, they receive an acknowledgement, and a discount on their renewal membership fee. For those who do not renew, a quick check-the-box survey asking for a reason might be illuminative to find out what they care about.

From a marketing standpoint, SABR could lure in more youth by better understanding where younger baseball fans "gather"—such as learning new social media platforms and producing new video content for those platforms. Using college interns as cross-campus liaisons would also be helpful in recruitment of younger members.

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Daniel Levitt

SABR has many committees and other research areas that focus on spheres beyond the traditional major leagues. We need to reach out and highlight that our membership participates in committees on Asian baseball, baseball in 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.

Additionally, we can do more at the local level. We need to provide our chapters with materials, guidance, and encouragement to reach out to schools and other organizations to provide engaging learning opportunities. As noted above, we have wide variety of educational experiences to offer. Another good way to grow membership has already been instituted: chartered communities. We can expand our efforts on these online communities that help bring more youth into SABR.

Let me also add that as a team leader at my company's diversity and inclusion initiative, I have spent time understanding how to improve my ability to communicate with coworkers, customers, and others outside the workforce. There is no magic, but through this process I have grown in appreciation for one another's realities, similarities, and differences. By bringing this awareness to the SABR board, I can help support our initiatives to broaden our membership.

As to rookie members, we need to make sure they feel welcome and engaged. Much of this happens at the local level. When someone new joins, they need to receive a note from a local chapter leader welcoming them and outlining what the local chapter has to offer. Additionally, we need to continue to come up with projects that encourage new researchers without intimidating them. In our local Halsey Hall chapter we consciously reached out to previously unpublished members when we put out *Minnesotans in Baseball*. Other projects like the Games Project or the employee database project (which our Business of Baseball Committee started last summer and already has over 500 team-seasons) similarly offer new members a chance to engage with SABR. Another low-intensity way to participate is through our listserv, SABR-L.

John McMurray

Promoting diversity in SABR is extremely important, and I am mindful of SABR's Diversity Statement, which begins by saying that "SABR values and champions diversity as an organization." While SABR does have four research committees which promote the study of areas relating to diversity, including the Asian Baseball Research Committee and the Women in Baseball Research Committee, I think SABR could introduce a 'Race in Baseball Research Committee.' Under this broad umbrella, SABR could examine, chronicle, and analyze the many ways in which race has been a central theme in baseball since the sport's inception.

Concerning the differing expectations between 'veteran' SABR members and 'rookie' members, I am not sure the gap is as wide as it seems. Many SABR members are consumers, regardless of how long they have been in the organization, and there is no formal expectation that members involve themselves in any particular way. Even so, new members may feel a bit intimidated when trying to find a niche in an organization filled with experts. To that end, as I mention below, a mentoring program to help new members find where they fit best should help all new members to become comfortable more quickly.

As SABR's membership continues to diversify, SABR's continued efforts at outreach and inclusion are especially important. To build upon SABR's Diversity and Inclusion Committee founded four years ago, SABR should consistently report the results of its efforts to the membership and, if necessary, bolster that committee so that it may fulfill its goals.

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Gregory H. Wolf

SABR members are united by their passion for baseball, regardless of their age, race, gender, or demographic. To the outsider, SABR may be synonymous with statistical analysis and "sabermetrics," but the organization is much more. SABR's broad umbrella provides space for members to explore a wide range of issues, from research committees focusing on Asian Baseball, Latino Baseball, the Negro Leagues, and Women in Baseball to the business, science, and media of baseball. I would like to see SABR strive to present a public image of itself which reflects the incredible diversity of our members, interests, and research efforts. Some examples include:

Attract high-school and college-aged members, youth, and young adults through concentrated, chapter-based initiatives focusing on contemporary baseball and baseball issues.

Develop a chapter-based mentoring program pairing "veteran" members and "new" members.

Promote the institutional membership and "college class" membership program to raise SABR's profile at colleges and universities. As a college professor, I have taught sports-related courses in which my students had institutional affiliation memberships.

Organize a national *Latinos in Baseball* conference on an annual or biennial basis. Following the successful example of the Jerry Malloy Negro League Conference, a conference focusing on Latinos would reflect the history of the sport and could serve as a national platform to address issues facing baseball today.

Cultivate an even closer working relationship with the International Women's Baseball Center and explore opportunities to co-organize symposia and conferences.

Question 2 (Vice President): SABR maintains several dozen chapters throughout the United States, as well as chapters in Canada, Latin America, Asia, Europe and Australia. Should SABR focus more on growing our existing international chapters or work to expand international membership? Explain your strategy.

Leslie Heaphy

I think we can and should do both. We need to provide more support and opportunities for our existing international chapters to participate in SABR's signature events. This means using the technology out there to provide streaming opportunities for them to watch but also to participate. This means not just at our National convention but also creating connections to our many chapters and research committees in the US. Using our Asian research committee as an example, they have held online meetings which could serve as an example.

Working to provide some of our research in Spanish (and other languages) would grow our reach and show our international baseball fans we are serious about all research and history of the game. Could a section of our website, for example, be devoted to our international chapters sharing with one another their research?

Question 2 (Treasurer): What are some detailed ways in which SABR can streamline operations to save the organization time and money?

F.X. Flinn

We have done an incredible job of streamlining SABR during the past 20 years. We have dramatically cut our mailing costs by moving membership communications online, we have cut our rent to virtually nothing by virtue of moving into an office at Arizona State U, we have generally eliminated one in-person board meeting by conducting regular conference call meetings, we have farmed out our bookkeeping, our publications management, and our information technology administration. When it comes to administrative costs, we are a sleek and slim outfit.

What we need to do better, and are in the process of changing, is managing our money. As our endowment has grown in value, as our donations have increased, as we have dramatically increased the amount of money flowing in and out for all the events we now do processing for, we recognized the need to reevaluate our banking and investment accounts. We are in the process of bringing everything under the Chase/JPMorgan umbrella, with the Chase accounts for everyday banking needs and the JPMorgan investment accounts under management by a fiduciary, not a salesperson.

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Question 2 (Director): What are some new and innovative initiatives or projects that you would like to undertake, and how would they benefit the organization?

Karl Cicitto

I don't have a preset project agenda for this job. To me it makes sense that the projects we undertake should be conceived or inspired by the membership. To start, I'm curious to know what the SABR staff knows about our members (in generalities only) regarding their values, opinions, attitudes, interests, and lifestyles.

Before retiring in 2018, my work background was in managing people and projects in print media. I've been a Special Sections Manager, a Project Manager and a Sales Manager. I had nice success with identifying, ramping up and launching new publications at a Metro sized paper in Hartford, CT. Along the way I coaxed ideas from colleagues, elicited teamwork, worked across departments, and brought plans to completion. The best ideas often come from the ground up.

I'm for an inclusive approach on projects for other reasons. Many hands make light work – and involvement by many creates widespread satisfaction.

I did mention a few possible projects in my earlier answer. I'd be happy to work on whatever we do.

Tara Krieger

One project I would love to see come to fruition is a women in baseball media database—a comprehensive webpage of all women who made some contribution to baseball media, however small, be it a high-profile reporter at the World Series, or someone who covered Little League games for the local paper. The webpage would include not just basic details of their career and accomplishments, but biographies of women with notable or interesting careers, and audio and video clips—both archival content (license permitting!) and contemporary oral histories. The multidisciplinary project would partner the Women in Baseball, Baseball and the Media, BioProject, and Oral History committees, as well as be a source of information and inspiration particularly to women working in the industry.

Daniel Levitt

In addition to the initiatives mentioned above, I think there are opportunities to engage with other baseball entities. In addition to our current relationship with MLB, the Baseball Hall of Fame and Minor League Baseball both seem like natural organizations to further connect with. Initiatives could include joint research projects, research support for undertakings at those entities, and individual SABR member benefits. I'd also like to mention my relationship with the MLB players union. From research I have done for them (coauthoring their 50-year timeline), I have gotten to know the association, and I think SABR can build a relationship with the union and potentially introduce some initiatives that can benefit our organization.

The second main opportunity is to engage with chapters to provide ideas and support. We likely have many untapped chapter members who might be willing to organize relatively low-effort events (or even higher-effort ones). For example, for those chapters without one, perhaps we can find someone who wants to do a monthly (or even quarterly) newsletter. Maybe we help a chapter organize book club. We can also provide support and guidance for a speaker at a regional meeting. We can connect various members in a local community to others nationally with similar challenges and opportunities. There are committed and enthusiastic baseball researchers in all communities. By providing support and ideas we can catalyze growth and enthusiasm.

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Question 2 (Director): What are some new and innovative initiatives or projects that you would like to undertake, and how would they benefit the organization?

John McMurray

One of the initiatives which is important to me is already in progress: growing and expanding SABR's Oral History Collection. SABR's online collection of audio interviews with players and other baseball figures has the potential to be in a class by itself. As Chair of SABR's Oral History Committee, I plan to oversee the Collection's growth so that it becomes the place to which researchers in need of audio recordings naturally gravitate.

In addition, SABR has redoubled efforts to support its local chapters in recent years, and I would like to see new chapters in regions which can support them. Since SABR Chapters now are heavily concentrated in the eastern half of the United States, exploring options to introduce chapters into the Upper Midwest (where there are none in the line between between Minnesota and the state of Washington) would be a start, as would considering new overseas options.

I believe it would also be fruitful for SABR to solidify its relationship with the Baseball Hall of Fame. So much of the research SABR does would be of direct use to the Hall, and the Hall of Fame, too, could rely more readily on the expertise of our members.

I would also support a mentoring program pairing new SABR members with experienced members. It can be daunting to join a new group, and having a resource who can help to point members in the right direction could help SABR to retain its new members more routinely.

Gregory H. Wolf

I would like SABR leadership to discuss opportunities for corporate sponsorship and embedded marketing to grow the SABR brand. I realize that this might be a controversial topic; however, from my perspective as a former board member in academic professional organizations, deliberate and well-considered corporate sponsorship and conscientious product placement can provide monetary and brand benefits.

The future of any organization is dependent on "new" members who develop lifelong ties to that organization. As an academic, I have seen over the last 25 years how many professional organizations have created opportunities for undergraduate and graduate students to become involved. In addition, undergraduate, discipline-specific conferences have become commonplace. While SABR has conferences to which student groups are invited, SABR could organize regional or chapter-based student-focused events. SABR can promote its brand, attract members, and strengthen its ties to colleges and universities. Given the rise of baseball and society courses proliferating on campuses, which I also teach, and the interdisciplinary nature of the sport, there is a distinct niche for such an endeavor. We already have a committee (Educational Resources) which could facilitate events or symposia hosted by a college or university. On a smaller scale, a chapter could also organize annual meetings that highlight student research. In addition, there are ample opportunities in the BioProject and Games Project for mentored research and collaborative writing whereby experienced authors work with college-aged students; it is a practice that I have employed and stressed with my students. Taken as a whole, these initiatives foster an atmosphere of professional development and resumé building.

As an organization, we should consider how we can strengthen and empower our chapters, and ensure their efficient operation by providing professional development opportunities. We can establish mechanisms, procedures, and "Best Practices" which enable members to grow into leadership positions and create meaningful opportunities for everyone to contribute.

Deadline for votes to be received is 11:59 p.m. MST on May 4, 2020

Question 3: Over the years, SABR has produced hundreds of publications (books and journals). What are other products or services that you think SABR might offer to our members or other interested parties?

Leslie Heaphy

Research is still at the center of what we do so I would like to see us continue to ensure our members have access to the best collections online. We should revisit Proquest to see if anything has changed in its availability, as an example. Partnering with an institution that has access might give us a better deal.

I think we should continue to explore new ideas for smaller gatherings of members, more regional opportunities or topical (i.e. Women's baseball, baseball cards), in addition to our national convention. These would offer more opportunities for members to present their work and also expand the reach of SABR to new audiences.

I would love to see us add a poster session for students only to encourage them to share the work they are doing. With today's technology this could be offered online rather than in person. We could do the same with some of the sessions for our conferences with content being offered online in real-time and not after the conferences. A couple of research committees have done this with their meetings to create more opportunities to connect with those who have similar baseball interests.

Working with museums and other baseball sites to get discounted admissions for SABR members would be a nice added benefit. You can do this with places individually or through a museum service.

F.X. Flinn

This was written before the need to practice social distancing began to dominate our daily lives. I hope you will read it with hope for the post-pandemic future:

SABRFests. What is a SABRFest? It's inspired by what I've witnessed with another non-profit. The Nat'l Wild Turkey Foundation sends a small moving truck filled up with a pile of goodies to auction off, the implements needed for a hot buffet dinner, all kinds of NWTF branded items, and the driver acts as the master of ceremonies, introducing speakers, conducting a fundraising auction, and so on. The drivers conduct events week after week driving across America.

A SABRFest would use the NWTF model to bring events to many more places than we currently see chapters holding events, needing only a local member to put SABR HQ in touch with local youth baseball fundraisers, local memorabilia dealers, local sporting goods shops, local professional teams and so on. The event would be like a mini convention in one day, perhaps a panel discussion, a research presentation, a lunch or dinner, an auction, a raffle, and plenty of time for socialization. By bringing together the entire local baseball universe, not only those into 'research,' I believe we would draw in a far more diverse membership, put more age groups into the mix, and grow SABRs brand as an essential baseball institution.

Question 3: Over the years, SABR has produced hundreds of publications (books and journals). What are other products or services that you think SABR might offer to our members or other interested parties?

Karl Cicitto

Product-wise, I like the idea of a SABR 50th lapel pin, and a navy blue tie featuring small gold engravings of John Thorn with the words “Baseball Sleuth” positioned below each one. (I’ll take two.)

SABR members seem to be accumulators of books, publications, BB artifacts and their own research. As we age many of us try to sell and donate what we’ve collected. Some are willing to give it to someone who will appreciate it, as seen on SABR-L. Perhaps SABR could establish a page on sabr.org where offerings can be submitted. A bullet on TWIS could mention how many offerings are available weekly.

Chapter leaders work to secure speakers for local meetings. It’s not always easy to identify all the opportunities because we rely on our personal networks. Perhaps SABR could ask members to self-nominate as speakers on a sabr.org page, citing their topics and travel limits. There is probably a way to expand this by including contacts for authors, retired players, coaches, umpires and sportswriters in the local areas.

Tara Krieger

These difficult times necessitated that the 2020 Analytics Conference be Livestreamed to many who otherwise would have attended in person. SABR should make this practice standard at all conventions, where possible; few can afford (both the time and money) to attend all SABR national events, and the current practice posting select videos of panels a day or two after the fact feels anticlimactic. Although there is no substitute for being physically present, Livestreaming allows members at home to feel part of a SABR community, rather than vicariously removed from the action. Furthermore, certain platforms allow members at home to post questions for the panelists in real time—another way to engage a wider audience.

A similar project might involve research assistance. At SABR national conventions, a handful of seasoned researchers sit down with members to answer questions about process. Setting up quarterly or bimonthly live video chats with a researcher would allow novice researchers to ask these same questions directly to an expert. Particularly for newer researchers who do not know from whom to seek advice, these sessions can be beneficial orientations to the world of baseball research, and affirmations that you do not have to be a professional writer to write a book-length project.

Daniel Levitt

SABR provides a massive amount of online research materials, but we need to continue to digitize and expand our access to historical materials. The recent release of *The Sporting News* player contract cards provides one—very dramatic—example of what can be accomplished. The Business of Baseball Committee has made available the vast 1915 Federal League lawsuit case files, the lawsuit overseen by Judge Landis, along with other historical documents. We can provide additional support to our members by offering access to hard to track down physical documents.

Paper of Record is a great research tool, and we need to explore providing access to additional paid online databases that will be of value. We have a great community of researchers and consumers who would benefit from access to further historical information. Database access and newly digitized historical documents should be of interest to all members.

I also think that creating a mentorship or advice network of member volunteers could be very worthwhile. Newer members looking to begin a project could be teamed with a veteran researcher to provide guidance and support. Alternatively, even experienced researchers might need some guidance navigating the myriad of online sources and some of the nuances on each. Such a program could be both valuable and rewarding to all parties involved.

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John McMurray

In addition to SABR's many publications, I think it is important for SABR to become more of a part of the daily conversation in baseball. To that end, I would like to see SABR offer original content and analysis on its website based upon the news cycle. SABR could fill an important niche in the baseball world by offering same-day critiques underpinned by historical perspective on sabr.org. By providing relevant content to as broad an audience as possible, SABR will increase its membership in the long run. The key is being timely and posting content on the day's events the same day.

SABR also could become a more substantial resource for the media by creating a formal database of members who are willing to discuss a particular area with the media. If, for instance, a reporter were writing a story on Lou Gehrig, he or she could easily reach members of SABR with a specialized background in Gehrig's career. By creating a formal media database, SABR can connect more fully with today's media landscape.

As a complement to these initiatives, SABR could play more of a role in schools, perhaps as part of cultural history initiatives. Given the intersection between baseball, history, and culture, members could contribute to local high school and college courses, for instance. In addition to covering history and analytics, SABR's involvement in putting baseball into context in educational settings could be a novel realm into which to expand.

Gregory H. Wolf

Member interaction through social media (for example, a SABR app) and an enhanced web presence would allow members to have a voice in all matters pertaining to baseball, and in doing so help build our brand and name recognition. The BioProject and Games Project are primarily web-based, peer-reviewed research initiatives. I propose a different kind of initiative that would enable members to voice their ideas, memories, and impressions in real-time on a wide-range of issues. While the SABR.org website is undergoing drastic revision and modernization, we could develop platforms to publish responses to thematic-focused topics. For example: "Opening Day" where members could post memories about an Opening Day game they attended. The text could be limited to 50 or 100 words (or more) and have an option for an image. These "pop-up" topics could change every two weeks, and could include items like "Baseball Games in Japan," "Baseball Games in Puerto Rico," "Favorite Player," or "Meeting a Big-League Player Away from the Ballpark." We could also have topics with which members could interact while attending games. These kinds of web or app initiatives would appeal to all groups, but especially to younger fans, whose interest we need to cultivate. And importantly, it would provide all members a voice to talk about today's baseball.

I propose a SABR minor league baseball initiative whereby a SABR-event takes place at every minor league ballpark at some point during the baseball season. Minor league baseball is filled with promotional events; SABR should be one of them. Events could include a tour of the ballpark and a pre-game SABR informational booth for spectators. The SABR website and the afore-mentioned "pop-up" topics could be highlighted and introduced, as well as the breadth of the organization.

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