



St Antony's
International
Review



Annual Report 2008



St Antony's International Review Annual Report 2008

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Our Aims and Scope



St Antony's International Review (STAIR) is a peer-reviewed, academic journal established by graduate members of St Antony's College at the University of Oxford. It is published bi-annually and features articles on international affairs. The central aim of *STAIR* is to reflect the cross-disciplinary dialogue on global issues of contemporary relevance that is a unique feature of life at St Antony's. In recreating the College ethos of open, accessible and engaged debate, *STAIR* seeks to develop a forum in which emerging scholars can publish their work alongside established academics and policymakers.

We should all be grateful for the St Antony's students who took the initiative to launch this lively and challenging new journal of international affairs. It takes on the important issues and examines them in the round, from a truly global perspective.

— Professor Margaret MacMillan, Warden of St Antony's College

This journal draws on the strengths of St Antony's College in international relations and area studies to provide a lively forum for debate on the major global issues in today's world. It brings together younger and more established experts to present to the reader in an accessible manner the fruit of cutting-edge scholarship.

— Avi Shlaim, Professor of International Relations, Alistair Buchan Reader and Professorial Fellow, St Antony's College

An important and timely initiative stemming from an Oxford College that excels at the study of international relations.

— Rosemary Foot, Professor of International Relations and John Swire Senior Research Fellow, University of Oxford

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Review of the Year

Publications and Sales

During the academic year, *STAIR* published two editions, one examining 'Religion and the World Order' (Vol. 3, No. 2), and one focused on 'The Politics of Human Trafficking' (Vol. 4, No. 1). Both editions included contributions from leading scholars in related fields. The issue on 'The Politics of Human Trafficking' is also currently being reviewed by the *New York Review of Books*.

The 'Religion and World Order' issue brought together a range of contributions examining the role of faith and religious institutions in international affairs in the 21st century. John D. Carlson and Matt Correa of Arizona State University contributed a piece examining academic approaches to the study of religion and conflict, while Andre Laliberte of the University of Ottawa explored the implications of religious revival in China. Oxford's Nikita Sud traced the links between the Indian Diaspora and the Hindu Right, and Luca Mavelli of the University of Wales, Aberystwyth, analyzed Western discourses on Islam in Europe. The issue also featured an interview with Tariq Ramadan, a leading Islamic thinker and public intellectual, and a commentary piece by renowned international affairs scholar James N. Rosenau. In respect to sales, the 'Religion' issue has so far sold 134 copies.

The 'Politics of Human Trafficking' issue critically examined the phenomenon of human trafficking from a variety of angles. In particular, this edition explored policy responses to trafficking in different geographical regions—from the country-based cases of Italy and Russia, to European Union initiatives; political responses to trafficking; and the discourse surrounding the 'agency and victimhood' dichotomy prevalent in related research. A piece on 'Trafficked Men as Unwilling Victims' by Rebecca Surtees ascended the stereotypes regarding gender in most trafficking literature. Sales of the Trafficking Issue have just commenced.

Events

STAIR hosted two high-profile events this year, both drawing in the range of 75-100 people, including, but certainly not limited to, the St Antony's community. Both events encouraged dialogue and debate on the complex issues of the most recent editions.

On January 31st 2008, *STAIR*, in collaboration with Blackwell's Bookshop in Oxford, organized a panel discussion to celebrate the launch event of the 'Religion and World Order' issue. The panel, consisting of Professor Daphne Hampson (Professor Emerita of Divinity at St. Andrews University), Dr. Theo Hobson (writer, journalist and theologian), and Dr Tim Mawson (Fellow and Tutor in Philosophy, St Peter's College, University of Oxford), discussed the theme 'Whose Freedom Counts? Religion and Expression in Modern Society.' Over 90 people attended the debate, which was followed by a lively question and answer session and drinks reception.

On April 30th 2008, *STAIR* organized a launch event for the issue on 'The Politics of Human Trafficking' at St Antony's Nissan Lecture Theatre and Buttery. This event was entitled 'The Politics of Human Trafficking: Launch and Debate.' It involved three presenters in the debate: Professor Julia O'Connell Davidson (Professor of Sociology, University of Nottingham); Dr Bridget Anderson (Senior Researcher at the Centre on Migration, Policy and Society, University of Oxford); and Professor Stephen Castles (Professor of Migration and Refugee Studies, Director of the International Migration Institute, University of Oxford). It was followed by a vibrant discussion with the lecture attendees and a social event in the buttery.

External Relations

STAIR's relationship with St Antony's, and with the Oxford community in general, continues to develop and expand. In Michaelmas Term 2008, *STAIR* invited Warden Margaret MacMillan to discuss the goals and growth opportunities of *STAIR*. Prof. MacMillan attended the 'Religion and World Order' issue launch event, suggested an application by *STAIR* to the St Antony's College Academic Dividend (an application which was successful), and continues to maintain a close relationship with *STAIR* in its development as a unique institution of St Antony's College, the University of Oxford, and the academic journal community.

STAIR's relations with Blackwell's have also continued to develop strongly. As noted above, Blackwell's co-organized and hosted the launch event for the 'Religion and World Order' issue. Blackwell's continues to stock and sell copies of all issues of *STAIR*.

Organizational Structure

STAIR has continued to develop and expand its organizational structure. The Executive Committee currently consists of nine members, and a wider network of students from both St Antony's and other Colleges contribute regularly to *STAIR* meetings, issues, sales efforts, and events.

A significant change in *STAIR's* organizational structure (as noted in the amended bylaws, contained in Annex B below) is that of the four editors elected each year, up to two may be non-St Antony's members. *STAIR* decided that this will facilitate the most interested and qualified members to assume leadership roles, allowing for production of the highest quality issues, while still maintaining a strong connection with St Antony's. As suggested by Prof. MacMillan, editors of *STAIR* who are not members of St Antony's will be proposed for 'Associate Membership' of the St Antony's College Junior Common Room (JCR). A motion outlining this proposal was passed at the first Hilary Term St Antony's JCR General Meeting. This will both further strengthen internal-external relations and maintain St Antony's as the central organizing arena for *STAIR*.

The annual elections of *STAIR* were held in Hilary Term 2008, organized by outgoing Managing Director Diarmuid Torney. Elisabeth Becker was elected as Managing Director; Martin Bayly and Robert Nelson were elected as editors of the forthcoming issue on 'The Politics of Nuclear Technology in the Twenty-first Century.' Réachbha FitzGerald was re-elected as Treasurer, and Maria Zalewska was elected as Sales and Marketing Officer. At the beginning of Trinity Term 2008, Urvashi Aneja and David Louk were elected as editors of the forthcoming issue on 'Transnational Firms and Global Governance.'

Financial Statement

Income

The overall income in this annum was GBP 2125.19. Lower direct journal sales contributed almost half of this, GBP 807.50. Bulk sales to institutions decreased somewhat to GBP 804.00, due largely to a failure to pursue issue-specific sales. A positive development was the expansion of our successful relationship with Blackwell's bookshop; sales to Blackwell's expanded from GBP 316.00 during the previous reporting period to GBP 588.00. Income from individual subscriptions remained static at GBP 217.06 while institutional subscriptions came to GBP 120.00. *STAIR* also had a donation of GBP 156.54.

STAIR obtained a generous grant under the College's Academic Dividend Fund. These resources were project-bound to pay for the expenses of the 'Trafficking' issue and the 'Nuclear Technology' issue (forthcoming), in order to enable *STAIR* to pursue an important sales and marketing drive, designed to take *STAIR* to a new level of professionalism and visibility – to involve printing brochures, sending complimentary copies to libraries and institutions worldwide, and possibly joining an online database.

Expenses

The major cost to the journal was the printing of issues 3/1 and 3/2 at GBP 2350.40; printing costs per issue remained broadly static at GBP 1145.00 and GBP 1205.40, respectively. Public Relations activities were lower at GBP 80.45, whereas sales promotion and distribution activities, including the use of Paypal payment services, were somewhat higher at GBP 142.18. An additional GBP 7.00 was spent on maintaining *STAIR*'s Internet domain. Together, the total expenses in the reporting period stand at GBP 2580.03.

Outlook

STAIR incurred a loss of GBP 474.93 during the reporting period.

This does not include the sales income of GBP 302.40 already generated from the Trafficking issue, as well as a further GBP 442.40 expected from Blackwell's. It is to be expected

that this issue will generate more income over the next six months. However it is unlikely that it will recoup the entire printing fee, which will come to approximately GBP 1232.00.

With the remaining surplus from the Oil issue, we are able to cover the costs of printing the ‘Trafficking’ issue, and with the grant from the Academic Dividend we will be comfortably within budget for the next 12 months. However, this is clearly unsustainable. In order to get back on track we need to expand significantly our issue-specific bulk sales for both the Religion and Trafficking issues.

The current reporting period started with reserves of GBP 2014.78 left from the profit of the first number of issues and the initial JCR grants. Less the loss of GBP 474.93, *STAIR*'s reserves amount to GBP 1539.85 in savings, cash and College accounts. The imminent payment of the printing for the Trafficking issue must be borne in mind. However, this figure does not include the Academic Dividend grant.

Consolidated Balance Sheet

Income	
Sales	1948.56
- Institutional Subscriptions	120.00
- Individual Subscriptions	217.06
- Bulk sales	804.00 (Blackwell's 588.00)
- Direct sales	807.50
Donation	156.54
Total Income	2105.10
Expenses	
Printing	-2350.40
Internet domain fees	-7.00
PR and events, incl. AGM report and leaflets	-80.45
Sales and distribution, incl. Paypal fees	-142.18
Total Expenses	-2580.03
Balance	-474.93

Future Objectives

Forthcoming Editions and Events

In late Michaelmas Term 2008, following extensive discussion over the course of a number of weeks, the General Meeting of *STAIR* selected the themes for the forthcoming issues to be published in the 2008-2009 academic year. Vol. 4, No. 2, to be published in Hilary Term 2009, will focus on the theme of 'The Politics of Nuclear Technology in the Twenty-first Century,' and Vol. 5, No. 1, to be published in Trinity Term 2009, will focus on the theme of 'Transnational Firms and Global Governance.' The issue on 'The Politics of Nuclear Technology' is accepting abstracts until May 31st 2008, with papers due by August 31st. The issue on 'Transnational Firms and Global Governance' is accepting abstracts until July 1st 2008, with papers due by October 15th 2008.

Recruitment Targets

This year, through a concerted recruitment effort which targeted both new and returning St Antony's students, and students in relevant departments across the university, *STAIR* was able to target many individuals to fill positions and contribute to the general meetings and events. As noted above, *STAIR* has decided this year that up to two of the four editors for each year's issues need not necessarily be St Antony's students, but will be proposed for 'Associate' membership of the St Antony's College Junior Common Room (JCR) in order to keep them actively involved in the college and its activities.

STAIR has succeeded in recruiting a more long term Sales and Marketing officer who is leading our focus this term (and into the next year) on expanding institutional sales both within Oxford and beyond. She is working with a team of dedicated individuals in seeking focused and innovative ways to improve upon and advance our sales strategies (outlined below).

Revenue and Awareness Targets

STAIR's sales strategy has sought to cover three areas: 1) institutional subscriptions to *STAIR*; 2) issue-specific sales; and 3) online access to *STAIR*. Currently, the Sales and Marketing officer, in conjunction with a larger team of individuals, is focusing on expanding institutional sales. She is meeting with the JCR and MCR presidents, as well as college libraries, to

expand institutional subscriptions within Oxford. *STAIR* has also increased targeted sales. For example, *STAIR* sent out a letter in the name of the Warden of the College and the outgoing Managing Director of *STAIR* to all Senior Members of St Antony's College, and to faculty in the Department of Politics and International Relations working in the international relations field, encouraging them to purchase a two year subscription to *STAIR*. So far, three fellows have purchased these subscriptions. Regarding issue-specific sales, *STAIR* is currently looking to target NGOs and other organizations that can be approached for sales of the two most recent issues ('Religion and World Order' and 'The Politics of Human Trafficking'). Former Managing Director, Diarmuid Tourney, is exploring possibilities for the online access of *STAIR*.

STAIR was awarded a grant of GBP 2,800 from the St Antony's College Academic Dividend Fund in early Hilary Term 2008. This funding will be used to develop *STAIR*'s profile both within and beyond Oxford.

To conclude, this has been a very successful year for *STAIR*, with the publication of two strong issues, the recruitment of a dedicated and very cohesive team of new members, and the acquisition of significant funding from the St Antony's College Academic Dividend Fund. These developments put *STAIR* on a very sound footing for the coming year, as we look to build on our achievements to date and to expand the profile of *STAIR* both within and beyond Oxford. The *Review* always remains open to new ideas and people and we hope you will continue to support our endeavours.

Annex A: Organizational Structure

Editors	Urvashi Aneja, Martin Bayly, David Louk, Robert Nelson
Managing Director	Elisabeth Becker
Treasurer	Réachbha FitzGerald
Sales and Marketing Officer	Maria Zalewska
Production Editor	David Louk
College Liaison Officer	Victoria Petitjean
Webmaster	Scott Bulua
Editorial Committee	Adam Berry, Alexander Betts, Geoffrey Cameron, Jamie Chosak, Naomi Conrad, Elvire Corboz, Matthew Eagleton-Pierce, Nathan Falk, Aleksandra Gadzala, Paula Ganga, Lotte Geunis, Teddy Harrison, Neil Howard, Janice Hwang, Courtney Jenkins, Gerwin Klaus, Mumtaz Lalani, Anya Melyantsev, Lea-Friederike Neubert, Naysan Rafati, Anne Roemer-Mahler, Noa Schonmann, Diarmuid Torney, Christina Ward, Clara Weinhardt
Advisory Board	Professor Archie Brown Dr Patricia Daley Professor Rosemary Foot Professor Timothy Garton Ash Sir Marrack Goulding Dr David Johnson Professor Margaret MacMillan Dr Hartmut Mayer Dr Alex Pravda Professor Avi Shlaim Dr Steve Tsang

Annex B: Bylaws

St Antony's International Review Bylaws

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Preamble

We, the members of the St. Antony's International Review (STAIR) strive

- to engender pioneering debate on contemporary and future issues of global relevance,
- to make a continuous and sustainable contribution to intellectual debates in international affairs,
- to crystallise the ethos of inter-disciplinary, creative and productive thinking inherent to St. Antony's College
- to give a voice to cutting edge research and to provide graduate students with a tangible forum for intellectual discourse,
- to foster the practical education of graduate students in publicising new ideas,

And for these ends

- to base any effort on participation and to ensure the integration of as wide a variety of students as possible,
- to act by principle of consensus,
- to peer-review the publications,
- to publish themed, internally coherent issues consisting of academically rigorous articles that approach the set theme from a variety of angles.

These aims of STAIR shall be arrived at by way of collective effort.

ARTICLE I. NAME AND OBJECTIVES.

Section 1. The name of this organization shall be the *St Antony's International Review*, hereinafter referred to as "STAIR."

Section 2. *St Antony's International Review* is an international affairs journal established by graduate members of St Antony's College, University of Oxford. STAIR is a non-profit organization. The central aim of *STAIR* is to reflect the cross-disciplinary dialogue on global issues of contemporary relevance that is a unique feature of life at St Antony's. In recreating the College ethos of open, accessible and engaged debate, *STAIR* seeks to develop a forum in which emerging scholars can publish their work alongside established academics and policy-makers. By drawing on the wide range of disciplinary perspectives and intellectual resources of St Antony's, we are keen to further raise the international profile of the College and strengthen the link between alumni and current members. STAIR also hopes to become an important voice in current international affairs debates.

Section 3. All of STAIR's activities shall conform to these Bylaws.

ARTICLE II. STUDENT MEMBERSHIP.

Section 1. STAIR's student membership is comprised of all University of Oxford students that have attended at least three General Meetings and have not missed more than four out of the preceding eight meetings at any given time.

Section 2. Membership can be revoked by a majority vote of the Executive Committee under the exceptional condition that a Member has failed to act in agreement with STAIR's objectives or has jeopardized the academic and/or professional integrity of the journal. Members suspended under this clause may appeal their suspension in writing to the membership, who may then reinstate such membership by a two-thirds majority vote.

Section 3. All Members are required to actively participate in the administrative and editorial work and to read and comment on the submissions, abstracts and articles received by STAIR.

Section 4. No member shall receive any salary or other compensation for his or her contributions to the production and functioning of the journal.

ARTICLE III. MEETINGS AND VOTING.

Section 1. STAIR shall hold weekly General Meetings (GM) during term at a time and place designated by the Executive Committee. Special meetings may be called by the Editors with approval from a majority of the Executive Committee.

Section 2. The General Meeting constitutes the highest decision-making body of STAIR and is responsible for discussing and deciding on new themes for upcoming issues.

Section 3. All reporting and decision-making shall be conducted at the General Meetings. All Officers are accountable to Members at the General Meeting and need to seek their consent on matters of administrative or editorial importance. Members at the General Meeting are responsible for ensuring the academic and professional integrity of the journal and can overturn any decision of Officers or the Executive Committee by a majority of two thirds of Members present.

Section 4. A quorum is required for transaction of official business at weekly meetings and shall be comprised of one-third of STAIR's membership.

Section 5. Unless otherwise specified, meetings are conducted according to the latest edition of Robert's Rules of Order.

Section 6. Decisions at meetings are taken by simple majority vote of the members. A two-thirds majority is required in special cases as designated by the Executive Committee or as required in other Articles of these Bylaws. Other less frequently used voting requirements are described in Robert's Rules of Order.

ARTICLE IV. DUTIES OF OFFICERS.

Section 1. STAIR's Officers shall consist of four Editors, a Managing Director, a Production Editor, a Sales and Marketing Officer, a Treasurer, a Public Relations Officer, a Copy Editor, and a Book Reviews Editor.

Section 2. The Editors shall:

- A. Serve on the Executive Committee.
- B. Strive to implement through their work the aims and ideas set out in the Preamble and in Article 1.
- C. Be in charge of the contents of the journal issue they were elected for under Art VIII, Section 2. This includes direct responsibility for solicitation and presentation to the General Meeting of abstracts and articles, for the peer-review and corrections process, as well as supervisory responsibility for book reviews, copy-editing and final proof-reading.
- D. Present to the General Meeting an outline for the production of the issue they took responsibility for no later than four weeks after being elected. This outline shall describe the editorial principles for the planned issue as derived from the Preamble and Article 1; the structure of the issue; the proposed division of tasks between the two editors responsible for the issue and between them and other members of STAIR. It shall contain a proposed time- line for the solicitation and selection of abstracts and articles, peer-review and corrections process, copy-editing, final production and proof-reading. The outline must find the approval of a majority at the General Meeting or be amended and resubmitted until a majority is found.
- E. Represent, in cooperation with the Managing Director, STAIR to St Antony's College and all other relevant college and university boards and personnel.
- F. Conduct, in cooperation with the Managing Director, STAIR's official correspondence and report on STAIR's activities at the Annual General Meeting.
- G. Perform other duties and functions as are authorized by the Executive Committee or these Bylaws.
- H. Coordinate the peer review process for all articles submitted to STAIR for publication; the identity of peer reviewers is to be kept confidential by the two Editors in charge of an issue; for supervision the Managing Director shall be supplied with a list of the names and affiliations of the reviewers only but receive no information on who reviewed which article.
- I. Conduct appropriate correspondence on behalf of STAIR with the authors of all submissions, including notification of revisions, acceptance, and rejections.
- J. Make any final editorial decisions as are necessary in accordance with the objectives of STAIR as set forth in these Bylaws.

K. Circulate all abstracts, articles and anonymised peer-review comments received by STAIR among the Membership and consider any comments received from members when recommending abstracts or articles.

L. Compile a list of recommended abstracts for selection and present it to the General Meeting. This list must find majority approval at the General Meeting before any authors can be notified and articles requested. If the list of recommended abstracts fails to be approved at the General Meeting, it shall be amended and resubmitted until a majority is found.

M. Following the peer-review, compile a list recommended articles for publication and present it to the General Meeting. This list must find majority approval at the General Meeting before any authors can be notified. If the list of recommended articles fails to be approved at the General Meeting, it shall be amended and resubmitted until a majority is found.

N. Report regularly to the General Meeting with reference to the outline plan presented to the General Meeting before.

Section 3. The Managing Director shall:

A. Serve on the Executive Committee.

B. Serve as chairperson at the General Meetings. If the Managing Director is absent, Members at the General Meeting shall elect an ad-hoc chairperson by majority vote.

C. Regularly update Members at the General Meeting on all matters of importance.

D. Coordinate and supervise the activities of all Officers in order to ensure the academic and professional integrity of STAIR.

E. Ensure the timely publication of all journal issues.

F. Conduct STAIR's official correspondence in cooperation with the Editors.

G. Ensure that adequate advice and assistance are available to the officers in the performance of their responsibilities as established in these Bylaws.

H. Represent STAIR to St Antony's College and all other relevant college and university boards and personnel, including the Courts of the University and other University authorities, together with the Editors.

I. Keep the official records of STAIR, including the minutes of each weekly meeting, all Executive Committee meetings, and the Annual General Meeting.

J. Circulate to all Members, on a weekly basis, the agenda for the General Meeting. All Members can place items on the agenda by notifying the Managing Director in advance or at the General Meeting after all other agenda items have been addressed.

K. Distribute to all members, on a weekly basis, a copy of the minutes of the preceding week's meeting.

L. Annually update and distribute current copies of the Bylaws to the Officers, members, and Advisory Board by the end of Trinity Term.

M. Keep full records of STAIR's membership.

N. Endeavour to recruit new Members including suitable candidates for all Officer's positions.

O. Maintain the email lists of STAIR.

P. Maintain contact with the College's Development Office and be in charge of all relations with alumni.

Q. Perform other duties and functions as are necessary and authorized by the Executive Committee.

R. Serve as co-signatory for the journal's bank account.

Section 4. The Production Editor shall

A. Serve on the Executive Committee.

B. Be in charge of the technical production process of the journal.

C. Take responsibility for standardizing the format of all accepted submissions to the journal, including any advertisements received, and preparing each issue to go to print in a timely fashion.

D. Keep and maintain all software and templates necessary to produce each journal issue.

E. Maintain the website of the journal.

F. Liaise with the printing companies and ensure quality standards.

G. Report all activity on an ongoing basis to the Managing Director and the two Editors in charge of the current issue in production.

G. Report regularly to the Members at the General Meeting.

Section 5. The Sales and Marketing Officer shall

A. Serve on the Executive Committee.

B. Be responsible for sales, subscriptions, distribution, and all advertising that pertains to the journal.

C. Keep a current database of all current and potential subscribers, keep current records of all active subscriptions and expired subscriptions for a period of two years, collect and keep records of all payments for subscriptions, and (re)evaluate the costs of all types of subscriptions and single copies in cooperation with the Treasurer.

D. Guarantee that all subscriptions are mailed out in a timely fashion and searching for new institutions, organizations, and other parties that may be interested in subscribing to the journal.

E. Maintain a database of all previous, current, and potential sources of advertising in the journal and conduct correspondence with such advertisers in accordance with the aims of the journal.

F. Perform other duties and functions as are necessary and authorized by the Executive Committee.

G. Report all activity on an ongoing basis to the Managing Director.

H. Report regularly to the Members at the General Meeting.

I. Serve as co-signatory for the journal's bank account.

Section 6. The Treasurer shall:

A. Serve on the Executive Committee.

B. Manage and be co-signatory for the journal's bank account and any other accounts necessary for conducting business. The Treasurer's consent is required for all operations on any accounts of STAIR.

C. Keep proper records of STAIR's financial transactions in accordance with current accepted accounting rules and practices.

D. Collect and be custodian of any fees or assessments authorized by these bylaws or funds and/or payments allotted to STAIR.

E. Disburse funds only as authorized by either a majority vote of the membership or by at least one other member of the Executive Committee in accordance with STAIR's aims and in line with members' decisions.

F. Ensure that all statutory returns are made including VAT, income tax and corporation tax if appropriate.

G. Seek advice as necessary on tax matters from the University's Finance Division.

H. Make all records and accounts available on request to the Executive Committee or any of its members.

I. Supply financial reports to Members at the General Meeting once per term or when requested and prepare the annual Financial Report for the AGM.

J. Coordinate a budget for expenses with the Executive Committee members and the Public Relations Officer.

K. Supervise all expenses of STAIR and, if necessary, impose control on expenditure until a decision from Members can be obtained at the next General Meeting.

L. Perform other duties and functions as are necessary and authorized by the Executive Committee.

M. Report all activity on an ongoing basis to the Managing Director.

N. Regularly report to Members at the General Meeting.

Section 7. None of the Officers or Members may expend STAIR's funds without prior consent from the Treasurer plus one other member of the Executive Committee. All Members are personally liable for funds dispersed without the prior consent of these Officers.

Section 8. The Public Relations Officer shall

A. Be responsible for representing STAIR to the general public, including students, alumni, institutions, and other organizations.

B. Organise the launch events and any other public events hosted by STAIR.

C. Report all activities on an ongoing basis to the Managing Director and the Editors in charge of the issue related to particular PR activities.

D. Report to Members at the General Meeting.

Section 9. The Copy Editor shall

A. Ensure in close cooperation with the relevant Editors that the format of all articles for publication conforms to common spelling and typesetting rules and to STAIR's house style.

B. Plan and coordinate the copy-editing process in close cooperation with the relevant Editors and the Production Editor.

C. Keep record of the STAIR house style and document all decisions relating to questions not already addressed by the house style.

D. Report all activity on an ongoing basis to the Editors of the issue in current production.

E. Report to Members at the General Meeting.

Section 10. The Book Reviews Editor shall

A. Be in charge, in close cooperation with the Editor's of the issue in current production, of the content of the book reviews section.

B. Coordinate the solicitation and selection of book reviews.

C. Circulate all book reviews received to all Members and consider any comments received in response.

D. Compile a list of book reviews recommended for publication and present this list to Members at the General Meeting. This list must find majority approval at the General Meeting or be amended and re-submitted until a majority is found.

E. Report to the Editors of the issue in current production.

F. Report to Members at the General Meeting.

ARTICLE V. EXECUTIVE COMMITTEE.

Section 1. The Executive Committee shall consist of the four Editors, the Managing Director, the Treasurer, the Sales and Marketing Officer and the Production Editor.

Section 2. The Executive Committee is authorized to act on behalf of STAIR at all times in their elected capacities and in accordance with their duties as specified in Article IV. Other decisions can be taken by the Executive Committee instead of by Members at the General Meeting only if these decisions are too urgent to be referred to the next General Meeting.

Section 3. A quorum is required for transaction of official business at an Executive Committee meeting. A quorum for an Executive Committee meeting shall consist of five of the eight members.

Section 4. Each member of the Executive Committee shall have one vote on Executive Committee decisions. In the event of a tie in which the Executive Committee can conclude no friendly agreement, the decision will be put to a majority vote of the members at the next weekly meeting.

Section 5. The Executive Committee meets once per week during term time to prepare the General Meeting. When meetings are not possible during the breaks, the Executive Committee conducts business over the email list for the Executive Committee. Executive Committee meetings and the email list are open to all members and members of the Advisory Board. Members and members of Advisory Board may raise issues before the Executive Committee but may not vote on any issues.

Section 6. The Executive Committee shall submit to the full membership and Advisory Board at the first meeting of each term a report on the previous term's progress as well as guidelines for proceeding in the current term.

Section 7. Any decision of the Executive Committee may be overturned by a two-thirds majority vote of the membership, unless otherwise specified in these Bylaws.

Section 8. No member of the Executive Committee shall receive any salary or other compensation for his or her contributions to the production and functioning of the journal.

ARTICLE VI. SPECIAL TASKS AND ASSOCIATE EDITORS.

Section 1. Special tasks that are not covered by the duties of Officers can be assigned to individual members by a majority vote of Members at the General Meeting. No such assignment shall carry a title or be mentioned on the journal's credits page (online or print).

Section 2. The Executive Committee can nominate Members who are not Officers but have shown exceptional work commitment for the journal to be mentioned as 'Associate Editor' on the credit pages of the issue currently in production (online and print). Any such nomination can only be made two weeks before an issue scheduled to go to print and not at any earlier time. The nominated Members shall be credited as 'Associate Editors' if the nomination finds the approval of a majority of Members at the last General Meeting before an issue goes to print.

ARTICLE VII. ADVISORY BOARD.

Section 1. The Advisory Board shall consist of all invited faculty members of St Antony's College, University of Oxford, accepting the responsibilities set forth in Article VII, Section 2. Invitations can only be extended by a member of STAIR's Executive Committee with the approval of a majority of Members at the General Meeting.

Section 2. The Advisory Board shall

A. Serve an advisory role to STAIR's Executive Committee on issues of importance raised by any of STAIR's members.

B. Provide editorial assistance to STAIR's Editors when requested.

C. Attend the Annual General Meeting.

ARTICLE VIII. ELECTIONS.

Section 1. Elections for the positions of Managing Director, Production Editor, Sales and Marketing Officer and Treasurer will take place in week four of Hilary Term each year. Nominations will be accepted at the last weekly meeting held prior to the date of the election that is also at least seven days before elections.

Section 2. Elections for the position of Editor will take place at the second General Meeting after an issue has been published. At each election only two new Editors are elected to take responsibility for the issue to be published after the next issue in line; usually in one year's time. The two newly elected Editors will replace the Editors who were responsible for the last issue published. Nominations will be accepted at the last weekly meeting held prior to the date of the election that is also at least seven days before elections.

Section 3. Elections for the positions of Public Relations Officer, Copy Editor and Book Reviews Editor will take place each time a pair of new Editors is elected. Nominations will be accepted at the last weekly meeting held prior to the date of the election that is also at least seven days before elections.

Section 4. The elections shall be conducted by a Returning Officer. The Returning Officer for an election is elected by majority vote of Members at the last General Meeting before elections. The Returning Officer must not be a candidate at the same time.

Section 5. Members may cast their vote by email to the Returning Officer. All votes by email must be received by 1800h on the day before the elections. The Returning Officer is obligated to keep the identity and votes of Members voting by email confidential.

Section 6. All candidates must be members of the journal. Non-members who wish to present their candidacy for election may seek approval to run from a two-thirds vote of the membership present at the Nominating Meeting.

Section 7. Candidates for the positions of Editor and Managing Director must also be full-time graduate students that are not completing their final year of studies at Oxford. The Editors and Managing Director must be individuals able to uphold the values and principles of St Antony's College and the University of Oxford.

Section 8. Candidates may only be nominated and elected for one position; no person may hold more than one position at any time.

Section 9. Voting in elections will be conducted by simple majority ballots. In the event that no candidate obtains election after the first round of voting, the two candidates receiving the highest number of votes will compete in a run-off election. The candidate receiving the most votes in the second ballot shall take office. The run-off election will be repeated until one candidate receives more votes than the other. All ballots shall be anonymous and will be counted by the Returning Officer.

Section 10. Elected Officers will assume their positions in the week following elections.

Section 11. The Managing Director, Production Editor, Sales and Marketing Officer and the Treasurer shall serve for a period of one year. The Editors shall serve until the issue in their responsibility is published and new Editors are elected (usually one year). The Public Relations Officer, Copy Editor and the Books Reviews Editor shall serve until the next issue is published and new Editors are elected (usually six months). All Officers may seek reelection.

Section 12. In the event of a vacated position, the Executive Committee shall appoint a qualified replacement to fill the interim position until a by-election can be held. By-elections will be held at the third General Meeting after a position has become vacant according to the procedures established in Article VIII. If the position remains vacant after the by-election the Executive Committee shall appoint a qualified replacement to fill the interim position until the next regular election for the position.

Section 13. No elected Officer shall receive any salary or other compensation for his or her contributions to the production and functioning of the journal.

Section 14. STAIR's members at the General Meeting may replace any Officer with another candidate at any time by a two-thirds majority vote.

Section 15. Each Officer must, on relinquishing his or her appointment, promptly hand to his or her successor in Office all official documents and records belonging to STAIR, together with any other property belonging to STAIR which may be in his or her possession; and must complete any requirements to transfer authority relating to controls of STAIR's bank accounts, building society accounts, or other financial affairs.

ARTICLE IX. ANNUAL GENERAL MEETING.

Section 1. The Annual General Meeting (hereafter "AGM") will be held in Trinity Term each year and will be presided over by the Managing Director.

Section 2. The AGM is open to all members and all members of the Advisory Board.

Section 3. The Editors will officially present STAIR's yearly report at the AGM, and the report shall be accepted by a majority vote of those present at the meeting. The report shall be made available to all members and the Advisory Board one week prior to the AGM. If the report is not accepted, it shall be revised and resubmitted for approval, by proxy vote, of the Advisory Board within two weeks of the AGM.

ARTICLE X. INDEMNITY.

Section 1. So far as may be permitted by law, every member of the Executive Committee and every STAIR Officer shall be entitled to be indemnified by STAIR against all costs, charges, losses, expenses and liabilities incurred by him or her in the execution or discharge of his or her duties or the exercise of his or her powers, or otherwise properly in relation to or in connection with his or her duties. This indemnity extends to any liability incurred by him or her in defending any proceedings, civil or criminal, which relate to anything done or omitted or alleged to have been done or omitted by him or her as a member of the Executive Committee or STAIR Officer and in which judgment is given in his her favor (or the proceedings are otherwise disposed of without any finding or admission of any material breach of duty on his or her part), or in which he or she is acquitted, or in connection with any application under any statute for relief from liability in respect of any such act or omission in which relief is granted to him or her by the Court.

Section 2. So far as may be permitted by law, STAIR may purchase and maintain for any Officer or member of the Executive Committee insurance coverage against any liability which by virtue of any rule of law may attach to him or her in respect of any negligence, default, breach of duty or breach of trust of which he or she may be guilty in relation to STAIR and against all costs, charges, losses, and expenses and liabilities incurred by him or her and for which he or she is entitled to be indemnified by STAIR by virtue of Article X, Section 2.

ARTICLE XI. DISSOLUTION.

Section 1. STAIR may be dissolved at any time by a two-thirds vote of members present at the Annual General Meeting.

ARTICLE XII. AMENDMENTS.

Section 1. Amendments to these Bylaws must be approved by both the student membership and the Advisory Board. The membership will vote on amendments during the General Meeting or emergency meetings called by any Officer of the Executive Committee. The Advisory Board will ratify amendments approved by the membership at the AGM.

Section 2. Proposed amendments must be submitted in writing to the Executive Committee, who will then review and circulate the contents of the amendment to the membership at least one week prior to voting.

A. The Bylaws may be provisionally amended by a two-thirds majority vote of STAIR's members at the General Meeting or attending the emergency meeting.

B. Amendments take provisional effect immediately upon passage.

C. Amendments provisionally adopted at the General Meeting or an emergency meeting by the membership will be submitted in writing to Advisory Board members together with the yearly report. Amendments are fully incorporated into these Bylaws once passed by a simple majority vote of the members present at the AGM.

Section 3. Any journal member or Advisory Board member may propose amendments to the Executive Committee at any time.

ARTICLE XIII. Transitional provisions.

Section 1. At the second General Meeting after these Bylaws have been provisionally adopted by Members at the General Meeting elections will take place to fill the new positions created by these Bylaws. One Editor for each upcoming issue will be elected according to the rules in Art VIII to take office alongside the Editor already in charge of each issue; a Copy Editor will be elected according to the rules in Art VIII; any vacant position will be open for election according to the rules in Art VIII.

Section 2. The incumbent Managing Director, Editors, Treasurer and Book Reviews Editor will remain in office until their term of office expires according to the rules in Art VIII (the term of office of the Managing Director and Treasurer shall expire in the Hilary Term following the adoption of these bylaws even if this implies a term of office of less than one year). The Associate Editors for Sales, Public Relations, and Production will take the new positions of Sales and Marketing Officer, Public Relations Officer, and Production Editor respectively until these positions are open for election again under the rules in Art VIII. The Secretary will transfer all tasks and records to the Managing Director; the position of Secretary ceases to exist.