

SICB Division of Animal Behavior

Members' Meeting Minutes

Wednesday, January 4, 2024, 5:45-6:45 pm, Seattle Convention Center, Room 606

- I. Meeting called to order by DAB Chair, Dr. Avery Russell at 5:47 p.m. with 36 members in attendance.
- II. Welcome
 - A. Please complete SICB's Demographic Survey if you haven't already.
 - B. Please take some pics with the SICB 2024 sign and the "I heart DAB" mini-sign and share with us/our social media team!
- III. Updates to DAB Leadership
 - A. Welcome to Dr. Fernanda Duque, as our interim DAB Divisional Program Officer while Stephanie Campos is on family leave. Fernanda did the programming for this year's meeting and will continue to serve through the end of SICB 2024. We are grateful to Fernanda for all of her work as Interim DPO!
 - B. Dr. Caitlin Gabor will be joining the DAB Leadership as Divisional Secretary this spring, for a term that will run from 2024-2027. We look forward to having Caitlin join the team!
 - C. Chair elect discussion.
 1. Many divisions recruit Division Chairs into a chair-elect position, so that they can gain experience from the current Chair, while not yet having to assume all the duties of the Chair.
 2. DAB currently does not have a chair-elect position. Instead, the outgoing Chair hands off the position completely to the incoming Chair in the same year as their election.
 3. We have been discussing whether a Chair Elect system would improve continuity of knowledge and reduce the stress associated with both running for and assuming the Chair position. Since this would require a change to the bylaws, we would like to bring this to a discussion and vote.
 4. Discussion with members:
 - a) The role of the chair-elect would be shadowing the current chair for a year to learn about the role.
 - b) Several divisions currently have a chair-elect position, so DAB is somewhat unusual in not having this role. There isn't

a specific reason we don't have this role; we have not sought to add it before.

- c) The term of the chair would be one year as chair-elect followed by three years as chair (for a total of 4 years). This means that the chair-elect would be elected one year before the chair would have been elected if no elect position.
 - d) Some divisions have 2-year officer terms, whereas DAB has 3-year terms. At this time, we are not discussing changing the 3-year term length for chair
5. Motion brought by DAB Chair Avery Russell, seconded by Rindy Anderson. The motion passed unanimously.
- a) A change to the DAB Bylaws to add the DAB Chair-Elect position will be proposed for the spring election.

IV. Meeting Minutes

- A. Past meeting minutes have been posted on the DAB website:
<https://sicb.org/divisions/division-of-animal-behavior/>
- B. Motion to approve the 2023 meeting minutes brought by DAB Chair Avery Russell, seconded by Kelly Kissane. Approved by vote.

V. Visit from and discussion with NSF Program Officer, Suzy Renn (rotating program officer), IOS Behavioral Systems

- A. Anyone interested in being a rotating program officer, please talk to Suzy. This is a great opportunity to learn a lot about how NSF works!
- B. Dear colleague letters (DCLs) can help you figure out how your work fits or how to pitch your work to maximize interest to NSF.
 - 1. Dear Colleague Letters are aimed at faculty. GRFP is for students. Students can talk with program officers about this!
- C. NICE - Neurobiology in Changing Ecosystems - new program!!
- D. NSF has a booth open through Friday at 5pm. Sign ups will be available for individual meetings with NSF staff.
 - 1. Members can meet with Suzy or other Program Officers at the booth in the Exhibit Hall or email to set up a zoom meeting.
- E. No deadlines for core programs. IntBIO used to be a standalone program with a deadline but has now moved into core programs and no longer has a deadline; still requires integrating across multiple subdisciplines across biology, so be sure you're talking to 2 program officers from different areas about how to target your work.
- F. Important documents for proposing and running NSF grants: Solicitation and PAPPG. The PAPPG includes opportunities for supplements to funded grants, including for career-life balance, intern supplement for non-

academic career tracks, ROA supplement to bring in PUI and/or community college collaborators. Talk to a program officer for clarification of application instructions!

1. Currently the best way to facilitate matching PUI colleagues with funded labs is to go to NSF website and search for who has active awards. Or call a program officer and ask them for info about who might be a possible fit.
 2. An ROA proposal should be related to the funded grant (similar techniques, questions), but not a part of what's already funded. Should be a related side project.
- G. Safe and Inclusive Field Plan: NSF is working on figuring this out. Talk with a PO about what you're doing and what makes sense for your project. Should be specific to your grant rather than a blanket statement.
- H. NSF is always recruiting new reviewers and interested in bringing back folks who have reviewed in the past. Come to the booth to learn more and sign up. Post-docs are eligible to serve as reviewers! For new faculty, serving on a panel is a great way to learn how to write a grant!
1. Panelists are paid \$400/day, uncompensated for the work that is needed before the panel meets.
 2. They are moving back toward hybrid in-person/online panels, which present more opportunities for networking.
- I. Additional info provided by NSF:
1. [NSF BIO Town Hall](#)
 2. [NSF Student Research Opportunities](#)
 3. [Handout of NSF Programs of Interest for the SICB Community](#)

VI. DAB Mentoring Program

- A. This year's meeting marks the 5th year of the DAB mentoring program, led by Dr. Rindy Anderson.
- B. Rindy shares her thanks to participants. Others, please consider participating in the future. Let us know how to improve communication and coordination.
- C. One current objective is working with SICB to figure out how to streamline the process.
 1. In response to some past confusion about how to sign up and which mentoring program to sign up for, this year we encouraged SICB to adopt a mechanism for allowing mentor/mentee signups as part of meeting registration to minimize conflict between divisions/programs in recruiting mentors and mentees. While this mechanism was not fully implemented for SICB 2024, we were able

to work in conjunction with the Broadening Participation Program to reach out to all meeting registrants who indicated interest in DAB and in participating in mentoring.

- D. Great turnout this year! Almost equal numbers of mentors and mentees, whereas in the past had been fewer mentors. Has allowed more one-on-one mentor/mentee pairs. This year's program matched 27 mentors with 38 mentees.
 - E. This year, each participant, mentor and mentee, will receive \$10 reimbursement from the DAB budget to help defray costs of meeting up over coffee or lunch at SICB (~\$600 in total). Avery will be in touch with mentors and mentees after the meeting about this.
 - F. Thank you to Rindy for leading this program! And thank you to everyone who volunteered as a mentor!
 - G. We will continue to work with SICB to promote a collaborative sign up process, hopefully as part of registration.
 - H. We welcome feedback on any aspect of the DAB Mentoring Program.
 - I. Discussion
 - 1. What is the expectation of mentors after the meeting? We suggest a contact before meeting, meet during the meeting, and then at least one follow-up contact after the meeting. In some cases the mentoring relationship has continued but not required.
 - 2. Is there any talk about a peer mentoring program for early career researchers to support each other? This is a great suggestion which we haven't considered before.
- VII. Best Student Presentation Competitions (DAB Secretary, Allison Welch)
- A. Out of 20 entrants for the Marlene Zuk Award for Best Student Oral Presentation, 8 finalists were selected and will present in person during the Zuk Award Session tomorrow afternoon (Thursday, Jan. 4 from 1:30-3:30pm in Room 608). Everyone is encouraged to attend this session, which promises to showcase some of the excellent work of DAB students.
 - B. In addition, 33 students are competing for the Elizabeth Adkins-Regan Award for Best Student Poster Presentation, with poster presentations occurring across all three poster sessions at the meeting. Look for the tags above/next to posters identifying the DAB Best Student Poster presentations! As DAB allows any student who is a member of SICB DAB to be part of this competition, we have chosen to highlight all entrants with these tags.
 - C. Thank you to DAB's BSP judges! The Zuk Award is judged by a panel of 5 judges, and 40 DAB members have stepped up to serve as judges for the Adkins-Regan poster award. We have 4-5 judges for every poster in the

BSP competition. Your written feedback is super helpful for students participating in the BSP.

- D. The Zuk winner will be announced at the DAB joint social tomorrow evening and the Adkins-Regan winner will be announced in our Spring Newsletter.
- E. Last year, we discussed expanding our BSP poster competition to include an in-person winner and a SICB+ winner. However, with no SICB+, this discussion has been tabled.
- F. DAB judging uses the SICB-wide rubric which has been developed and refined over the past year. This rubric is available on the SICB website on the BSP page: https://sicb.org/wp-content/uploads/2023/06/SICB_BSPrubric.pdf.
- G. This year, DAB developed a modified version of this rubric for use in selecting Zuk finalists. The rubric is available within the division-specific BSP guidelines: <https://sicb.org/wp-content/uploads/2023/07/DAB-Zuk-Award-extended-abstract-rubric.pdf>.
- H. Last year and again this year, DAB's welcome message included suggestions to help judges provide our students with an inclusive, supportive environment in which to develop as early career researchers. We are discussing with SICB working to develop a set of "best practices" for BSP judges. In the meantime, SICB has recently shared DAB's welcome message with other divisions as an example.

VIII. Visit from SICB Executive Committee

- A. Patricia Hernandez, SICB President
 - 1. Please fill out the Demographic Survey
 - 2. SICB is beginning strategic planning for a 5 year plan from 2025-2030, including all divisions and committees. They suggest having a zoom town hall meeting to brainstorm 2-4 goals for our division to include in the strategic plan.
- B. Adam Summers, *Integrative Organismal Biology (IOB)* Editor
 - 1. DAB has sent some fantastic, well-cited papers. Journal is doing well at 5 years old with ~200 papers and tons of citations. Keep sending manuscripts!
- C. Janet Steven, SICB Program Officer Elect
 - 1. Please share ideas/thoughts for future meetings with Janet!
- D. Miriam Ashley Ross, SICB Treasurer
 - 1. Budget details will be reported at SICB Business Meeting.
 - 2. SICB is solvent.
 - 3. Student support is a major part of SICB's budget. Encourage students to attend SICB!

- E. Molly Jacobs, SICB Communications Editor
 - 1. BSP winners will continue to be featured on social media
 - 2. Please fill out the social media survey so they can understand what social media our members are using and where SICB should invest energy.
 - F. Michele Nishiguchi (Nish), SICB President Elect
 - 1. Please fill out the volunteer form on the website, which is used for recruiting members to committees and roles across SICB:
https://docs.google.com/forms/d/e/1FAIpQLScATK21zFQSEvgq1q2qboN2J-wjifzwY1W1SNIBgVz5DL_yLA/viewform
 - G. Michele Johnson, SICB Secretary
 - 1. There are ~75 officers in SICB! Please consider running for office and please accept the nomination if you're asked to run!
 - H. Marianne Porter, SICB Secretary Elect
 - I. Brett Burke, Executive Director
 - J. Thom Sanger, SICB Program Officer
 - K. Marina Hale, SICB Past President
 - L. Brian Tsukimura, SICB Treasurer Elect
 - 1. SICB has been awarded a BIO LEAPS grant for leading cultural change through professional societies. As part of this grant, SICB needs demographic data - please do the Demographic Survey!
- IX. Discussion of DAB BSP format
- A. Do we like our current system with posters spread across all 3 poster sessions? What would best serve our students?
 - B. Discussion:
 - 1. An advantage of having the poster competition in one session would be that the poster winner could be announced at SICB.
 - 2. A benefit to having it spread out is that it's less likely someone has a conflict and has to miss all of it.
 - 3. Having it spread out makes it easier to see more of the posters because you don't have to try to go to everything at once.
 - 4. Having it spread out may be better for students who don't like being swamped by visitors.
 - 5. It would help to have a mechanism to help identify different sets of posters because they all blend together. Poster sessions are described in the program but not in the actual session.
 - 6. Positive feedback on the system that allows any student to join the competition rather than having a select group.
 - 7. Is there a middle ground? For example, could DAB BSP contenders be grouped together on each day?

- C. We continue to welcome feedback from all members about any aspect of the BSP competitions.
- X. DPO Report (Fernanda Duque, DAB Interim DPO)
- A. At SICB 2024, DAB has 103 oral and 95 poster presentations - we are one of the largest divisions in SICB! We have 13 concurrent oral sessions including the BSP Marlene Zuk Award session. We are supporting 5 symposia this year.
 - B. DAB will be supporting 4 symposia for SICB 2025.
- XI. Call for Symposia (Fernanda Duque, DAB Interim DPO)
- A. Please consider submitting a symposium proposal! DAB sponsors multiple symposia each year, and we're always interested in supporting symposia that highlight animal behavior.
 - 1. They want to see integration among divisions and across career stages including tenure track faculty as well as postdocs and even graduate students, and types of institutions - diversity in all ways is encouraged
 - 2. Reach out to Stephanie Campos with ideas (even start of an idea) and for info about what goes in a symposium proposal
 - 3. Symposium proposal process has been streamlined.
 - B. Organizing a symposium can be especially beneficial for early-career folks including postdocs and graduate students.
 - 1. Benefits of organizing a symposium include increasing the profile of a research topic and publication of symposium papers in Integrative and Comparative Biology (ICB).
 - C. If you have ideas for symposium topics that feature animal behavior, including issues of diversity, equity, inclusion, and justice in animal behavior, please talk to our program officer Stephanie Campos about your ideas; Stephanie will be able to help you vet and structure symposia plans and navigate the proposal process. Stephanie can be reached at dpo.dab@sicb.org.
- XII. Student/Postdoctoral Affairs Committee (SPDAC)
- A. Conner Philson has just defended his dissertation and stepped down as our DAB SPDAC (Student/Postdoctoral Affairs Committee) representative. Thank you to Conner for his service in this role over the past 3 years.
 - B. Grace Zhong has been appointed the new DAB SPDAC (Student/Postdoctoral Affairs Committee) representative. Grace will serve as SPDAC representative from January 2024 to January 2027.
 - C. SPDAC is hosting a job application preparation workshop on Friday from 12:15-1:30pm. Pre-registration is required, so sign up via the SICB app!

- D. Never hesitate to reach out to Grace with ideas or questions!
gracez@stanford.edu.

XIII. DAB Social Media

- A. DAB's Twitter (now known as X) feed (@SICB_DAB) has been run by 3 outstanding early-career researchers. Thank you to Brett Hodinka, Sarah Manka, and Mena Davidson for this work.
- B. Dr. Sarah Manka has recently started a tenure track job and left the team, and Lisa Surber-Cunningham has agreed to join the team. Thank you, Sarah, and welcome, Lisa!
- C. Everyone is encouraged to follow @SICB_DAB on X (Twitter), and we are working on getting set up on BlueSky.
- D. What would DAB Members like to see more of on our social media?

Discussion:

1. DAB is not currently on Instagram. Members would like this to be added. Members would need to submit info to post. Ideas for posts includes info about professors and labs, research opportunities, etc. ABS has a helpful Instagram feed, for example (and some of their announcements could be appropriate for cross-posting to DAB).
 2. Social media could be a way to connect PIs and PUI faculty for ROA supplements.
 3. DAB members can include @SICB_DAB on their posts to reach our audience.
 4. Other ideas for posts:
 - a) Leading up to meeting, highlight specific talks.
 - b) Highlight BSP finalists and winners.
 - c) Spotlight DAB members (students, faculty) with contact info. Instagram could be a headshot with contact info and a bit of info.
 - d) Highlight cool organisms people work with!
 5. It would be useful to have a submission link where folks can submit organism pics, figures, etc. Could share this link on social media and then folks can submit. This would facilitate posting.
- E. Please share any additional suggestions with us!

XIV. DAB Nominating Committee

- A. Thank you to Dr. Dara Orbach, Dr. Jake Lasala, and Dr. Kelly Kissane for agreeing to serve as this year's DAB Nominating Committee!
- B. DAB will be holding an election for Chair this spring, for a three-year term to commence January 2025. The Chair position is a great opportunity to learn more about how SICB functions and to connect with colleagues

within DAB and across SICB. Please reach out to any member of the nominating committee if you might be interested in this position or if you would like to recommend someone else for the position.

XV. Other DAB service opportunities

- A. If you are interested in volunteering to serve on a committee, run for elected office, or otherwise become more deeply involved in SICB/DAB, please complete SICB's volunteer to serve form. The link can be found in the monthly SICB Member Updates and on the SICB website:
https://docs.google.com/forms/d/e/1FAIpQLScATK21zFQSEvqq1q2gboN2J-wjifzwY1W1SNIBgVz5DL_yLA/viewform
- B. You may also reach out to members of the DAB Executive Team directly to express your interest in getting involved with DAB!
- C. Please stay tuned for future opportunities including judging student posters and participating in the DAB mentoring program.
- D. If you have ideas to improve DAB, please let us know!

XVI. DAB Social

- A. Everyone is invited to DAB's joint social with DCE, DEDE, and DNNSB tomorrow, Thursday, January 4, from 8:30-10:00 pm in the 4th Floor Atrium. Encourage your students, postdocs, mentors/mentees, and colleagues to attend!
- B. This is immediately following the Bern Lecture by Dr. Marilyn Ramenofsky, past DAB chair (7:30-8:30pm in Ballroom B).
- C. Funds from the DAB Budget and from each of the other 3 divisions have been allocated to supplement SICB funds to support this social for our members.

XVII. Other Announcements

- A. Upcoming SICB venues
 - 1. 2025 Atlanta, 2026 Portland, 2027 Pittsburgh, 2028 Los Angeles
- B. Encourage your colleagues to come to SICB, especially those who attend related behavior conferences, such as ABS, ASAB, and ISBE!

XVIII. Budget Discussion

- A. Brief explanation of surplus (nearly 14k) and drawdown of funds over the next 5-7 years (about 3k a year). We will stay in the black, but we've been accumulating funds much faster than we've been spending. In addition, due to the increase in SICB registration, we'll be receiving approximately double the annual budget, so we should be able to support activities from this funding over a longer duration. Our intention is to use this drawdown to support early career professionals in DAB and broadly speaking to take

bigger steps to increase long term diversity and improve inclusion and equity in DAB.

1. First step we implemented for SICB 2024 was to reimburse registration costs for our social media team and SPDAC member to facilitate inclusion and participation in these positions at DAB.
2. Second was to implement the small reimbursements for DAB Mentoring Program's mentor-mentee in-person meetups, to incentivize and facilitate participation in DAB.
3. This leaves about \$1500 left per year. Ideas for discussion and vote:
 - a) Supplement the Mangum award duration, which is currently capped at 3 years, or provide supplementary funding by providing some funding for Broadening Participation. Essentially we'd earmark funding for DAB student members specifically, to facilitate inclusion and participation in DAB either in the long term (Mangum, i.e., to allow students to participate beyond 3 years) or short term (Broadening Participation). We would likely need to work with Broadening Participation to develop a rubric to meet our DEIJ goals.
 - b) Increase \$ amount for social; current funds don't go far and this is an important networking opportunity
 - c) Increase BSP poster/talk prize \$. Currently \$150 from SICB for both, and no funds for ties from SICB; tie funds come from DAB.
 - d) Discussion:
 - (1) Support for the idea of providing extra support for students. Could we also consider postdocs because they often don't have meeting funding? There is agreement with this idea.
 - (2) Some confusion about how Mangum would be extended. Would a separate award be better? Example is ABS's Turner program, which is geared toward underrepresented students. DAB's goals include supporting underrepresented students with these funds.
 - (3) A different suggestion is to reimburse registration for Zuk finalists.
 - (4) PUI faculty don't always get support for attending meetings, so this is an additional need. This idea was seconded.

- (5) Can the funds be earmarked for folks (students, trainees, or faculty) who would be paying out of pocket vs. by their institution or their PI?
- (6) Could they be directed to people coming longer distances?
- (7) Is the 3-year limitation on Mangum funding a limitation? With more undergrads attending SICB, does this limit their ability to attend in grad school? A variation could be to extend additional funding to those who came during undergrad, as the students who have trouble coming in grad school may be those who came in undergrad.
- (8) Masters students may also be limited in funding; often get less conference \$ from their institutions compared to Ph.D. students.
- (9) Motion made by Allison Welch: Given the diversity of needs described, allow an open submission process this year with request that applicants clearly state their need. This would allow us to both evaluate the applications and get more info on what the existing needs are. Motion seconded by Rindy Anderson.
- (10) Do not want to add funding to social that would lead to the social not being together with other divisions. Keep it a joint social. Clarification that DAB and other divisions already do contribute from division funds to support funding the social. This can continue at the current rate without adding to our budget spend-down.
- (11) The main value of BSP awards is that students can put it on their CVs. Could give more awards without giving more \$. Students agree that funding more students to come to the conference is more important than increasing the student presentation award amount.
- (12) Avery restated the motion to allow any DAB Member to submit a request for meeting funding this year. Passed unanimously.

XIX. Five-year plan

- A. The SICB executive committee has received BIO-LEAPS funding from NSF. Part of the goal of this grant is to help SICB nurture ideas within the society that can be taken back to home institutions to help facilitate meaningful change. As a result, SICB would like us to develop a 5 year plan with 2-4 concrete goals that we can implement by 2030. We believe that all DAB members should have a voice in developing this plan, so we would like to propose a few goals and then turn it over to discussion. We would also like to encourage everyone to bring ideas freely to us at any point over the next several months. The 5 year plan is intended to be drafted and sent to SICB by June 1st, 2024.
1. Following our earlier discussion, we believe that 4 solid goals are:
 - a) Our spend down plan.
 - b) Additional meeting support for DAB members.
 - c) Proposing, developing, and supporting SICB-wide DEIJ workshops.
 - d) Promoting coordination of mentoring programs and development of best practices for BSP judges across SICB.

XX. Meeting adjourned at 7:02 p.m.