

2025 Member Meeting Minutes (Saturday Jan 4, 5:45 – 6:45 pm, in A707)

Presentation Link: https://docs.google.com/presentation/d/1jSihGuZjtO-IQJQKr_nigDrbtDFdV/edit?usp=sharing&ouid=106413483801993938320&rtpof=true&sd=true

Welcome

- **Speaker:** Andie Ward, Chair-elect
- **Note:** Andie stepping in for Laura Ferry (current chair)

Updates from National Science Foundation (NSF)

- **Speaker:** Kathryn Dickson, NSF Program Officer
- **Acknowledgments:** Thanks to anyone who has been a reviewer, panelist, or served in any way for NSF.
- **Reviewers:** Interested in serving as a reviewer? Visit the NSF booth at SICB
- **Appointments:** Schedule meetings with program officers from Integrative Organismal Systems (IOS) and Environmental Biology at SICB.
- **NSF Booth Information:** QR codes or flyers available at the booth
- **NSF Organized Meetings at SICB:**
 - i. **Student Research Opportunities Presentation**
Jan 5th, 12:15-1:15p– Room: A707
Students postdocs and mentors are encouraged to attend
 - ii. **Early Career Networking Session & Navigating NSF Funding Opportunities**
Jan 5th, 12:15-1:15 (Room: Marque D)
Mostly for early career individuals, for those who may not know how to access NSF
- **Advice on Contacting POs:** Talk to Program Officers (POs) at SICB or via email if interested in applying for a grant we encourage. Send a 1-page summary of your work, so POs can help you find the best funding opportunity for your project and connect you with people who might be helpful.
- **Subscribe to NSF Blogs and Attend Virtual Office Hours:** (1 day a month, with set schedules for all the divisions in BIO)
 - i. Office Hours: Typically discuss previous topics of interests, upcoming or new solicitations or programs, and Q&A sessions with POs.
 - ii. Sign up for info emails through the NSF-wide webpage.
- **NSF BIO Priorities for Fiscal Year 2025:** Each year these are set through the administration or the NSF administration. For each topic there are special programs.
 - i. Building a resilient planet
 - ii. Advancing the bio-economy
 - iii. Accelerating the interactions between biology and artificial intelligence
 - iv. **Note:** Core programs in BIO are still open for applications outside these

topics.

- Proposal Guide (PAPPG) Updates:
 - a. **Mentoring Plan Supplemental Document:** Previously any proposal that has a postdoc involved required a mentoring plan. Now the mentoring plan must also include graduate students.

SICB-wide Strategic Plan Updates

- **Speaker:** Marianne Porter, SICB Secretary
- **Development Context:** Last summer task force assembled by SICB President Patricia Hernandez.
- **Facilitation:** Strategic plan developed over a multi-day session with SICB board members and a hired facilitator.
 - a. The task force assembled all the divisions' strategic plans, synthesized and looked at the collective similarities across the divisions.
 - b. The current SICB-wide plan proposed by the board is based upon the collective divisional strategic plans.
 - c. Facilitator helped to teach the board how to develop and implement a strategic plan.
- **Goals and Strategies:** Are divided into objectives and tactics with deadlines to be implemented within five years by 2030.
- **Goals:**
 - 1. Career Support and Mentorship for SICB Members**
 - i. Establish a SICB-wide mentorship program
 - i. Create a comprehensive society-wide mentoring program that meets the diverse needs of all members, especially focusing on early-career stages.
 - ii. Expand professional development activities
 - i. Find ways to create and fund awards, specially at the post-doctoral level, while strengthening already existing supports, reaching to early career scientists and helping them through this critical period.
 - iii. Develop leadership training to cultivate diverse and inclusive practices
 - 2. Building a Scientific Culture of Belonging**
 - a. Recognize SICB as a society where diverse populations integrate with and enhance our innovative scientific productivity for the benefit of its members.
 - b. All members should feel comfortable and a sense of belonging at and within SICB.

- c. Implement yearly training and education opportunities that broaden and instill this community of inclusion and sense of belonging by 2030 (within 5 years), by increasing the number of leadership members who are trained.
- d. Integrate inclusivity and belonging into all of the society activities, including SICB committee charges, bi-laws, and procedures.

3. Long-term Financial Security

- a. Long term financial security
- b. Optimize journal operations: Enhance the financial stability of the journals, ensuring profitability by the end of 2030.
- iv. Enhance resource management and fund raising strategies.
- v. Improve the financial literacy and transparency for SICB members
 - 1. E.g. Financial information currently provided on the SICB website, however not all SICB members may be aware. .

4. Membership Growth and Engagement

- a. Elevate society's scientific profile (broader reach in integrative science)
 - i. Support divisions in adjusting their scope
 - 1. E.g. Currently two SICB divisions are meeting to discuss merging, considering low membership, and current advances within the fields.
- b. Develop retention efforts for underrepresented regions and communities.
- c. Elevate scientific profile through scientific journals.

Questions for Marianne:

- Q1: Curiosity of last bold step, is it about growth? If we are already bursting at the seams, how do we still have an annual meeting that is manageable?
 - a. A1: SICB is almost to the size where we no longer fit in these hotel venues. The next step is to go to venues that have bigger options or to the full-on conference center. We want SICB to grow in a strategic way by strategically growing divisions such as DVM. However we do have newer divisions like botany which is still growing. With the ultimate goal of growing slowly over time to some carrying capacity
- Q2: Is the plan to work with the facilitator to make sure you're accomplishing those goals?
 - a. A2: Since the SICB board purchased a facilitation package with the facilitator. This facilitator has been helping along the way, with specific instruction. Patricia Hernandez will expend her term as past president really shepherding this through.

- Q3: Do we know where people are falling out of the pipeline?
 - a. A3: Use of the bio-demographics survey which started last SICB 2024, will be continued this SICB 2025. This is a tool SICB will try to use to determine retention. SICB's BIO LEAPS NSF grant has worked to facilitate these surveys and the analyses.
- Q4: Logistics questions: Since the divisions have spent a lot of time making these individualized strategic plans. How does the plan incorporate division wide strategic plans/goals?
 - a. A4: Encouraged taking strategic plans developed within the divisions and work on those more. Most of what the divisions told the SICB board feeds in the SICB-wide strategic plan.
- Q5: Is there a timeline for some of the funding goals and DEI goals for instance?
 - a. A5: Some of the timelines will come out in the next step of planning. So there will be more to come. However, the plan is set to be implemented within 5 years.

Note: The divisional strategic plan will be highlighted in the upcoming DVM newsletter.

Approval of the Minutes

- **Speaker:** Andie Ward
- Posted on the Divisional webpage,
<https://sicb.burkclients.com/divnew/DVM/minutes.php>.
- Motion to approve, seconded, all in favor, none opposed.

Introduction to Officers:

- **Current Officers:** Lara Ferry (Chair); Crystal Reynaga (Secretary); Alice Gibb (PO), Rick Blob (Past-Chair); Andie Ward (Chair-elect).
- **New Officers (starting post-2025 meeting):** Andie Ward (Chair in February); Marguerite Butler (PO in February); Teri Orr (Secretary-elect); and Emily McParland (new Student/Postdoc Affairs Committee (SPDAC) DVM Representative)
- **Thanks to Outgoing Officers:** Lara Ferry (Chair, moving to role of Past Chair); Rick Blob (Past Chair); Alice Gibb (PO), and Adrien Arias (SPDAC DVM Representative)
- Please reach out to any of us with any items you'd like to have attention from DVM feel free to reach out to the DVM officers.

DVM Division Updates:

- **DVM & DCB Abstracts:** 304 oral presentations and 475 total abstracts submitted.
- **DVM Best Student Presentation Awards:**
 - a. **D. Dwight Davis Best Student Presentation Session:** Monday (1/6) at 1:30-2:30p.
 - i. Four students are competing for the best student presentation.

- b. **Carl Liem Best Student Poster Presentation:** Today we had our best student poster award session.
 - c. \$500 awards for each competition.
- **Submit symposium ideas:** Program officers tried to simplify this process, there is some financial support available.
 - a. Marguerite Butler, incoming PO is here and willing to hear your ideas for symposium ideas.

DVM/DCB Social: Monday (1/6) at the Skyline Level

- Free drink tickets available for students and faculty with significant milestones (e.g. thesis defense, tenure, etc.).

Student/Postdoctoral Affairs Committee (SPDAC) Report

- **Speaker:** Emily McParland, DVM SPDAC Rep.
- **Upcoming events hosted by SPDAC at SICB this year:**
 - i. Come meet the SPDAC representatives at the SPDAC booth during poster sessions.
 - ii. Focus groups for students and postdocs (separate events), hosted to share thoughts on types of support that might be needed by early career members.
 - Post-doc session already happened today, however the grad student focus group is tomorrow (1/5).
 - iii. Non-academic Career Workshop on Monday: Panel shares insights on non-academic career options.
 - iv. Come visit SPDAC at their poster to chat more!
 - v. SPDAC student art sticker competition: Come get the winning sticker at the booth!
- **SPDAC Future Faculty Working Group:** SICB 2024 SPDAC hosted working group (~ 35 people) routinely met to talk about their experiences applying to faculty positions.
- **Postdocs and Students Conference Financial Support Survey:**
 - a. Survey Link:

https://docs.google.com/forms/d/e/1FAIpQLSdRuDh0_xWFrosdHD7btMvDdjzFbTl9OF-WYt_jKsu0ehDGIQ/viewform
 - b. If you're interested and you're a post-doc/student, scan the QR code on the presentation, and you can fill out a survey that tells us about the financial support you are getting to attend the SiCB conference.
 - c. This is to help learn more about which means people are using to get to SCIB but also in hopes of getting more funding to support these early career attendees.
- **Social Media:** Follow SPDAC on Blue Sky (@sicb-spdac.bsky.social) or X (@SICB_SPDAC).
- **DVM/DCB SICB Mentorship Program:** 90 participants (39 mentors, 51 mentees)

DVM Secretary Report

- **Speaker:** Crystal Reynaga, DVM Secretary
- **Upcoming Spring 2025 Elections:**
 - a. Positions open: Chair-elect; Program Officer (PO) Elect.
 - b. Officer Description Chair: <https://sicb.org/wp-content/uploads/2024/01/Division-Chairs-Manual-updated-2024.pdf>
 - c. Office Description Program Officer: [https://sicb.org/wp-content/uploads/2021/02/Program Officer Manual DRAFT.pdf](https://sicb.org/wp-content/uploads/2021/02/Program_Officer_Manual_DRAFT.pdf)
 - d. Reach out to nomination committee: Noah Bressman, Kathleen Foster, Armita Manafzadeh
- **Member Milestones:** Share any important news, achievements with the DVM community, <https://forms.gle/9QVcVNihYVL4fs4S7>.

Other Chair Announcements

- **Speaker:** Andie Ward
- **Regional meetings:** Divisional funds available to support regional meeting costs. Contact Chair or PO.
 - a. **Thank you to this year's regional meeting organizers:**
 - i. Southwest Regional Meeting of Organismal Biologists - Jeff Olberding @ Cal State Fullerton
 - ii. Southeast Regional SICB - Emily Naylor & Roshna Wunderlich @ JMU
 - iii. Northeast Regional SICB - Tracy Barbaro & Stephanie Pierce @ Harvard
- **DVM Budget**
 - a. **End of Fiscal Year 2023 Balance:** Approximately \$3,100
 - b. **Contributions:** Around \$3,500
 - c. **Membership Income:** \$2,100 dollars from SICB budget allocation based on membership numbers.
 - d. **Total Income:** Approximately \$5,600
 - e. **Expenses:**
 - i. **Food:** \$1,600
 - ii. **Awards:** \$3,000
 - iii. **Other Meeting Expenses:** \$1,000
 - iv. **Total Expenses:** \$5,500
 - f. **Additional Funding for SICB:**
 - i. **Division Social:** \$800 for food, \$300 for awards.

- g. **Net Change in Balance:** Increased by \$1,200, resulting in a new balance of approximately \$3,200.
- h. **Budget Health:** Health balance, suggestions for fund utilization welcome.
- **Initiative Updates:**
 - a. **Integrative Organismal Biology (IOB) Open Access Support Awardee:** Emily McParland.
 - b. **DVM Mentorship Award: Awardee:** Matt Kolmann
 - i. Thanks to the review committee: Lara Ferry, Alice Gibb & Rick Blob
 - ii. Next review date for 2025 will be around early November. Start to think of who you want to highlight as a mentor which you've experienced in your career, or if you'd like to be highlighted as a mentor.
- Please reach out to the DVM Officers (Andie, Margarite, or Crystal) if you have any questions or concerns, we are excited to serve you over the next year!

DVM Community Announcements:

- **Department Chairs Meet-up:** Monday at 4:30p
 - a. If you are a dept chair, former dept chair or going to be a dept chair, or thinking about going into admin please feel free to join!
- **International Society of Biomechanics (ISB) Meeting:** Pre-ISB symposium in Finland, July 24-25, organized by Taylor Dick featuring biomechanics across species. Abstracts due Jan. 31st.
- **DVM Nominating Committee Announcement:** If you are compelled to be a DVM officer please reach out to Armita.
- **International Congress of Vertebrate Morphology (ICVM):** Virtual meeting is August 7-10th.