



The Society for
Integrative &
Comparative
Biology

SICB Meeting 2024
Executive Committee Meeting Agenda
2 January 2024, 2:00 PM-5:00 PM PST

Jefferson Room, Sheraton (Fourth Floor Union Street Tower)

<https://burkinc.zoom.us/my/brettzoomroom>

2 January 2024 Attendance (Appendix 1)

2:00 PM PST

Call to Order: Welcome and introduction of Executive Committee members and guests.
([Executive Committee Members 2024](#)) — President Patricia Hernandez

Call to order at 2:10pm. Introductions of all present, in person or by zoom.

1. Approval of Minutes: January 2023 Executive Committee – Hernandez ([SICB Executive Committee Virtual Meeting, January 3 and 6, 2023](#)).

- a. Motion to approve: Adam Summers. Second: Brooke Flammang
- b. Motion approved with a unanimous ‘Yes’ vote

2. Publisher’s Report – Jinnie Kim, Oxford University Press. *CONFIDENTIAL* report.

Overall, both journals are healthy, from the publisher’s perspective. Key metrics for all journals have changed due to changes in the methods for calculating impact factors. Citations and altmetrics for ICB and IOB are strong; impact factors are solid.

3. Summary of Actions of the Executive Committee between Annual Meetings – Michele Johnson

- a. At the January 7, 2023 meeting in Austin, we voted on the 2027 meeting venue and approved Pittsburgh, PA. Then after the annual meeting, we voted to approve Los Angeles, CA for the 2028 venue, which took advantage of this opportunity that BAI put together. Now we have meetings scheduled through 2028.
- b. [New BSP guidelines](#) (while this is not technically an EC action, it is a significant society-wide change in policy)

The 2023 BSP competition did not run smoothly through the meeting app and judges were having problems submitting results and division committees were not able to access the information. Further, without a clear centralized guidance it was difficult to administer the 26 BSP competitions that run every SICB meeting.

Our new guidelines make information more accessible and transparent for students, judges, and divisional committees. These changes make the competition easier to administer because all divisions are using a centralized process. Now, the obligations for each officer are more clear and each division can maintain the scientific rigor of their specific field.

- c. [Conflict of interest policy](#) approved by EC in November 2023.

While designing the BSP guidelines, there was a conflict of interest statement embedded in that process. It became clear that every SICB award and nomination would benefit from a conflict of interest policy. A new COI policy was approved by the EC in November, 2023. This is a clear policy that now governs all society and divisional awards and nominations.

4. Overview of the FY2025 budget (for vote at the second EC meeting Saturday, Jan 6) - Ross

1. Review of current state of SICB finances

Reviews of the current state of SICB finances were provided using a video and live zoom meeting. Overall, the budget is in the black, but the society doesn't want to fall into a time with no reserves.

2. Summary of the [budget proposal for fiscal year 2025 \(7/1/2024-6/30/2025\)](#)

We have very little reserves to keep ahead of inflation or another crisis (COVID). [SICB lost approximately \$275,000 during the Phoenix meeting in 2022. The society had a very flexible withdrawal policy because of COVID, which resulted in 100s of cancellations a week before the meeting.] Now, we need to get the reserves back to where they were before the pandemic. Our aim is to budget a little into the black rather than just breaking even; especially at the annual meeting. This will result in a positive outcome, so over time we will have better reserves.

The society received several large contributions in 2023 so the named funds are doing well and there is good performance on the investments,

Budget proposal for fiscal year 2025: Meeting registration is proposed to increase by approximately 4% every year with the goal of trying to keep up with inflation annually. Annual increases are the alternative to what SICB has done in the past, which is a large one-time increase every several years. The 4% proposal is flexible in future years and can be decreased if inflation goes down. Budgeting for smaller increases every year allows us to refine the budget based on inflations, health of the reserves, and other SICB needs.

3. Any questions/issues pre-vote, reach out this week by email and/or PH and BJB have drop-in hours from 3:30-4:30pm W,TH,F. Exhibit Hall 4A, Booth 105.

Ulrike Muller offered thanks to the SICB leaders who steered us through COVID without taking a substantial financial hit.

5. SICB Governance - Hernandez and Burk

1. Two approaches to consider - EO becomes Board OR EC delegates responsibility of managing SICB to the EOs

A Board of Directors usually is around 10 individuals (or less), yet our Executive Committee of ~35 serves as our *de facto* Board. One concern, discussed in previous EC meetings, is that many members of the EC have an inherent conflict of interest: division chairs are elected to serve and represent a division, and committee chairs serve and represent their committee. Yet, the Board should represent SICB as a whole.

The clear recommendation from the field of organizational governance is to have a small Board to manage day-to-day operations, and a larger advisory group that represents all the important constituents of the society. Board members require specialized training and extensive time commitment to be highly informed decision makers for the society (e.g., our Executive Officers meet more than weekly). Our current EC group welcomes and cares about their responsibilities for individual divisions/committees *and* SICB, but this group does not have the information to make the day-to-day decisions. Strategic planning can help us to determine the most appropriate roles for a Board and a larger advisory council in SICB.

6. Managing Social Media - conversation led by Molly Jacobs.

It is not currently clear what platforms SICB should be on, and we need to hear from the membership before we make those decisions. Where are we consuming social media, and where do we want SICB to be? (SICB is collecting data using the survey at this meeting to know where SICB members engage with social media.) But regardless of what platforms we use, how do we want to handle social media?

Initially, SICB's social media presence was established and developed by PAC (Thom Sanger, then Noah Bressman) through SICB Twitter account. This is important but often difficult work, and our volunteers have been burned out doing it. What to do next? Recruit another PAC member to manage social media? Change the responsibilities of the Communications Editor position to include this work? Create a separate editorial position to liaise with CE? Look for a professional freelancer? If SICB can budget for that, it could help us navigate these decisions.

Our goals may be content generation, moderation, or both. (Students are terrific in content generation, but professionals are required for high quality moderation.) This also offers us the opportunity to grow, to expand the society to bring in more diversity and support new members authentically.

Division social media is handled differently among divisions. Sometimes a person will have their registration paid for at the conference. This does not solve the way to manage it. The position

needs someone in leadership focused on that social media and being able to handle tricky online situations.

BREAK at 3:15

7. Journal Reports (Appendix 2)

a. Journal, *Integrative and Comparative Biology* – Ulrike Müller

ICB has been creating buzz! New initiatives include highlighting SICB student award members, and blogs with MISS and BIMS. The journal is struggling with which social media platforms to use, and using a plethora at this point of transition. There was particularly a lot of positive attention for the McLaughlin et al. paper on Multivariate Models of Animal Sex, but also an attack from a blogger that Ulrike and the ICB leadership dealt with in a way that protected the authors and the editorial team.

In addition to the symposia publications, paper bundles have also proven to be a way to keep ICB articles diverse.

The journal experienced a decrease in impact factor in 2022 - from 3.3 to 2.6. Some of this is due to a new algorithm for calculating impact factor, and some of it is the results of fewer recent citations.

The editorial process remains speedy. Although 40% of revisions are submitted late, the editors are good at keeping the process moving on their end.

The number of manuscripts published remains at ~130 per year. Withdrawals of manuscripts are down, but many symposia speakers seek exemptions from publishing.

In 2025, ICB is considering going online-only, as this is an industry-wide trend.

b. Journal, *Integrative Organismal Biology* – Adam Summers

Submissions are steady (60 this year), but would be good to increase. Editorial board members are working to solicit manuscripts. The journal's impact factor has gone down (1.5 now, 2.5 last year), partly because it's a small journal with relatively few published papers. 219 papers have been published, with almost 2000 citations. $H = 18$, $i10 = 52$, so these papers are being read. Downloads continue to increase, with broad country representation. (Abstracts in multiple languages are contributing.)

IOB initiatives are gaining ground (using initials instead of authors' first names; redacting reviews as needed). Other journals are now adopting these innovative practices.

OUP is happy with IOB, as a new Open Access journal. OUP is a company in flux. Marketing efforts have revealed that "internal marketing" of the journal within SICB is highly effective. Submissions are coming from all divisions.

Journal leadership is carefully considering IOB's future goals. Broadly, we want our work to change the world. We want to increase the scientific literacy of the general population, and to deeply engage our members. Social media may contribute to these goals.

8. National Science Foundation – Denise Dearing and Michelle Elekonich, Division Director and Deputy Division Director of NSF's Integrative Organismal Systems

Expected at 4pm for 30 minutes of remarks and Q and A

1. NSF has several SICB workshops and events for all career stages.
2. The booth is also staffed (with representatives from IOS and MCB) and ready to meet with SICB attendees.
3. Priorities for the year include: building a resilient planet; advancing bioeconomy (very broad including health, energy, climate change); integration across biological sciences; and creating opportunities everywhere. Each priority has several opportunities attached to it so attendees should check the NSF websites or come to the booth for more information.
4. New in early January, 2024: Building a resilient planet- Neurobiology in changing ecosystems
5. New in November, 2023: Bioeconomy: CASA BIO— collective of agencies talking about the bioeconomy and engaging communities. There are several meetings of this group so look at the website if interested.
6. Global Centers Competition: addressing societal changes through bioeconomy
7. Integration: NEON and LTER: Data products are available from these sites. SICB members are encouraged to use these long term data sets and also collections of animal and plant material.
8. IRES: International Research Experiences for Students: This can be added on to an existing grant to allow students an opportunity for international travel
9. **What's next?** Executive order about artificial intelligence (NAIRR) pilot program.
10. TIP - first new directorate since the 1990s. Directorate for Technology, Innovation, and Partnerships. Moving products and innovations to market.
11. **Staying informed and engaged with NSF.** Operating now under continuing resolution.
12. New essential document - Safe and Inclusive Work Environments Plan. New version of PAPPG effective Jan 30, 2024.

9. Strategic planning- 5 year plan - Patricia Hernandez

All committees and divisions are requested to discuss among themselves - what are we looking for in a five year plan? By this meeting next year, we aim to vote in support of the comprehensive new plan.

BIO LEAPS project was recently funded, led by Brian Tsukimura, Michele Nishiguchi, Susan Williams, and Patricia Hernandez. The goal of grant: to develop a more inclusive, diverse, equitable, and accepting community in SICB. Aiming to increase IDEA knowledge in the society by about 10% per year. Training for all members of the

Executive Committee will occur the next year, and all EC members are expected to attend the fall leadership meeting in Atlanta.

10. Brief commentary on any necessary actions from reports - to be continued at EC2.

Officer Reports (Appendix 3)

- a. Program Officer - Thom Sanger
- b. Secretary - Michele Johnson
- c. Treasurer - Miriam Ashley-Ross (discussed previously)
- d. Communication Editor - Molly Jacobs
- e. President-Elect - Michele Nishiguchi
- f. President - Patricia Hernandez

Standing Committee and Other Reports (Appendix 4)

1. Advisory – Melina Hale
2. Educational Council – Veronica Martinez Acosta
3. Membership – Kim Hoke
4. Nominating – Marguerite Butler
5. Editorial Board, *ICB* – Ulrike Müller (included in Journal Reports)
6. Editorial Board, *IOB* – Adam Summers (included in Journal Reports)
7. Student/Postdoctoral Affairs (SPDAC) – Jason Macrander
8. Student Support – Mike Minicozzi
9. Finance Committee – Miriam Ashley-Ross (included in Treasurer Report)
10. Public Affairs (PAC) – Tonia Hsieh
11. Program – Thom Sanger (included in Program Officer Report)
12. Development – Frank Fish
13. Broadening Participation (BPC) – Nick Burnett
14. Primarily Undergraduate Institution (PUI) working group - Jerry Husak

Reports from Division Chairs (Appendix 5)

1. Animal Behavior
2. Botany
3. Comparative Biomechanics
4. Comparative Endocrinology
5. Comparative Physiology & Biochemistry
6. Evolutionary Developmental Biology
7. Ecoimmunology & Disease Ecology
8. Ecology & Evolution
9. Invertebrate Zoology
10. Neurobiology, Neuroethology, and Sensory Biology
11. Phylogenetics & Comparative Biology
12. Vertebrate Morphology

Development Committee Report - Frank Fish. Development Committee plans to be more aggressive in coming years, with the philosophy that more advertising results in more donations.

11. Adjournment at 5:00 PM PST

6 January 2024 7:00-8:00 AM PST

Jefferson Room, Sheraton

<https://burkinc.zoom.us/my/brettzoomroom>

6 January Attendance (Appendix 1)

1. Call to Order - President Patricia Hernandez

2. Vote on Budget for FY2025, Treasurer Miriam Ashley-Ross

Review of any follow-up from EC1

Executive Committee vote on the FY 2025 budget

Motion: Molly Jacobs. Second: Avery Russell. 27 votes in favor, 0 opposed, 0 abstentions.

4. Feedback from Divisional Member Meetings

This wide-ranging discussion included concerns about divisional differences in cash awards for Best Student Presentations, the process of naming BSP awards, accessibility of socials and poster sessions, concerns about organization of SPDAC events, organization of divisional archives and information, a request for more divisional interaction, and divisional election schedules. Divisional chairs have also requested more regular information about divisional finances.

The Members at Large met at this meeting, and proposed that MALs have more formal interactions in the future. MALs reported some concerns with the conference app, the paper programs, while others praised the functionality and accessibility of the app and conference program communications.

5. New business.

1. In the coming week, the Executive Committee will be asked to vote to indicate their approval for a new Associate Editor for IOB and a new Assistant Editor for ICB.

2. SICB leadership has a large number of people representing PUI. At least 12 people in the EC.

6. Recognition of Executive Committee Members: SICB Executive Committee members ending their terms at the end of the 2024 meeting in Seattle:

Society-wide Officers:	
Michele Johnson	Secretary
Thomas Sanger	Program Officer
Marguerite Butler	Member-at-Large
Divisional Chairs:	
Rachel Bowden	DCE
Jon Harrison	DCPB
Dave Angelini	DEDB
Jim Adelman	DEDE
Jonathan Allen	DIZ
James Newcomb	DNNSB
Standing Committee Chairs:	
Nick Burnett	Broadening Participation
Michael Minicozzi	Student Support Committee

8. Adjournment at 8:00 AM PST

Motion to adjourn: Marguerite Butler. Seconded: Jon Harrison.

Appendix 1. 2024 SICB Executive Committee Members – Checklist

	Name	Status	Term	Jan 2	Jan 6
1	Patricia Hernandez	President	01/2023-02/2025	X	X
2	Melina Hale	Past President	01/2023-02/2025	X	X
3	Michele Nishiguchi	President-Elect	01/2023-02/2025	X	X
4	Michele Johnson	Secretary	01/2021-02/2024	X	X
5	Marianne Porter	Secretary-Elect	09/2022-02/2024	X	X
6	Thom Sanger	Program Officer	01/2022-02/2024	X	X
7	Janet Steven	Program Officer-Elect	01/2022-02/2024	X	X
8	Miriam Ashley-Ross	Treasurer	01/2019-02/2025	X	X
9	Brian Tsukimura	Treasurer-Elect	01/2023-02/2025	X	X
10	Molly Jacobs	Communication Editor	07/2020-02/2024	X	X
11	Marguerite Butler	Member-at-Large	01/2020-02/2024	X	X
12	Kory Evans	Member-at-Large	01/2022-02/2025	X	X
13	Kit Yu Karen Chan	Member-at-Large	01/2023-02/2026	X	X
14	Avery Russell	DAB, Chair	01/2022-02/2025	X	X
15	Brooke Flammang	DCB, Chair	01/2023-02/2025	X	X
16	Rachel Bowden	DCE, Chair	01/2022-02/2024	X	X
17	Jon Harrison	DCPB, Chair	01/2022-02/2024	X	X
18	Dave Angelini	DEDB, Chair	01/2022-02/2024	X	X
19	Jim Adelman	DEDE, Chair	01/2022-02/2024	X	X
20	Tonia Schwartz	DEE, Chair	01/2023-02/2025	X	X
21	Jonathan Allen	DIZ, Chair	01/2021-02/2024	X	X
22	Jim Newcomb	DNNSB, Chair	01/2021-02/2024	X	X
23	Cody Howard	DOB, Chair-Elect	01/2023-02/2025	-	X
24	Sam Price	DPCB, Chair	01/2022-02/2025	X	X
25	Lara Ferry	DVM, Chair	01/2023-02/2025	X	X
26	Ulrike Müller	Editor, <i>ICB</i>	01/2019-01/2024	X	-
27	Adam Summers	Editor, <i>IOB</i>	01/2018-06/2028	X	-
28	Jason Macrander	SPDAC Chair	01/2022-01/2025	X	-
29	Veronica Martinez Acosta	Educational Council Chair	01/2023-02/2026	X	X
30	Nick Burnett	BP Committee Chair	01/2022-02/2024	-	-
31	Frank Fish	Development Committee Chair	01/2022-01/2025	X	X
32	Kim Hoke	Membership Committee Chair	01/2023-02/2024	X	X
33	Tonia Hsieh	Public Affairs Committee Chair	08/2022-01/2025	X	-
34	Mike Minicozzi	Student Support Committee Chair	01/2021-02/2024	X	X
	Brett Burk	Executive Director, SICB	<i>(ex officio)</i>	X	X
Committee Chairs and others not serving on the Executive Committee					

	Jerry Husak	PUI Working Group Chair	2021-2025	-	-
	Vanessa Young	Incoming Secretary-Elect	02/2024-02/2026	X	X
	Matt McHenry	Incoming Treasurer-Elect	02/2024-02/2026	-	X
	David Blackburn	Incoming Member-at-Large	02/2024-02/2027	X	X
	Jamie Cornelius	Incoming DCE Chair	02/2024-02/2026	-	X
	Jason Podrabsky	Incoming DCPB Chair	02/2024-02/2026	-	X
	Prashant Sharma	Incoming DEDB Chair	02/2024-02/2026	-	-
	Lauren Fuess	Incoming DEDE Chair	02/2024-02/2026	-	X
	Bob Podolsky	Incoming DIZ Chair	02/2024-02/2027	-	X
	Megan Gall	Incoming DNNSB Chair	02/2024-02/2027	-	X
	Susan Williams	Incoming BP Chair	02/2024-02/2027	-	X
	Rachel Cohen	Incoming SSC Chair	02/2024-02/2027	-	X
Others					
	Jill Drupa	BAI, SICB Manager		X	X
	Suzanne Miller	ICB, IOB Managing Editor		X	X
	Michelle Eleknovich	NSF		X	-
	Denise Dearing	NSF		X	-
	Jinnie Kim	Oxford University Press		X	-
	Alice Gibb	SICB member		X	-

Appendix 2: JOURNAL REPORTS - 2023

11. A. Integrative and Comparative Biology

Ulrike Muller, Editor

1 Manuscripts and Authors		
1.1 Strengths		
1.1.1 number of publications	Issue and data	Solutions (implemented)
number of submissions and published article remains stable	2022:142 papers 2023:118 papers 2024: 150-160 projected, incl. bundles, awardees, and invited articles	<ul style="list-style-type: none"> invited presenters from complementary sessions invited student winners of GIAR, BSP invited SICB award winners 5 bundles published so far (2022 and 2023), 3 bundles in progress for 2024, 2 bundles planned so far for 2025
1.2 Growth areas		
1.2.1 Author support	Issue and data	Solutions (in progress)
Update 'Instructions for Authors'	<ul style="list-style-type: none"> more early-career authors and more bundles, introducing new article formats (species description, vignettes) provide more resources for equity and inclusion in academic publishing 	Google site (under development) to share information online in one location
1.2.2 Author follow-through	Issue and data	Solutions (in progress)
Manuscript exemptions	<ul style="list-style-type: none"> significant number of symposium authors continue to request exemptions or pull manuscripts (trend persists since start of COVID) 	<ul style="list-style-type: none"> continued support for authors and symposium organizers (playbook, reminder emails) switch to online only publication to relieve time pressure
2 Editorial team		
2.1 Strengths		
2.1.1 Handling time	Issue and data	Solutions (implemented)

ICB provides a flexible and resilient journal response to authors	<ul style="list-style-type: none"> ● shortened the time required to assign peer reviewers by lining up peer reviewers before submission 	<ul style="list-style-type: none"> ● provide list of potential peer reviewers to editors ● recruit peer reviewers pre-submission ● editorial reviewers pick manuscripts pre-submission
2.1.2 Recruitment	Issue and data	
growing retention and diversity in our editorial board	<ul style="list-style-type: none"> ● good retention <ul style="list-style-type: none"> ○ 9 new assistant eds and 1 AE joining after others finished their rotations ○ only two editors rotated off early, two editors agreed to extend their terms ○ 15 editorial reviewers ● continued increase in diversity <ul style="list-style-type: none"> ○ >50% women or feminine-presenting ○ >30% non-White ○ >50% early career (pre-tenure) 	
2.1.3 ICB blog & social media	Details	
Suzanne does an amazing job with the ICB blog	<ul style="list-style-type: none"> ● recruited blogs from <ul style="list-style-type: none"> ○ BIMS members (Black in Marine Science), 2nd year ○ SICB student journalists ○ guest bloggers (Native Bio for Indigenous peoples day) ● blog book reviews on latest Princeton and OUP books relevant to SICB members ● added Blue sky and Mastodon to social media platforms ● plans for more YouTube videos to showcase scientists and their work 	
2.1.4 Professional development	Details	
workshops attended and provided in 2023 for ed team and by the ed team	<ul style="list-style-type: none"> ● attended OUP workshops on outreach efforts, and planning special issues, as well as a workshop on garnering reviewers ● held workshop for editorial reviewers on peer review process ● held board workshop to examine how ICB can increase equity and inclusion in academic publishing 	
2.2 Growth areas		
2.2.1 Citations	Issue	Solutions (in progress)

Clarivate changed formula to calculate Impact Factor (IF)	<ul style="list-style-type: none"> ● 2022 Impact factor dropped to 2.6 (from 3.3 for 2021) <ul style="list-style-type: none"> ○ Introductions to symposia and Jumpstart bundle (20+ perspective papers) received few citations 	<ul style="list-style-type: none"> ● Introduction to symposium no longer mandatory ● new vignette article format to report out from NSF workshops and symposium round tables
3 Service to community		
3.1 Strengths		
3.1.1 Support early-career authors	Issue and data	Solution (implemented)
workshops and guidelines to support early-career authors	<ul style="list-style-type: none"> ● more early-career authors through bundles <ul style="list-style-type: none"> ○ BIMS ○ NSF LIFE ○ Planimals 	<ul style="list-style-type: none"> ● six workshops on how to write articles ● author instructions for specialized articles (species descriptions, vignettes)
3.2 Growth areas		
3.2.1 Bundle pipeline	Issue and data	Solution (in progress)
offer town halls and workshops to create topics	<ul style="list-style-type: none"> ● organized Planimals workshop series 	<ul style="list-style-type: none"> ● resulted in one paper bundle for 2025 (adjacent to Planimals) ● weak follow-through on workshop topics

11.B. Integrative Organismal Biology

Adam Summers, Editor

I am not sure when the infancy of a journal ends, especially with a pandemic interruption in what was certainly the toddler stage, but with five years of publication I believe the journal is healthy, stable, and gaining influence. It is worth looking both at the past year and past five years to see progress and prospects. Submissions remained strong - 60 manuscripts exceeds the 2020 peak by one. And though there were more rejections, the quality and diversity of divisional affiliations is steadily increasing. I am very pleased by the author list, which includes integrative biologists at every career stage. The author page charges remain low relative to the big open access players, and very low compared to the prestige journals. The landscape of open access is changing, and I believe IOB is in a good position as a society based journal with reasonable fees.

A particularly encouraging aspect of the journal's journey is that the papers are being read, as evidenced by steadily climbing download numbers, and they are being cited. Despite this, the ISI impact factor is not just down, it is nearly halved. This is in part due to changes in calculation methods that hurt all journals, and our highest cited paper dropping out of the two year window. As I do every year, I will point out that this is a terrible metric, and this year I have some data to back up the claim that the journal is influential despite the impact factor. Last year I was excited to report that 22 papers had more than ten citations. We now have 52 papers that have cleared that mark, and 18 papers have 18 or more citations. The context of this H index is that we have 219 published papers and over 1800 citations according to Google Scholar.

Oxford University Press has ironed out most of the issues with typesetting and manuscript handling, and an increase in publication speed due to these factors is unlikely. We have yet another new publisher this year, a 20 year veteran of the press who has worked with Brett Burk before. We are hopeful the handoff will work smoothly and that issues will continue to be handled speedily and effectively. Oxford has stopped the in person editor meetings, which was a significant engine of innovation for me personally. I am not sure where to go to get a sense of the cutting edge of scholarly publishing, but finding that outlet is on my agenda for the coming year. That is driven in part by my perception that many of our innovations, including double blind reviewing, redacting reviews, and initials instead of first names of authors, have been picked up by many journals. I think we need to stay on the innovative edge that the journal started on, and that is going to require using Oxford and perhaps other academic presses to point us towards the frontiers.

The associate editors worked hard both in marketing the journal at meetings and in providing innovative ideas for the future of the journal. Rick Blob lead an initiative in the Division of Vertebrate Morphology to support paying the page charges for an IOB paper from a division member. This is a great way to spend divisional funds to support young members and get high quality science into an open access journal that supports the society. In a very different direction Yui Suzuki is organizing a special issue of the journal with invited papers that approach organismal development from an integrative perspective. The first manuscripts are in and this is an avenue for growth that has great potential and is innovative.

The world of social media has been chaotic and the opposite of enjoyable. This is disappointing because a great deal of effort by many SICB members lead to a vibrant and interesting community of science communicators. Twitter has been rebranded X and has very little of the joyful, inquisitive, and speculative science that once was a bright spot on the platform. It is now clear that the link between citations and popular social network communication is weak, but at some level I have always valued the general outreach of social networks. Though AltMetrics may not have any relevance for the academic bean counters interested in ranking scientists and journals, it does reflect a willingness to engage the public and fellow scientists in discussions about important integrative biology. It is not clear to me that there will be a successor to X in terms of a social network of science, but I have moved my small efforts over to BlueSky for now. The journal also has an account, but we are in the very early days. Our blog is an outreach arm that has been too low on my priority list. I am going to look at ways to solicit new entries and edit them less of a burden. It is a great outlet for young scientists, and we should be taking better advantage of that. Suzanne Miller has spearheaded an initiative to put up short videos of scientists talking about themselves and/or their science on YouTube. Maybe this is the way, time will tell.

Appendix 3. SICB EXECUTIVE OFFICER REPORTS - 2023

12.A. Program Officer's Report

Thom Sanger, Program Officer

As one of my last official acts as Program Officer, I present you with the annual report for 2023. I believe that there is a lot to be proud of and lessons that can be carried into the future, which I hope comes across in the following brief paragraphs.

The 2024 annual meeting is a post-COVID success story. Within the program are over 1900 presentations, 11 symposia, 7 plenaries, 22 workshops, and a range of social events for new networking opportunities and catching up with old friends. These numbers are impressive, but they don't fully encompass the breadth of what is happening during this meeting. We see growth over all of the divisions, but some of the increases reflect growth in our smaller (DEDB) and newer (DOB) divisions. I am especially proud of the breadth of workshops. We have workshops ranging from technical skills development, to issues pertaining to mentoring and career building to several where you can create your own art piece. Considering that our workshops are all run by volunteers, this is great to see. I believe that it reflects that dedication that our members have to the society and, especially, its students. I would like to see us continue to recruit exciting workshops in coming years, but also recognize the people that host these with a certificate. These volunteers deserve something that they can use in promotion packets and, minimally, recognition from our management/officers of their effort.

This year, President Patricia Hernandez and I made Evo-devo a special focus of this meeting. The Division of Evolutionary and Developmental Biology became the first professional organization for this field in the year 2000. When we looked back on the last 23 years of this field, we realized that some of the most influential studies in Evo-devo passed through this meeting or were conducted by SICB members. In our opinion, the next iteration of Evo-devo research is emerging before us within SICB. Two lessons for the future come out of this experience, in my opinion. First, it is the Executive Officers' responsibility to support our smaller divisions. With a small modicum of effort (advertising and marketing), we saw a 20% jump in DEDB abstracts between 2023 and 2024. For the long-term health of SICB, the officers should continue to look inward at the health of its divisions, especially in cases where our divisions are attracting only a small portion of an otherwise dynamic field. Secondly, the transient nature of SICB leadership presents both a blessing and a curse to the society. Growing our smaller divisions will require a longer perspective than any one officer's term. I encourage the next round of leadership and BAI to continue marketing and advertising the meeting. If possible, develop targeted advertising to independently attract botanists, developmental biologists, endocrinologists, and disease ecologists (just to name a few). The 2024 meeting posters were a small, first step. The next step may be to create division-specific posters or make the posters become pieces of "collectable" art that people want to keep in their labs year after year. In other words, build SICB's brand.

Finally, I will comment on the second year of using X-CD as our new meeting management platform. Although X-CD the company can be a major pain to work with at times, X-CD software rocks! This year we used X-CD for abstract submission, program development, and meeting registration. From my perspective, even with the issues with communication with X-CD, this was by far the smoothest meeting preparation season that I have observed. I encourage the society to continue working with X-CD and to use them to build our virtual content databases. It would be a mistake, at this time, to look elsewhere.

From PO-elect, Janet Steven:

We have revised the Symposium proposal process to better support organizers and ensure quality publications for ICB. Organizers propose initial ideas 18 months in advance of the meeting, which are then reviewed by the Program Committee. Organizers with symposia selected for further development assemble a speaker list and propose additional activities about 13 months in advance of the meeting. Organizers meet with the Program Officer-Elect and Editor of ICB either at the annual meeting or in a virtual meeting in January, and get information on budgeting and applying for funding. Organizers also work with their speakers to develop ideas for a cohesive set of manuscripts for ICB. Speakers submit abstracts by the regular abstract deadline, and organizers submit symposium schedules and draft budgets in September. This multi-step approach will ideally guide organizers through the steps of developing and funding a symposium, and provide guidance for ICB manuscript development.

12.B. Secretary's Report

Michele Johnson, Secretary

The 2023 SICB Spring Elections were open for one month, from May 1 to June 1. A total of 246 votes for Society-wide offices were submitted during the 2023 elections, representing 10.7% of the membership eligible to vote. In addition to office elections, the society also voted on a series of amendments to the Constitution and Bylaws. Among these amendments were proposals to shift officer terms to begin and end one month after the annual meeting (instead of at the end of the annual meeting), to allow the work of the meeting to conclude before the transition of officers; updates to the duties of society-wide officers, to align with current practice; and minor clarifications in several committee descriptions. Finally, all divisions voted on a series of amendments to the divisional bylaws, primarily to align the terms of office for all divisional officers with the proposed society-wide amendments. All bylaws amendments passed with 100% of votes cast in favor of the proposed amendments. Full election results are posted here: https://sicb.org/wp-content/uploads/2023/06/SICB-2023-Election-Report_-for-website.pdf.

Secretary-Elect, Marianne Porter, and I have worked to complete the development and implementation of our new guidelines for the Best Student Presentation competitions. Working with officers, leaders, and students from across the society, we now have a streamlined series of practices and a society-wide rubric for judges that aim to bring transparency and equity to the BSP process. The new guidelines can be found at this website: <https://sicb.org/awards/best-student-presentation-bsp-program/>.

We have also developed a Conflict of Interest Policy for society and divisional awards and nominations, which was approved by the Executive Committee in November 2023. [This policy is available here.](#)

Finally, we compiled the [Spring 2023](#) and [Fall 2023](#) SICB newsletters.

12.C. Treasurer's Report

Miriam Ashley-Ross, Treasurer, Treasurer's Report, FY2023

SICB's fiscal year begins on July 1 and ends on the following June 30, with the Fiscal Year designation corresponding with the year in which the FY ends. We are thus currently midway through FY 2024, and six months past the end of FY 2023. During the Fall is when BAI and their CPAs run the final numbers on the last fiscal year, and I can report to you the following results:

- Most importantly, we are once again in the black, thanks to strong attendance at the Austin meeting in January 2023. As you may remember, the situation was quite different the previous year: lower attendance at the Phoenix meeting, coupled with no-penalty cancellation policies during the omicron COVID wave, resulted in a final figure of **-\$275K** on operations. In planning for the Austin meeting, the Executive Officers realized that SICB could not be expected to weather a second such year. We once again decided to take a conservative approach and plan for 75% of pre-COVID in-person attendance, and return to our long-standing cancellation practices. I would like to especially note the very useful planning spreadsheet modeling tool that the BAI staff developed that enabled the Finance Committee to entertain different scenarios for meeting attendance numbers in different membership categories, and set registration rates accordingly. Thankfully, attendance exceeded our projections. We essentially did break even on the meeting, and overall. Two very sizable donations by deceased SICB members to the Hyman Fund (one of our restricted funds) increased our "ordinary" income for FY2023. Including these donations, our income was \$196K.
- Our investments also recovered, as the markets performed better than the previous year. The end figure for FY 2023 is that we had gains of \$205K. However, please note that most of this amount is unrealized gains, as we are not selling off assets. The good news is that the gains will factor into the amount that we are able to draw from our named funds (3.5% of the 5-year trailing average of the fund value). Therefore we can expect basically steady amounts to be available to support the goals of the named funds (e.g., the Mangum fund, GIAR/FGST, Bartholomew fund, Bern fund, etc.).
- In planning for FY2024 and the Seattle meeting, the Executive Officers once again made use of the attendance model spreadsheet, but this time with projected attendance even closer to "normal" (essentially, we replicated the actual Austin numbers). We also sought and received the Executive Committee's agreement to modestly increase membership dues to address several issues:
 - Ongoing inflation;
 - More demand for Mangum support by students (some money comes from the fund, but most comes from SICB's operations budget);
 - Streamline divisional dues – now an additional \$5 of the membership dues goes to the divisions (SICB's online payment system could not deal with some divisions having dues and others not).

- Journal news:
 - *Integrative and Comparative Biology* continues to be profitable for SICB. This journal has traditionally been the vehicle for publishing symposium contributions. Declining rates of manuscript submissions by symposium authors has led to fewer “full” issues than in the past. The Editor is working to diversify the types of contributions to *ICB* to return the journal to its former glory.
 - *Integrative Organismal Biology*, our Open Access journal, is still in the growing phase. Contributions went down due to COVID, but appear to be recovering. *IOB*’s editorial staff is working hard to innovate and increase the journal’s profile. A welcome sign is the high Altmetric scores for several papers published in *IOB* over the last few years!
- Finally, this year the Executive Officers have decided that it is time to make a break with our old policy of trying to set the budget each year to Just Break Even, and instead aim for a small profit on each year’s Annual Meeting, and also to factor in inflation via small but consistent increases in membership dues each year. We did not come to that decision lightly, but with the realization that SICB needs sufficient “rainy day” funds to ensure that a second unforeseen event such as covid does not result in Society bankruptcy. Burk and Associates is working to research best practices in setting our goal for the amount we ought to maintain in reserve.

In conclusion, SICB has had a rough couple of years, but we think that the Society is on firm financial footing going forward. Our (the Executive Officers) goal is to ensure that SICB remains healthy and of outstanding value for our members!

12.D. Communication Editor’s Report

Molly Jacobs, Communication Editor

If you notice anything on the website that needs to be changed or updated, please refer to [this flow chart](#) for information on who to contact.

SICB began systematically featuring BSP winners in 2023! Each winner was highlighted on the front page of the SICB website for at least a week, via social media, and via email announcements. We will continue this new tradition in 2024 – special thanks to all the Division officers who helped us highlight the impressive work of our students!

SICB also debuted a new and improved format for its monthly Member Updates in spring 2023, with a more engaging layout, more pictures, and shorter notices. If you have been habitually ignoring the member updates, give them a chance – they are a short but sweet overview of important news and deadlines from both the society and the journals.

The biggest challenge facing SICB communications in 2024 is social media. In recent years, SICB social media was limited almost entirely to Twitter and was handled by a member of the Public Affairs Committee, with support from several student social media ambassadors. This system is no longer working because the workload has increased, and the social media landscape in 2024 has become more

complex. SICB is wrestling with two distinct questions: (1) What social media platforms should we be on?, and (2) How should we manage social media?

What social media platforms should we be on?

Please fill out the 2024 SICB social media survey! We are currently gathering information from our members about their preferred social media platforms, and will use this information to guide our efforts. The survey can be found here:

<https://forms.gle/gcqr7kmmmxW23p3h6>

How should we manage social media?

The current system (an all volunteer system in which the responsibility is delegated to someone on PAC) is no longer viable. There are three main alternatives being considered:

1. Hire a part time free-lancer to develop SICB's social media strategy, including strategic planning and content creation.

Pros: SICB is growing, and social media is a complex task on an unusually dynamic landscape. Hiring a professional would help SICB navigate social media and might also add a lot of value to both the society as a whole and to its journals, expanding our ability to communicate and reach target scientific communities.

Cons: This is the most expensive option, and it may take a while to identify who would be the right fit. We have not yet identified strategic goals for communication, so may not be positioned to take best advantage of someone like this, even if we invest in them.

2. Create a new Social Media Editor position with a stipend to support someone willing to take on social media management for SICB.

Pros: This may be the most viable short-term solution, because the current social media manager is stepping away at the end of SICB 2024, and we need something in place so that SICB doesn't stop participating in social media. This would also buy time for the 2024 strategic planning process to unfold.

Cons: This would carry forward the status quo of SICB social media and prevent loss of momentum, but does not represent a serious investment in social media strategy.

3. Add social media to the responsibilities of the existing Communications Editor.

Pros: The Communications Editor already earns a stipend, and social media is mentioned in the bylaws describing the position.

Cons: This would represent a significant expansion of the responsibilities of the Communications Editor, and it would likely be very difficult to find someone willing to do the combined job (even with the stipend).

The Executive Committee will be discussing these options during SICB 2024.

12.E. President-Elect's Report

Michele Nishiguchi, President-Elect

As President-Elect I am charged with helping the President manage our many volunteers, fill vacancies on committees, oversee our many awards, and serve as ex-officio member on the Ed Council and the Broadening Participation Committee. I have been learning the ropes from President Hernandez, and trying to update our current committees with appointments that are nearing their term at this upcoming meeting. I am always trying to recruit old and new members to volunteer on one of the many committees that SICB has in order to help our society keep up with student funding, increasing diversity, and maintaining social connections with our members and the outside public. If you are interested in volunteering in any role, please use [this form](#) and I will be contacting you in the near future.

The 2023 year has also been spent mostly working on the resubmission of the NSF-BIO LEAPs (Leading Cultural Change through Professional Societies of Biology) proposal with PI Tsukimura as the lead (co-PIs S. Williams and P. Hernandez). This proposal has been through several rounds of submissions with different divisions with NSF unsuccessfully, but with this new RFA, we received positive feedback for SICB and are now officially funded! More details to come when we get our activities rolling in 2024, and we are super excited about what the BIO-LEAPS program will bring to SICB creating an inclusive and diverse society.

12.F. President's Report

L. Patricia Hernandez, President

This year we have returned to a brighter and financially healthier post-pandemic place. After losing approximately \$275K at our Phoenix meeting we have crawled out of that hole to find ourselves on much firmer financial ground. Indeed, this year's meeting will be one of the largest in our history. Below I highlight some of the activities from this previous year, grouped into appropriate categories.

Financial health

It has long been realized that regular revenue could not cover the cost of any new programs. This was true even before the pandemic but was placed in sharp relief once we lost so much money at our first in-person meeting after 2020. To prevent future financial problems, we have decided that going forward instead of planning meetings to "just break even" we will be planning meetings with the intention of making a small profit. These profits will then go to support our many programs, allowing us to better impact the academic lives of our members.

This year we started a new mechanism for supporting our divisions which will result in divisions getting twice the amount that they were previously receiving. Given that these monies are based on divisional membership we have been paying close attention to the number of members in each division and have been trying to expand those divisions that have shrunk in size over the years. Targeted advertising to local universities also helped to garner new interest in these divisions. We will continue to monitor trends in divisional membership to assure that all our divisions remain vibrant. For example, given such efforts our newest Division of Botany continues to grow.

An especially key need that we have identified and are addressing this year is the need to refill the coffers of the Mangum Fund. Alas, we have become victims of our own success. Each year the number of students requesting funds has increased, and every year we must move \$40-60K from our general funds to help support these students. The Mangum Fund is one of the things that truly helps make us the student-centered Society that so many of us have grown up in. It is for this reason that a major goal for the coming year will be increasing the balance of the Mangum Fund.

DEIJ

This year we are hosting MISS (Minorities in Shark Science) for the first time. Importantly, they came to us because they heard that we were a diverse and welcoming society. Indeed, they attended last year's meeting to see if such a partnership could work, and they were sufficiently impressed with the welcoming attitude that they decided to pair up with us. This work with MISS continues our true commitment to DEIJ efforts, which will become even stronger now that we have been awarded an NSF BIOLEAPS award. This award will pay for diversity training for Society leadership, something that will have a significant impact on SICB for many years to come. We have also received a 7-year gift from the Gans Foundation to consistently fund our Broadening Participation Travel Awards. We are one of the leading scientific societies engaged in DEIJ outreach and I intend to keep us ahead of the curve on this front.

Primarily Undergraduate Institutions (PUIs)

Primarily Undergraduate Institutions (PUIs) continue to be a thriving part of our membership. This has been especially true since Jerry Husack chaired a Working Group to identify the needs of this vital population at our meetings. This year they will be hosting a variety of events that promise to bring much to our entire membership. They will be hosting a booth in the Exhibit Hall where they will be looking for input regarding their new mentoring program. Please stop by and chat with them.

Ongoing improvements of annual processes

We will continue to have drop-in hours with the President and Executive Director during every day of the annual meeting during the poster session. I especially look forward to meeting new members.

Our X-CD system was improved significantly such that abstract submission and registration was more streamlined. Moreover, we have decided to use the X-CD system as a repository for several plenaries and symposia. This material will be available to all members. Teaching materials from the Ed Council will ultimately be stored here as well.

Our Best Student Prize (BSP) processes were made both more transparent and were standardized across divisions. These new standardized processes should assure that BSPs are equitable across divisions.

Finally, we have improved processes for reporting and investigating Code of Conduct violations. We hope that such changes will continue to make our membership feel that SICB meetings are a safe space, where harassment of any type will not be tolerated.

Appendix 4. STANDING COMMITTEE AND OTHER REPORTS - 2023

13.1 Advisory Committee Report

Melina Hale, Chair

13.2. Education Council

Veronica Martinez Acosta, Chair

Members: Veronica Martinez Acosta (chair – Ed Council, DNNSB/DEDB), Amanda Chicoli (DNNSB/DAB), Alicia Fox (DEE/DAB/DVM), Alexandra Hansen (DCB/DNNSB), Bill Ryerson (DCB/DVM/DAB), Dara Orbach (DVM/DAB/DCB/DEE), Sara Lindsay (DIZ/DEE/DNNSB/DPCB), Amar Surapeneni (DOB/DCB/DAB/DEE), Stephen Ferguson (DCE/DAB/DNNSB), Dianne Baker (DCE/DCPB)

- The aim of the **John A. Moore Lecture** series is to invite a nationally-recognized speaker who can provide our members with a new perspective on science education and communication. The Moore Lecturer for the 2024 SICB meeting is Dr. David Shiffman (*Interdisciplinary Marine Conservation Biologist and Public Science Engagement Specialist*) is exemplary as both a science educator and communicator. Dr. Shiffman is an internationally recognized leader in engaging and educating the public about shark conservation through social media, public talks, popular press pieces, and other outlets. Dr. Shiffman also works for the Marine Stewardship Council (a non-profit focused on sustainable fisheries) and owns his own consulting firm that helps environmental non-profits develop and utilize scientific research in support of environmental policymaking.
- The **M. Patricia Morse Award** is an annual honor given to a SICB member at any career stage for significant achievement in science education. This year’s winner is Dr. Cindy Harley (Metropolitan State University). Dr. Harley is an Associate Professor of Biology who is enthusiastic about making biology fun for learners. She has created labs, games, and text that enhances the learning experience. Most notable is her participation with Visible Body as a consultant, helping to create many online lab exercises and resources for the anatomy and physiology classroom. These resources were invaluable during the pandemic when many educators pivoted to online teaching. As one nominator writes, Cindy “... continually pushes the envelope regarding creative use of non-traditional means to enhance learning. In her practice, she embodies teaching excellence in her instructional design and pedagogy. She is an avid practitioner of active learning techniques, seeking to get students involved and engaged with the material, and working to build a classroom culture emphasizing that science is fun and relevant to the everyday life of the students we serve.” Dr. Harley has also been an active member of the SICB community and has offered service to the communities she works within. Another nominator wrote, “She (Cindy)...is passionate about service, both to students, as she developed the “KickStart” program at Metropolitan State University designed to support at-risk learners in their transition to college, and to the larger community, through her “Academic Mama” foundation designed to support women navigating the complex demands of an academic career

and family life.” We look forward to the “Experiences in Science Education” article offered by Dr. Harley will contribute as a part of our Spring Newsletter.

- The Educational Council selected a **TAL-X Workshop** for the 2024 meeting. Jordana Sprayberry (Muhlenberg College) will be presenting “What is ‘scaffolding’ and how does it improve student outcomes?” This interactive workshop will highlight how scaffolding of learning experiences improves student learning outcomes by building upon student skill set development.
- Most of the Educational Council’s work in 2023 was to determine a path of action for revamping the **Research and Education Resource (RER)** database.
 - The Ed Council came up with a new name for this resource: BEARR (Biology Education, Assessment, & Research Resources)
 - The BEARR subcommittee of Ed Council designed an intake form for educational materials and outlined a peer review process for those materials. Ed Council members edited the documents over the course of the year and offer finalized drafts for input. Drafts of these documents are now available for discussion – [Peer Review & Intake Form](#).
 - The chair has begun conversations with SICB’s webmaster regarding the capability to host BEARR on the SICB website platform, including intake, storage, and search functionality we’re interested in for the materials. This work will pick up again following the 2024 meeting.
- We continue to maintain the [database of online teaching resources](#) to support SICB members and the database of [online guest lecturers](#) that was started by Eric Tytell.
- Ed Council will offer open discussion topics with a NEW Ed Council booth during morning coffee breaks and poster sessions at the 2024 meeting. **Topics include:** Incorporating Creative Writing in Science Courses (C. Gillen, K. Gillen and N. Wright, Kenyon College); Turning research topics into outreach activities (C. Buo, AKA Science Program Coordinator/Impact NW); What does it take to build a Tal-X Workshop?; Ask a science educator; What is Education Council?; Engaging students in active learning w/out fully flipping the classroom; How can we support early career faculty in the classroom?; How to make your course your own after your first year with it.

13.3. Membership Committee

Kim Hoke, Chair

SICB membership remains lower than pre-pandemic numbers. Major categories including full members, postdocs, and graduate students are all approximately 80% of pre-pandemic numbers. Most of the member numbers have been pretty steady for the past three years, although graduate student members only number 705 compared to a usual ~800 in the past two years. I’m not sure if some graduate student members joined after the last update, or if more are coming in the 2023 academic year, but that is one category to watch. Only student categories (undergraduates and high school students) appear unaffected.

SICB has done a good job at providing professional development opportunities and making the meeting as accessible as possible, so I think the society is doing good work to maintain these membership

numbers. As I mentioned to several people, I received no information about what membership committee goals could be and how we could direct our efforts from the previous two committees. My goal for this upcoming membership committee meeting on Thursday morning is to re-initiate some institutional knowledge within the committee, so I welcome anyone here who has insight into the committee's past roles or ideas for future efforts.

13.7. Student and Postdoctoral Affairs Committee

Jason Macrander, Chair

The SPDAC (Student-Postdoctoral Affairs Committee) held two meetings this past year to cover various topics related to division specific activities and contributions to SICB's students/postdocs and how to better serve the student and postdoctoral community of SICB.

Following a successful SICB 2023 meeting in Austin Texas, the SPDAC committee met in March to discuss the overall impact of the events carried out at the meeting and plans for the upcoming year. The science communication roundtable (2nd year in a row) was a great success and highly attended. The interactive poster resulted in several insightful contributions by SICB members, proposing questions "They wish they asked before ..." starting their graduate or postdoctoral position. The committee reviewed the SPDAC website and identified areas where job resource updates are needed, with specific responsibilities assigned to committee members for the different divisions. Division representatives were urged to review and develop modified pages as needed, including outlining what some missing division specific pages may look like (DOB and DCB). The committee was also discussing our overall online presence on Twitter and Facebook and the need to expand into new realms to connect with students and postdocs. The potential adoption of a Blue Sky account.

For SICB 2024, the committee outlined several important and impactful events to contribute to this year's meetings. Although we are extending our contribution to SICB 2024 beyond what was done in 2023, these contributions are being done by all committee members as the chair (Jason Macrander) will be unable to attend the 2024 meeting. In the two meetings and continued communication of this past year, the committee outlined some key events SPDAC is organizing:

1. SPDAC committee members are organizing a "Social within a Social." The committee proposed creating a designated area, possibly with a table for undergraduates and graduates, to make the first social event more welcoming to first time attendees. The specific location within the social will be identified during the new student organization/Charlotte Mangum training. SPDAC representative Katherine Corn (DPCB) will disclose the location during the session, but all attending SPDAC representatives that are available are expected to participate.
2. Andrew Schulz (DCB) is spearheading the organization and setup of the SPDAC booth and interactive poster this year. There will be a table setup and interactive poster focused on the use of AI in research and providing participants with familiarity in the areas to share their expertise with others. The booth may serve as a meeting point for those willing to share how these new tools can be applied to various research topics.

3. Presidential funds were approved to establish a workshop for 35 participants to be included to establish the first “accountability” group for academic job material preparation. We will have 5 or more SPDAC committee representatives participating in this event and share their experience, with Lisa Treidel (DCPB) serving as Chair-elect and Morgan Muell (DEE) as program officer for this event. The event will showcase a brief presentation outlining job application materials, resources, examples, and links to job posting websites. As of this moment, there is still space in the workshop for attendees that plan on applying to the academic job market during the 2024 – 2025 season, potentially with additional space for those that fall outside those dates but are still interested in participating. If you know anyone interested, please point them to the workshop in the program.
4. Jason Macrander (Chair) is in the progress of assimilating all of the division-specific socials and mentor/mentee events routinely offered at SICB. These resources and events will be collated and posted to the SPDAC website sometime after the 2024 meeting in preparation for the 2025 meeting.

Even though over the past year SDPAC has had a high turnover rate, this has been mostly due to the success of committee members acquiring new positions and no longer being a graduate student or postdocs and unable to continue to serve in this capacity (and congratulations to them!). The committee is diverse, committed, and hard working. I anticipate a successful 2024 meeting even in the absence of the SPDAC chair.

13.8. Student Support Committee

Mike Minicozzi, Chair

SSC reviewed 103 grants and was able to fund 27 to a total of \$39,925 of the \$40,000. Of these grants, 13 were FGST and 14 were GIAR. The divisional breakdown of awarded grants is as follows:

Division	# funded	% of total
DAB	4	14.81
DCB	2	7.41
DCE	4	14.81
DCPB	1	3.70
DEDB	1	3.70
DEDE	2	7.41
DEE	9	33.33
DIZ	1	3.70
DPCB	1	3.70

DVM	2	7.41
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13.10. Public Affairs Committee

Tonia Hsieh, Chair

PAC Committee: Ryan Hulett, Sebastian Alvarado, Phoebe Edwards, Noah Bressman, Austin Garner, Jim Murray, and Amanda Hewes

- Our workshop at SICB 2023 in Austin about “Communicating science across the ideological spectrum” was very successful with good attendance (~60 people) and active participation from the audience.
- We released six pieces during the spring/summer via the student journalism program. We experienced a great deal of delays due to both the student authors, as well as some editing delays from overwhelmed committee members, which led to the late releases of some pieces. As a result, we have decided to set clearer deadlines and expectations for the student journalists, and have also significantly pulled back from the number of student journalists for the 2024 program to four students. We believe that this is a load that can be more reasonably handled by the committee (currently, only four members of the committee are carrying the load of the full committee), and which can also lead to better mentorship.
- Our super committee member Noah Bressman who has pretty much been single-handedly managing the social media branch of PAC burned out, leading to detailed discussions about whether social media should remain within the purview of PAC or should be moved into its own committee to be monitored via the communications editor position or someone else at the EC/EO level. PAC is unanimously in support of having a dedicated committee formed for Social Media and views this as another potential opportunity to offer student support via Charlotte Mangum, if the EOs agree that this is appropriate.
- We posted three press releases for SICB 2024.
- Our workshop at SICB 2024 will be a continuation of our ongoing conversation about the decolonization of science. Jim Murray has organized a group of panelists from the Burke Museum at UW and their research partners representing the Native community to discuss how to implement and integrate inclusive practices into research initiatives.

13.12. Development Committee

Frank Fish, Chair

Development Committee: Frank Fish (Chair), Miriam Ashley-Ross (ex officio), Lou Burnett, Ana Christensen, Terry Dial

The Development Committee held its 2023 meeting at the annual meeting and came up with a number of suggestions to increase donations to the society:

Make it more visible to donate via our website. The Donations webpage link is listed at the banner of SICB website (<https://sicb.org/donations/>). This link identifies each of the funds in the SICB portfolio and the purpose of each fund. A poster was positioned prominently near the registration desk at the annual meeting. The poster, which is printed on cloth, is reusable at subsequent meetings. Besides listing the various funds and the website to make a donation, the poster contains a QR code for ease to make donations through a smartphone.

A more aggressive email campaign is being initiated. Multiple emailing bursts to members will be timed with various holidays. One such email burst was issued for Halloween (10/31). The next burst will be timed with Giving Tuesday (11/28). A list of life members will be organized to personally contact those individuals for donations.

It was suggested to start an individual message campaign for the different scholarships, awards and other funds through social media platforms might help motivate people to give to a particular fund and educate/inform them about what each of those funds do. Adding a name and face by adding images of recent recipients might also help motivate people to donate. A very short video appeal through a social media platform could also be tried as many people no longer "read" but will "watch & listen" to postings.

Emphasis will be given to increase planned/estate giving. This will be tied to the *In Memoriam* that is presented at the society business meeting. Members are asked to provide the names of any members of SICB, past or present, who have died to honor them at the *In Memoriam* presentation. Names and information of the deceased should be sent through the Donations website or sent directly to the Development Committee chair.

As of October 25, 2023, a total of \$61,828.37 in donations has been collected for 2023. This amount has been provided by a total of 42 members and three organizations (Gans Collection and Charitable Fund, Sable Systems Intl., Amazon Smile). Although providing only a small amount of donations the revenue stream from Amazon Smile has been lost as Amazon Smile has been discontinued by the company. Emphasis is being given for both small and large donations being provided by members of SICB with the aim of both increasing the amount of total donations and increasing the total number of donors.

In consultation with the SICB President, Dr. L. Patricia Hernandez, the idea of having an advertisement slide show to be displayed before each plenary session of photographs of past meetings, announcements, and a slide asking for donations with the QR code to the webpage.

13.13. Broadening Participation Committee

Members: Nick Burnett (chair), Shayle Matsuda, Alyssa Hernandez, Thomas Stewart, Karly Cohen, Donovan German, Andrew Clark, Lisa Whitenack, Susan Williams

Ex Officio Members: Jason Macrander, Thomas Sanger, Patricia Hernandez

- Secured \$10,000 from Gans Charitable Trust to support Professional Development Awards, and an additional \$1,750 to support our 3rd annual DEIJ Award competition
- Assisted with finding and booking a speaker for the Science and Society Special Lecture (Dr. Chris Schell)
- Held our 3rd annual DEIJ Award competition, granted 3 award winners:
 - Dr. Lauren Simonitis (Postdoctoral Fellow, University of Washington and Florida Atlantic University) - \$1,000 honorarium
 - Dr. Devaleena Pradhan (Associate Professor, Idaho State University) - \$500 honorarium
 - Chelsea Connor (graduate student, San Francisco State University) - \$250 honorarium
- Granted 46 recipients for the BPC Professional Development Travel Awards, totalling \$22,000. This amount is up from 42 awards and \$20,140 granted for the 2023 meeting. Where possible, we matched the number of awards to the proportional number of applicants in each career stage (undergraduate students, post-baccalaureates, graduate students, postdoctoral researchers, and faculty).
- Did not pursue a BPC Mentorship Program this year, but we did facilitate participation in divisional mentorship programs: on the meeting registration form, SICB members expressed interest in mentorship programs. We forwarded this information to interested divisions, who could then solicit SICB members to division-specific programs.

13.14 Primarily Undergraduate Institution (PUI) Action Group

Jerry Husak, Chair

Members: Rachelle Belanger, Eric Gangloff, Michele Johnson, Ariel Kahrl, Jason Macrander, Thom Sanger, Kari Taylor-Burt, Lisa Whitenack

The Primarily Undergraduate Institution (PUI) Action Group completed its first full year. Efforts have shifted away from information gathering to starting programs to benefit faculty at PUIs, as well as grad students and postdocs who want a career at a PUI. Our list of interested members has grown to 161. We have the start of a webpage through the SICB Committees webpage, and we plan to frequently update that moving forward.

We had a successful **2023 Austin meeting**, including an informational booth to build community and network, an interactive poster, and an inaugural social. The social was well attended (~40 people), and feedback was very positive from attendees. The group met at the Austin meeting to plan for 2024.

We had two virtual meet-ups, one in March and one in April. Attendance was good (>20 at each) and consisted of faculty, postdocs, and grad students. Breakout room topics ranged from applying to a PUI to navigating tenure. We plan to continue these in 2024 as a followup to the Seattle meeting.

We have several events planned for the **2024 Seattle meeting**.

- Our information booth will return with PUI buttons, Questions of the Day, and a posterboard for participants to advertise their talks and posters from PUIs.

- We will have another interactive poster, this time focusing on the mentoring communities that we will be starting in 2024. The poster will be available at the poster session, as well as at the booth, which will allow us to solicit feedback that will help structure our mentoring communities.
- We will have a breakfast social, and we already have >35 RSVPs to attend as of 31 Dec.
- Since several members will be rolling off of the Action Group, we will be recruiting new members at the booth and social.
- Finally, the PUI Action Group members will meet to solidify future goals and plan the rest of 2024.

We maintain our X account [@SICB_PUI](#), and add to our list of members interested in being on our email list for PUI-related info with [this brief form](#).

Appendix 5. SICB DIVISION REPORTS - 2023

14.1. DAB - Division of Animal Behavior

Avery Russell, DAB Chair

- While Dr. Stephanie Campos is on maternity leave, we have an interim DPO, Dr. Fernanda Duque, a long time SICB member. Fernanda will serve as interim DPO for the duration of SICB 2024 and Stephanie will return as DAB DPO thereafter through 2026.
- 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.
- DAB's Twitter feed (@SICB_DAB) has been run by 3 outstanding early-career researchers, Brett Hodinka, Sarah Manka-Worthington, and Mena Davidson. This DAB social media team has helped advertise our student BSP talk finalists as well as upcoming opportunities and deadlines. Dr. Manka-Worthington has had to step down from the social media team recently, and we are now seeking a dedicated individual to serve.
- Dr. Rindy Anderson is running the DAB Mentoring Program again at SICB 2024, which has matched 27 mentors with 38 mentees.
- We encouraged SICB to adopt a mechanism for allowing mentor/mentee signups as part of meeting registration to minimize conflict between divisions/programs in recruitment. While this mechanism was not able to be implemented by SICB 2024, we are hopeful that continued encouragement will result in future implementation. Additionally, several divisions have instituted mentoring programs this year, so we believe momentum is building. We look forward to working with SICB to improve coordination of mentor signups; doing this as part of registration seems like a great way to ensure that we reach people, as not everyone reads the newsletter or keeps up with our social media posts.
- We have selected 8 finalists, from a pool of 20 entrants, for the DAB Marlene Zuk BSP Award. The finalists will be presenting in a special session at SICB this year. In addition, 33 students are competing in the Elizabeth Adkins-Regan DAB Best Student Poster competition this year.
- We will continue using the welcome message (started last year) to share with DAB judges to help support the development of our ECRs and an environment that values diversity, equity, and inclusion.
- We reached out to the Broadening Participation Committee to explore developing SICB-wide guidelines for judging, in the spirit of our welcome message from 2023. The aim will be to develop and implement these guidelines by SICB 2025.
- We developed a rubric for selecting Zuk finalists, which complements our rubrics for the BSP posters and talks.
- DAB will host a joint social with DCE, DEDE, and DNNSB at SICB 2024, which the four divisions are supporting financially (supplementing SICB social funds).
- At SICB 2024, DAB has 103 oral and 95 poster presentations, 12 concurrent oral sessions plus the BSP Marlene Zuk Award session and 4 DAB-supported symposia.
- DAB will be supporting 5 symposia for SICB 2025.

- Dr. Caitlin Gabor will begin a term as Divisional Secretary, starting in 2024 and running through 2027. Dr. Alexandra Bentz also stood for election for this office.
- In 2024, DAB will hold elections for Division Chair. A nominating committee has been formed to solicit and vet nominees. The nominating committee is composed of Dr. Dara Orbach, Dr. Jake Lasala, and Dr. Kelly Kissane.
- We will be soliciting ideas during the conference and at the Member's Meeting on how to best use DAB surplus funds to support diversity, equity, and inclusion and early career researchers in our division. In 2023 we developed a plan to spend down the DAB surplus over 5 years and will be bringing part of this plan to a vote at the Member's Meeting. We would like to begin implementation of the plan in 2024. To facilitate participation at SICB, beginning at SICB 2024 we are paying SICB registration fees for the DAB social media team, the SPDAC representative, and reimbursing \$10 for every mentor and mentee who participates in person in the DAB Mentoring Program (over \$600 in total).

14.2. DOB - Division of Botany

Ulrike Muller, DOB Chair

Chair-Elect: Cody Howard

Program Officer: Morgan Furze

Secretary: Karolina Heyduk

Student/Postdoc Representative: Bryan MacNeill

Best student presentations SICB 2023

Patrick Wright (talk) "Accumulation of metals in an agricultural weed and implications for phytoremediation"

Jasen Liu (poster) "Patterns of evolution in floral volatile composition across a specialized pollination system"

DOB activities

- DOB member Morgan Furze (DOB PO) published a paper bundle on 'Organismal Botany: insights into the physiology, ecology, and evolution of plants' in ICB (issue 6) containing seven articles:
 - Karl J. Niklas and Bruce H. Tiffney "Viridiplantae Body Plans Viewed Through the Lens of the Fossil Record and Molecular Biology"
 - David A. Sleboda "Exploring the Dual Functionality of Plant Pulvini Using a Physical Modeling Approach"
 - Joshua T. E. Stevens, Lucas C. Wheeler, Noah H. Williams, Alice M. Norton, and Carolyn A. Wessinger "Predictive Links between Petal Color and Pigment Quantities in Natural *Penstemon* Hybrids"
 - Juan M. Losada "Concluding Embryogenesis After Diaspora: Seed Germination in *Illicium Parviflorum*"

- Alí Segovia-Rivas and Mark E. Olson “Temperature and Turgor “Limitation” and Environmental “Control” in Xylem Biology and Dendrochronology”
- Bryan N. MacNeill, Juan Pablo Ortiz-Brunel, Aarón Rodríguez, Eduardo Ruiz-Sánchez, Jesús Navarro-Moreno, Nathaniel P. Hofford, and Michael R. McKain “Floral Diversity and Pollination Syndromes in *Agave* subgenus *Manfreda*”
- Beronda L. Montgomery “Following the Principles of the Universe: Lessons from Plants on Individual and Communal Thriving”

14.3. DCB - Division of Comparative Biomechanics

Chair: Brooke Flammang

Chair-Elect: Misty Paig-Tran

Secretary: M. Laura Habegger

Program Officer: Jimmy Liao

SPDAC rep: Andrew Schultz

In the Spring, we held elections for a new Program Officer and Secretary. The 2023 DCB nomination committee was: Anabela Marie Resende Da Maia (Chair), Venkata Amarnadh Surapaneni, Raul E. Diaz, Jr., Peishu Li, and Talia Moore, and we are extremely grateful for their efforts. Candidates for Program Officer were Gella Clifton and Stephanie Crofts, and for Secretary were Cassandra Donatelli and M. Laura Habegger. At the conclusion of this annual meeting we will say farewell to Jimmy Liao and M. Laura Habegger, and welcome Glenna and Cassandra into the roles of Program Officer and Secretary, respectively.

Best Student Talk Competition

This year’s winner of the Mimi A. R. Koehl and Stephen A. Wainwright Award for the Best Student Talk in Biomechanics was Theodora Po from UC Irvine whose talk was titled: “The Collective and Central Control of Locomotion in Sea Stars.”

The Stephen Vogel Award for Best Student Poster in Biomechanics was not held this year due to a lack of eligible submissions (i.e., submissions that followed the rules for extended abstract). However, we are pleased to announce that we have enough qualified applicants to hold the competition this year (2024).

Regional meetings supported —

- Northeast Regional Meeting at Tufts University
- Southeast Regional Meeting at Virginia Tech.

Gans Awards

The winner of the 2023 Carl Gans Award, Dr. Alejandro Rico-Guevara from the University of Washington, presented his talk “Comparative Ecophysiology of Avian Nectarivory” at the annual meeting in Austin. We wish to thank the Gans Award Committee: Drs. Diego Sustaita (Chair), Chris Anderson, and Nicole Danos. They used our new draft procedure (see 2021 annual report) for explicit selection processes for both the Gans Committee and the Gans Awardees.

Alas, once again, we had only one nominee for the Significant Contribution award. We received feedback from one potential nominator that the conflict of interest rules for letters of support were unrealistic, and

left few people who could judge the value of the nominated work. That person never completed the nomination. We had the same outcome: The 2023 Gans Award Committee once again chose not to make an award.

14.4. DCE - Division of Comparative Endocrinology

Rachel Bowden, DCE Chair

Chair (01/2022 – 02/2024) – Rachel Bowden

Chair-Elect (01/2022 – 02/2024) – Jamie Cornelius

Chair-Elect-Elect (02/2024 – 02/2026) – Ignacio Moore

Program Officer (01/2021 – 02/2024) – Sara O'Brien

Program Officer-Elect (01/2023 – 02/2024) – Britt Heidinger

Secretary (01/2023 – 02/2025) – Haruka Wada

Secretary-Elect (02/2024 – 02/2025) – Ryan Paitz

Graduate Student/Postdoc Representative (01/2022 – 02/2025 – Kat Munley

Updates on DCE activities:

- Twenty-four students are scheduled to participate in Best Student Presentation competitions (8 in the Gorbman Award for Best Student Talk and 16 in the Riddiford Award for Best Student Poster).
- DCE members are presenting 74 talks and posters at the 2024 meeting. We are co-sponsoring 4 symposia at the meeting.
- We are co-hosting a joint social with DAB, DEDE, and DNNSB in the 4th Floor Atrium on January 4 at 8:30 pm, and we are once again hosting the “Lunch with a Comparative Endocrinologist” program this year. We had 23 mentees and 8 mentors sign up to participate.
- Kat Munley (grad student/postdoc representative) continues to be active on the DCE Twitter/X account over the fall semester as she featured DCE members as part of her “Meet the Scientist” initiative, which focused on several of the upcoming Gorbman and Riddiford presenters. We currently have over 900 followers!
- DCE elected two new officers this summer. Ignacio Moore will become Chair-Elect and Ryan Paitz will become Secretary-Elect in 2024.
- Rachel Bowden and Sara O'Brien will be completing their terms as Chair and Program Officer, respectively in 2024.
- DCE is excited to announce that our Bern Lecturer in Seattle 2024 will be Dr. Marilyn Ramenofsky. The lecture will be held on January 4th at 7:30 pm in Ballroom B.

14.5. DCPB - Division of Comparative Physiology & Biochemistry

Jon Harrison, DCPB Chair

Officers (note terms end four weeks after the annual meeting)

Chair Jon Harrison 1/22 -1/24

Chair-elect Jason Podrabsky 1/23/ -1/24
Past-chair Ken Welch 1/22 – 1/24
Secretary Caroline Williams 1/22 – 1/24
Program Officer Alex Gerson 1/23 – 1/25
Student/Postdoc Rep Lisa Treidel

Officer changes

Kate Wilsterman will take over as Secretary as of 1/24. DCPB will hold an election for Program officer and Chair-Elect in the spring. Our nominating committee is Ken Welch, Barney Rees and Gregory Ragand.

Divisional events at the 2023 meeting

DCPB members submitted 129 abstracts for the 2023 meeting, and the division co-sponsored the following six symposia:

- Sexual diversity and variation, Organizers: Kelsey Lewis, Sam Sharpe
- Daily torpor across birds and mammals: Recent progress and how do we advance the field?, Organizers: Anusha Shankar, Kenneth Welch
- Pathways to adulthood: environmental, developmental, and evolutionary influences on the ontogeny of form and function, Organizers: Terry R. Dial, Mark C. Mainwaring, Ashley M. Heers
- Large-scale biological phenomena arising from small-scale biophysical processes, Organizers: Jeanette Wheeler, Karen Cha
- Biology at birth: the role of infancy in providing the foundation for lifetime success, Organizers: Christopher Mayerl, Rebecca German
- Envisioning a Diverse, Inclusive & Safe Future for Field Biology, Organizers: Vanessa K Hilliard Young, Robin Verble, Corinne L. Richards Zawacki

The 2023 Bartholomew Award winner was Dr. Eric Riddell, of the Department of Ecology, Evolution and Organismal Biology at Iowa State University, speaking about “Organismal physiology as a lens into the fundamental niche.”

The winners of the Best Student Presentation awards for the SICB annual meeting 2023 were Aurora Alvarez-Buylla (Stanford University) and Kyle Raney (Colorado State University). Holding this award competition requires the volunteer contribution of many judges, so we would like to thank Alex Gerson, Alex Gunderson, Catherine Ivy, Danielle Levesque, David Ensminger, Don Powers, Ed Dzialowski, Greg Ragland, Jessica Dudley, Karen Naumovitz, Ken Welch, Kimberly Sheldon, Maria Stager, Patricia White, Paul Schaeffer, Wendy Hood, Natalie Doody, Haruka Wada, and Wes Dowd for their contributions.

The DCPB/Bartholomew social was held jointly with DEDE. Believe it or not, there were food and people remaining when the hotel staff started cleaning up!

Bylaws changes

DCPB members approved bylaws changes that:

- Changed officer terms so they end four weeks after the annual meeting

- Updated and clarified the division's relationship with the two journals it sponsors, Physiological and Biochemical Zoology and Comparative and Biochemical Physiology.

Changes with our journal PBZ/Ecological and Evolutionary Physiology

DCPB members now have free access: <https://burkclients.com/sicb/amo/dcpbid.php>

Our division worked with U Chicago Press and the journal to make this name change happen.

2024 Meeting

2024 Student Presentation Competition

Best Talk BSP Thurs Jan 4 1:30-3:30 7 presentations

Judges: Wendy Hood, John Hatle, Lars Tomanek, Katie Marshall and Anne Bronikowski

Best Poster Thurs Jan 4 3:30-5:30

Judges: Zach Stahlschmidt, Lisa Kormoroske, Megan Meuti

14.6. DEDB - Division of Evolutionary Developmental Biology

Dave Angelini, DEDB Chair

Officers

- Chair: Dave Angelini (term: 01/2022-02/2024)
- Chair-Elect: Prashant Sharma (02/2024-02/2026)
- Program Officer: Frank Smith (01/2022-02/2025)
- Program Officer-Elect: Dave Plachetski (02/2025-02/2028)
- Secretary: Allison Edgar (01/2023-02/2025)
- Secretary-Elect: Heather Bruce (02/2025-02/2027)
- Student/Postdoc Representative: Sydney Birch (01/2023-02/2026)

Membership

As of December 2023, 335 SICB members were affiliated with DEDB. This number is roughly 14% of the total membership of the society, a proportion that has remained steady over the last decade.

Divisional Events

2023 DEDB member meeting was held in-person during the Austin meeting on January 4. Meeting was well-attended with about 30 people. The meeting consisted of reports by the division officers, and visits from the SICB leadership and NSF BIO Program Officers.

Our divisional social was held on January 6, jointly with The Division of Invertebrate Zoology, The American Microscopy Society, and the Crustacean Society, and featured a lively auction.

At the 2024 Seattle meeting evo-devo will be a special focus. A DEDB member meeting is scheduled for January 2. We also have a social scheduled for 8:30pm that evening, cohosted with DVM and DCB.

Awards (2023)

- Best Student Talk: Kathleen Garland, Monash University
- Best Student Poster: Oghenevwogaga Atake, University of Saskatchewan

Mentoring Events

For the past several years DEDB has sponsored a new faculty boot camp. In 2023, the workshop was co-hosted by four DEDB members at different career stages, focusing on skills for zoom interviewing.

DEDB-Sponsored Symposia (2023)

- S1: Genomics of Marine Larval Evolution and Development
- S3: Sexual Diversity and Variation
- S5: Pathways to Adulthood: Environmental, Developmental, and Evolutionary Influences on the Ontogeny of Form and Function
- S6: Large-Scale Biological Phenomena Arising From Small-Scale Biophysical Processes
- S7: Biology at Birth: The Role of Infancy in Providing the Foundation for Lifetime Success
- S9: Envisioning a Diverse, Inclusive & Safe Future for Field Biology

DEDB-Sponsored Symposia (2024)

- S5: Chordate origins, evolution, and development
- S7: Convergent evolution across levels of biological organization, organisms, and time
- S9: Evolution, physiology, and biomechanics of insect flight
- S10: What do trade-offs mean to reproducing females? An integrative look at whole-organism trade-offs

Bylaws

DEDB members voted to approve a proposed set of amendments to the division bylaws. These changes are minor and follow the society-wide initiative to shift officer terms and continue to bring division bylaws into agreement around use of inclusive pronouns.

14.7. DEDE - Division of Ecoimmunology and Disease Ecology

Jim Adelman, DEDE Chair

DEDE Officers

Chair	James Adelman
Chair-Elect	Lauren Fuess
Program Officer	Daniel Becker
Program Officer-Elect	Robin Warne
Secretary	Sarah Knutie
Secretary-Elect	Emily Le Sage
SPDAC Rep	Molly Simonis

- Daniel Becker and Sarah Knutie took on the roles of Divisional Program Officer and Secretary, respectively. Thanks to both for doing a great job!
- Thanks to Jennifer Houtz for service as our SPDAC rep—she has since moved into a faculty position (congrats!) and Molly Simonis has moved into the position. Welcome, Molly!
- We held elections for Program Officer-Elect and Secretary-Elect, with Robin Warne and Emily Le Sage set to come on board in 2025 as POE and SE, respectively.
- Tosha Kelly served as journal representative and assistant editor and Daniel Becker served as assistant editor for ICB.
- In 2023, we awarded our second annual Lochmiller Award (DEDE Young Investigator Award) to Dr. Lauren Fuess. Congrats!
- We will announce the 2024 Lochmiller award winner at the 2024 members meeting
- In 2024, we will hold elections for Chair-Elect
- 2024 Annual Meeting:
 - DEDE is co-sponsoring two symposia for the 2024 meeting:
 - Immunity in the 'omics age: what can 'omics approaches tell us about immunity in natural systems?
 - Led by Lauren Fuess and Nikki Traylor-Knowles
 - The scale of resilience: mechanisms of recovery across biological systems
 - Led by Emily Le Sage and Corrine Richards-Zawacki
 - Six students will participate in our BSP talk competition this year, hosted in a single, dedicated session.
 - We have 14 poster presentations for our BSP competition this year.
 - We have 10 students and postdocs, plus seven mentors, signed up for the “DEDE mentor-mentee meeting up” event.
 - Hosting a joint social with DAB, DCE, DNNSB
- 2025 Symposia to be led by DEDE members:
 - Paddling together: navigating the crosscurrents of plant and animal biology to explore uncharted waters in disease ecology
 - Applied ecoimmunology in wildlife health and conservation

14.8. DEE - Division of Ecology & Evolution

DEE Officers:

Chair: Tonia Schwartz (1/2023 – 2/2025)

Chair-Elect: Christian Cox (1/2023 – 2/2025)

Secretary: Ryan Earley (1/2023 – 2/2025)

Secretary-Elect: Ariel Kahrl (2/2024 – 2/2025)

Program Officer: Martha Muñoz (1/2022 – 2/2024)

Program Officer-Elect: Kristi Montooth (2/2023 – 2/2024)

Student/Postdoc Representative: Morgan Muell (2/2023 – 2/2025)

Divisional Nominations and Elections:

DEE Secretary: In Spring 2023, Ariel Kahrl (Assistant Professor at Hamilton College) and Alisha Shah (Assistant Professor at Michigan State University) accepted nominations to run for Secretary-Elect. We're grateful to all of them for stepping up to serve DEE. Ariel Kahrl was elected and accepted the post of Secretary-Elect. Morgan Muell (PhD candidate at Auburn University) was appointed to be the SPDAC Representative. Congratulations!

Upcoming Elections: A committee has been formed to identify candidates for our Program Officer-Elect position. These elections will be held in Spring 2024, with the Program Officer-Elect position beginning in 2025. Anyone interested in these positions should contact the DEE Chair (Tonia Schwartz).

Social Media

Members can follow us at @SICB_DEE and find us on Facebook (SICB Division of Ecology and Evolution).

Program Information & BSP competitions

DEE presentations

For the 2024 meeting, 311 presenters selected DEE as their primary SICB divisional affiliation (compared to 262 in 2023 meeting and 208 at the 2022 meeting). These submissions break down to 188 oral and 123 poster presentations.

DEE-Sponsored Symposia at SICB 2025

DEE is co-sponsoring 6 symposia at the 2025 meeting in Atlanta:

1. Cities as a natural experiment: how organisms are finding different solutions to the same urban problems
2. Integrative Organismal Biology at HBCUs: Highlighting the effectiveness of HBCUs in training the next generation of organismal biologists
3. Cnidarian sensory systems as comparative models for the evolution of complexity
4. From Evolution to innovation: Bridging biology and engineering through bioinspired design
5. Identifying the physiological mechanisms that underlie phenotypic responses to rapid environmental change
6. Pollinator-plant interactions in a changing landscape: embracing integrative approaches across scales

Huey Award – Best Student Presentations

At the 2023 annual meeting, two DEE students received the Huey Award:

- Best Talk: Julia Kendrick from Queen's University Kingston, Ontario for her talk "Beetlejuice: anal secretions as a competitive strategy in the burying beetle, *Nicrophorus orbicollis*"
- Best Poster: Noé Reyna from the University of Texas at Austin for his poster "Coming to one's senses: stickleback molecular processing and neuroanatomy vary across environments."

For the 2024 annual meeting, 42 DEE student members submitted abstracts for consideration as finalists for the Huey Award. A committee of judges (Martha Muñoz, Christian Cox, Ariel Kahrl, Kristi Montooth) carefully evaluated all the abstracts and selected our finalists. On Jan 3th, 1:30 – 3:45, nine

finalists will present in our Huey Award talk session, and seven poster finalists will present in the poster session.

Beer & Brains and Division Social

We continue to run our networking social for early career DEE members to chat with “later career” folks, Beers & Brains. In 2023 the event was at the conference hotel and served 60 mentees, the RSVPs were filled within one day. This year, we sent out an invitation to all DEE members on December 18th, and the event was full by Dec 19th. The SICB Executive Committee is helping to support this event this year, and we have expanded from 60 mentees in 2023 to 100 mentees this 2024 meeting that will have opportunities to network with 25 later career mentors on Jan 4th from 5-7PM at the Conference Hotel (room information sent to all confirmed attendees). We’re excited to see such enthusiasm for this event.

At the 2023 meeting we ran a joint social with DOB and DPCB on Jan 5th from 3:30 to 5:30pm at the Zilker Botanical Gardens in Austin. We offered a free shuttle from the Marriott lobby. This year in Seattle we are planning a joint breakfast social Thursday morning, Jan 4th, at 9:35 -10:45 in the Waterfall Suite outside the poster hall.

Budget

As of July 1, 2023 (end of the fiscal year), DEE had a balance of \$73. This reduced balance is largely due to the reduced membership due in previous years due to COVID combined with inflation increasing costs of conducting our Beers & Brains event. Our Food Fund went to support our joint social. Our Discretionary Funds that come from membership dues supported our mentoring event Beers & Brains. At the 2023 meeting we voted to have \$5 DEE membership dues to support our Beers & Brains mentoring event. Constraints with the website have prevented us from being able to collect these dues. With the increased cost of conducting Beers & Brains, at the 2024 meeting we will discuss the future of this mentoring event and ways of reducing costs or an alternative plan for funding this event moving forward.

Membership and Membership Meeting

DEE’s member meeting is scheduled for Wednesday Jan 3, 5:45 Arch Building, Room 607. DEE membership is up from COVID years. Currently 891 DEE members this year, and DEE is the biggest division in SICB.

14.9. DIZ - Division of Invertebrate Zoology

Jonathan Allen, DIZ Chair

Chair: Jonathan Allen

Chair-Elect: Bob Podolsky

Program Officer: Adam Reitzel

Secretary: Kelly Dorgan

Graduate Student and Postdoctoral Representative (incoming): Will Ballentine

Hyman Committee Chair: Abigail Cahill

Leadership changes

- Adam Reitzel began his term as DPO, replacing Karen Chan.
- Jon Allen is completing his last year as Chair and Bob Posolsky was elected in the spring to replace him at the end of the 2024 meeting.
- Abigail Cahill's term as Hyman Committee Chair (unelected) is set to end in a year, but the incoming Chair-Elect and the current Chair have agreed to extend that for a further three year term to provide continuity as the Hyman fund is rapidly growing (see below)

Best Student Presentation Results

- The winner of the Mary Rice Best Oral Contribution was Emily Pierce, "Squishy versus crunchy: physical characteristics affect invasive species detection using environment."
- The winner of the Alan Kohn Best Student Poster was: Raquel Meija-Trujillo "Genomic signatures of mitonuclear sex determination in a bivalve with doubly uniparental inheritance."

Libbie Hyman Awardees

- **Sofia Meléndez Cartagena**, UC Davis. Supported attendance at The Bee Course at the AMNH Southwestern Research Station
- **Leeza-Marie Rodriguez**, UC Santa Barbara. Supported participation in the Larval Biology course at Friday Harbor Laboratories in Washington.

Plans for 2024 Meeting

We will be holding an in-person DIZ membership Meeting and Best Student Presentation sessions in Seattle in a few days from now! As of today, the entire leadership of DIZ will be in person in Seattle. The leadership recently met via Zoom to prepare for the meeting and to discuss the continued influx of funds into the Libbie Hyman fund. We have already adjusted the amount we pay from that fund to \$14K for 2024 and anticipate being able to increase that further as the fund balance has increased substantially yet again to just over \$570K. This is a huge windfall for the fund, the division and for SICB and we are excited to discuss how best to use it with our members.

14.10. DNNSB - Division of Neurobiology, Neuroethology, and Sensory Biology

Chair: Jim Newcomb

Chair-Elect: Megan Gall

Program Officer: Jamie Theobald

Secretary: Jessica Fox

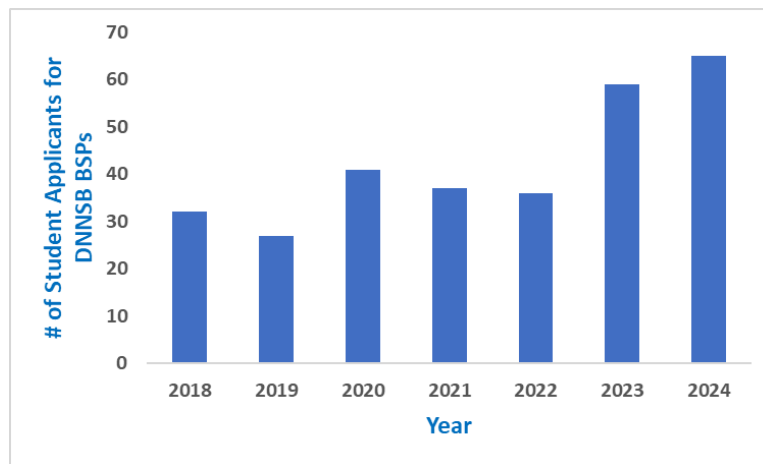
Graduate Student/Postdoc Rep: Lorianie Rogers

- Jim Newcomb is finishing up his term as Chair, and Megan Gall will officially begin her term as Chair in February, 2024.
- In the coming year, Jessica Fox will be finishing her term as Secretary and Dan Speiser will be coming on board as Secretary-Elect.

- Also in 2024, we will be having elections for Program Officer-Elect. The DNNSB Executive Committee is currently recruiting candidates to fill these positions.

Best Student Presentation competitions

For the 2024 Annual Meeting, the Division had 29 students apply to compete in the Best Student Presentation (BSP) talk competition, which is more than a 60% increase from 2023. The DNNSB Executive Committee selected 8 presentations for our competition. The Division also has 36 students in the 2024 BSP poster competition, which is similar to the number of presenters in 2023. Over the last couple of years, the number of posters in the BSP competition has doubled, compared to the numbers prior to 2022. The total number of applications for BSP competitions over the last seven years is illustrated in the graph below. These data suggest that the increase in BSP applicants last year was not just a blip, and appears to be the start of an increasing trend of students applying to participate in our



division's BSP competitions.

Symposia

DNNSB is cosponsoring three symposia at the 2024 meeting:

- *Pollinator-plant interactions in a changing landscape: embracing integrative approaches across scales*
- *Cnidarian sensory systems as comparative models for the evolution of complexity*
- *Cities as a natural experiment: how organisms are finding different solutions to the same urban problems*

14.11. DPCB - Division of Phylogenetics & Comparative Biology

Samantha Price, DPCB Chair

Officers

Chair: Samantha Price

Chair Elect: Leigha Lynch

Secretary: Ryan Felice

Program Officer: Leigha Lynch

Program Officer Elect: Molly Womack

Student/Postdoc Rep: Katherine Corn

- We have extended the term of the current secretary Ryan Felice by one year, so that the chair and the secretary no longer switch over at the same time, we are hoping this will lead to a smoother transition process.
- We are continuing to build on the success of DPCB's "Ask-An-Expert" booth where anyone can ask for advice about all things phylogenetics and comparative methods. It debuted at the 2019 meeting and continues from strength to strength. In 2023/24 we had/have 10 experts including graduate students, postdocs, and PIs, each staffing the "ask-an-expert" booth for one hour covering a range of topics. Several of our executive officers and members have also been helping organize the MISS R workshop this year.
- We had a successful special session at SICB 2023 honoring the legacy of David Wake. Inspired by its success we are planning a series of 'Chair's special session's' highlighting ECR's working on organismal-focused evolution on a clade-by-clade basis, starting with bony fishes in 2024.
- Wake Awards Best Student Presentations. Our student engagement is continuing to increase, each year we receive more applications for the Wake Award best student talk and poster presentations. We now always have a waiting list for the talk presentations, this year we had 13 talk applications whereas just 5 years ago we were struggling to fill our session time slots. In 2023 we had 8 talks and 10 posters; the winners were Keiffer Williams (talk) and Mason Thurman (poster), both from Clemson University. This year we have 8 talks and 9 posters. We have also seen an increase in volunteers for judging the Wake Award presentations in the past few years; in 2023 it was 12 and this year we have 22, many of whom are new volunteers for our division.
- We are also working on Cross-Divisional Communication by continuing to host a joint social at the annual meeting with DOB & DEE.
- We plan to start a mentoring program but wanted to wait until there was a SICB-wide coordination of mentor signups.

14.12. DVM - Division of Vertebrate Morphology

Lara Ferry, DVM Chair

1. Leadership
 - a. Current officers - Lara Ferry (Chair); Vanessa Young (Secretary); Alice Gibb (PO), Rick Blob (Past Chair).
 - b. New officers starting after 2024 meeting – Andie Ward (President-Elect); Marguerite Butler (PO-Elect); Crystal Reynaga (Secretary)
 - c. Thanks to officers completing terms at end of this meeting – Vanessa Young (Secretary)
2. Elections/appointments: Upcoming 2024 DVM nominating committee (Callie Crawford- Chair; Cheryl Wilga, Diane Kelley) will identify candidates for Secretary-Elect.
3. SICB 2024 program
 - a. DVM and DCB DPOs co-organized more than 300 oral presentation abstracts into 41 talk sessions. 117 abstracts were submitted with DVM as the primary SICB division.

- b. 8 people are competing in the DVM Best Student Presentation: D. Dwight Davis Award (January 3rd, 1:30 PM - 3:30 PM, Arch Building, 6th Floor: 615-616)
 - c. 21 people are competing in the DVM Best Student Poster Karel Liem Award (January 3rd and 4th, 3:30-5:50pm, Exhibit Hall 4A-Exhibits and Posters and Registration)
 - d. Award for each competition now \$500 with new DVM support
4. Other division activities
- a. ICVM 2023 (Cairns, Aus) supported by DVM - Beth Brainerd will provide more detailed after-action report at 2024 member meeting
 - b. Four Regional meetings supported
 - i. Southwest Regional - hosted by Jenna Monroy
 - ii. Southeast Regional - hosted by Jake Socha
 - iii. Midwest Regional - hosted by Alec Wilken
 - iv. Northeast Regional - hosted by Eric Tytel
5. DVM Mentorship Award. Nominations again reviewed by an appointed committee (Kelly Diamond, Emily Kane, Michael Granatosky) using a formal rubric developed by DVM officers. The winner is tbd
6. IOB Open Access Support. One applicant was funded this year; postdoc Chris Law from U Texas