SICB Meeting 2025
Executive Committee Meeting Agenda
3 January 2025, 2:30 PM-5:00 PM EST

A705, Marriott

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

3 January 2025 Attendance (Appendix 1)

2:30 PM EST

Call to Order and introductions: Welcome and introduction of Executive Committee members and guests. (Executive Committee Members 2025) — President L. Patricia Hernandez

1. **Approval of Minutes: January 2024 Executive Committee** – Hernandez (SICB Executive Committee Meeting, January 2 and 6, 2024).

a. Motion to approve: Molly Jacobs. Second: Brooke Flammang

b. Approved with unanimous "Yes" vote

2. Overview of the FY2026 budget (for vote at the second EC meeting Saturday, Jan 7) - Brett Burk presenting for Miriam Ashley-Ross

1. Review of current state of SICB finances: Finances are normal for this fiscal year. Documents are shared every year so there is total transparency for all EC members to be able to see these data.
2. Discussion of Divisional discretionary funds
3. Summary of the budget proposal for fiscal year 2026 (7/1/2025-6/30/2026). Overall budget is essentially break even, with approximately $60,000 in the black, but this does not include revenue from interests and dividends. Important additions to the budget this year include giving SPDAC a standing budget, and there is a raise for BAI. It has been nearly ten years since they have had a raise.
4. Any questions/issues pre-vote, reach out this week by email and/or LPH and BJB have drop-in hours from 3:30-5:30 pm Jan 4-7. Atrium Ballroom.

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

a. Strategic Planning summary: Divisions and standing committees developed strategic plans over Summer 2024. Then, a subcommittee assembled by President Hernandez synthesized the divisional and standing committee reports into general themes. The Executive Officers met with the help of a professional facilitator to develop a SICB-wide strategic plan draft in early October at the annual planning meeting. A subcommittee revised the draft for distribution and discussion during the annual meeting.

b. NSF BioLeaps training: Most members of the EC attended the first BioLeaps training in July. This training lasted two days and was led by a professional facilitator. The second training occurs on Jan 8th, 2025, immediately following the annual meeting.

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

- NSF is around the annual meeting with many events including a town hall, early career networking, student session, meeting with HBCUs, an exhibit hall booth, and the PO will attend divisional business meetings.
- There are 18 biology integration institutes, funding about 14,000 people right now. NSF supports both human and physical resources. In 2025, priorities include building a resilient planet, advancing bioeconomy, and accelerating interactions between biology and AI. NSF is working with select funders to build tools and infrastructure. Bioeconomy is defined very broad: economic output of goods and services like organisms and processes, enhanced ecosystem function, products, and increased lifespan. Biology and AI programs are trying to solve problems in biology, validating models against traditional methods, and creating an AI/ Machine Learning ready workforce. A ChiPS Priority is EPSCOR, bringing funding to selected states.
- FY 2025 budget: Currently a continuing resolution through March 2025. Budget is set at 90% of the previous year.
- New Solicitations: these are the new programs or revisions to ongoing programs.
    - ACED: accelerating computing-enabled scientific discovery. Two tracks: emerging ideas, and discovery proposals.
    - Emerging Mathematics in Biology: applying AI and machine learning
- Dear Colleague Letters are meant to be short term and expire. Currently: Use Inspired Creativity Extensions for the Bioeconomy- collaborating with TIP directorate. PI's contact their POs before May.
- BioXAI DCL: Advancing Research at the Intersection of Biology and AI/ML
- Post Baccalaureate Research and Training supplements- support up to 12 months of research and training. Requires the NSF ETAP system
- Virtual office hours offered several times a month.

5. Publisher's Report – Kyle Burns, 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. Read and Publish agreements - institutions subscribe to journals and authors can read papers and submit to the journals sans publication fees.

6. <u>Journal Reports</u> (Appendix 2)

a. **Journal, *<u>Integrative and Comparative Biology</u>*** – Ulrike Müller

i. Linked In has been added as a new social media platform. The ICB blogs have many guest editors. Paper bundles are still doing well for the journal. All SICB awards and student awards are invited to submit papers.

b. **Journal,** ***Integrative Organismal Biology*** – Rick Blob
    i. The main goal has been promoting and drawing recognition to the journal. It would be great to get more papers from all SICB divisions in 2025. So far, 267 papers have been published. Journal has used targeted invitations for special issues. Read and publish agreements with universities can be helpful for journals like IOB.

7. Social media update - Molly Jacobs

a. Slide decked linked **here**
b. The social media survey in 2024 showed that SICB members were spread out over social media platforms and the preferred platforms varied based on career stage.
c. Social media has changed a lot in the last year, so the survey is running again.
d. Molly has the QR code that is being shared with divisions for their member meetings.

8. SICB Governance - Hernandez

a. After a very productive discussion during last year's EC meeting we will now be moving forward with some changes to governance structure, and the society will vote on bylaw amendments in the spring 2025 elections.
    i. The Executive Committee will remain as is and will be voting on all the things that they usually do.
    ii. The Executive Officers will become the Board of Directors for the Society and handle the day-to-day society operations and carry the fiduciary responsibilities.

9. Strategic planning- 5 year plan (Hernandez)

a. Slide deck linked **here**.
b. We are currently working at the bold step and strategy level and need society-wide buy-in before we can get to the level. At the next levels, we deal with more granular details and specific assignments for people.
c. This is a five year plan and would be great for SICB to always revisit this every five years.
d. One of the goals is to strategically grow specific divisions that have lower or decreasing membership. For example, two divisions are discussing a merger. They are thinking broadly about the future of physiology at SICB.
e. Divisions can do webinars after the annual meeting to go over the strategic plan with the membership. Divisions should continue discussing their own strategic plans and make sure they are moving forward with their own goals as well.
f. Keep your eye out for the demographic survey. The QR code was out at the meeting, data are needed for the BioLEAPS grant.

New business:

- Three people are rotating off Ed Council, and they would also love a postdoc member on that committee.
- Three people are also rotating off the Student Support Committee, so we need to look for new members there too.

10. Links to all reports- to be continued at EC2.

Officer Reports (Appendix 3)

a. Program Officer - Janet Steven
b. Secretary - Marianne Porter
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 – Michele Johnson
5. Editorial Board, *ICB* – Ulrike Müller (included in Journal Reports)
6. Editorial Board, *IOB* – Rick Blob (included in Journal Reports)
7. Student/Postdoctoral Affairs (SPDAC) – Christine Lattin
8. Student Support – Rachel Cohen
9. Finance Committee – Miriam Ashley-Ross (included in Treasurer Report)
10. Public Affairs (PAC) – Tonia Hsieh
11. Program – Janet Steven (included in Program Officer Report)
12. Development – Frank Fish
13. Broadening Participation (BPC) – Susan Williams
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

11. Adjournment at 5:00 PM EST

- **Motion: Veronica Martinez Acosta**
- **Second: Vanessa Hilliard**

7 January 2024 7:00-9:00 AM EST

International Salon 1, Marriott

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

7 January Attendance (Appendix 1)

1. Call to Order - President Patricia Hernandez

2. Vote on Budget for FY2026, Brett Burk

Review of any follow-up from EC1:

- We have about $65,000 in the black. This is conservative because it includes no assumptions of revenue and interest, unrealized gains and losses every year.
- BIA is long overdue for a raise. We could look for other options; however, they often require hourly costs for services. The new budget includes a raise to increase the BAI costs, to only increase at rate of inflation over the years we have missed. BAI brings institutional knowledge about SICB, and they also share knowledge from their other societies that they manage.
- Goals of the strategic plan include financial literacy for society, annual report on the budget meant for the general membership, include general trends and targets

Executive Committee vote on the FY 2026 budget
Motion: Molly Jacobs. Second: Brooke Flammang.
26 votes in favor, 0 opposed, 0 abstentions.

3. Feedback from Divisional Member and Committee Meetings

- It was useful to have a society wide executive officer at the member meeting. Due to the repeated nature, it would be useful to do divisional work first and then do SICB presentations so members who have seen the SICB wide information do not have to sit through the content several times. Conversely, having the SICB wide information first stimulated a lot of conversation in some divisions and was a good springboard to dig into the divisional work after.
- One benefit of the 'dog and pony show' is to have SICB leadership visit all the divisions. If we continue sending one EO per division, we should rotate every year so that divisions all get the president one year. If rotations continue next year, it would be useful to have a slide with all EO photos so that all divisional members can see the faces. A slide that rotates between talks and beginning of sessions would also the names and faces of EO seen by more members.
- At divisional member meetings it would be useful to have a slide going over the SICB finances. This could be included in the report from EO, and members could read it before the meeting to divisions and general members. Then EO would not need to do presentations at the divisional meetings and just answer questions. This would help SICB members have financial literacy about the SICB budget.
- Students do not understand the structure of society. To increase attendance at member meetings, we should have a summary of what happens at the meetings with a link to the agenda and minutes from the last meeting. Then we could also push a notification in the meeting app to remind people of member meetings and make sure that students know

they can attend. A webinar or something like 'SICB 101' could teach students about the divisions and annual meetings. This would give students a better idea of how the society operates and what to expect at the annual meeting. Perhaps we could include this in SPDAC /Mangum orientation. A webinar would be good way to reach everyone. To further increase understanding of SICB operations, Brett and the President could have a poster or more information at their booth.

- DCE and DCPB are making progress with their discussions on merging. Based on their meeting in Atlanta, the divisional leadership wanted to do a poll. There have been a few comments and concerns with everyone, but the merger idea is overwhelmingly positive. In the coming years, there could be a symposium to highlight the new SICB physiology division. It would be useful to do an analysis of the membership to see which divisions have a lot of overlap. That might organically show where there is intellectual overlap at SICB.

4. Recognition of Executive Committee Members: SICB Executive Committee members ending their terms at the end of the 2025 meeting in Atlanta:

Society-wide Officers:	
Patricia Hernandez	President
Miriam Ashley Ross	Treasurer
Kory Evans	Member-at-Large
Melina Hale	Past President
Divisional Chairs:	
Avery Russell	DAB
Brooke Flammang	DCB
Tonia Schwartz	DEE
Samantha Price	DPCB
Lara Ferry	DVM
Ulrike Muller	DOB
Journal Editors	
Adam Summers	IOB Editor
Standing Committee Chairs:	
Frank Fish	Development
Kim Hoke	Membership
Tonia Hsieh	Public Affairs

5. New Business

- SPDAC Chair (Christine Lattin): Students are excited about all the events to introduce them to each other and socials. They would love more of those abilities to interact. Like board game groups, etc. Affinity groups that could be set up during the student orientation. Students want more social opportunities where they can talk to each other. Creating these groups treats SICB members as 'whole people'. This was clear at the

SPDAC workshop where 400 members showed up, but there was only food for 38 people. Everyone was very collaborative and workshopping ways to make everything work and no one left the event. The workshop on careers outside of academia was wildly popular and demonstrated the importance of bringing in more government and non-profit scientists to the annual meeting.

- The poster sessions remain very crowded making it hard to interact. The poster session on the last day was better, but that is likely because many SICB members scheduled their travel to leave that afternoon. Many members liked having the booths and vendors around the outskirts of the poster session. It seems like there was more room to walk around, but the room remains very noisy. The solution for space and noise is to spread posters over more days. We could also remind people about noise cancelling earbuds in the 'know before you go'. We can also remind everyone that the odds go for the first hour and evens during the second hour. That will help with the space and potentially noise issues in poster sessions. We could do app notifications every day before posters to remind people.
- Many members had comments about breaks and food. Many members were surprised there was not much food at many of the events. This goes along with the SICB financial literacy goals. Bio breaks were also an issue and there was little time to eat. Due to staggered sessions, there were no clear coffee breaks. Not having a cohesive coffee break was hard for people to meet, but the staggering is necessary to make coffee breaks run smoothly. Otherwise, 2000 people will go to get coffee at the same time.

- Meeting layouts - vertical or horizontal. Both create accessibility issues.

- Molly: have a sensory accessible poster session in the morning. Maybe an invitation thing, but
- Janet: BS botany even if a poster does not win, invite all talks and posters to submit to IOB. Student costs are being navigated, help them talk to administration at their university.
- Christine: ending up in a session that did not fit their topics. AI helped, but there was manual curation to follow up the AI.
- Megan: some conferences to lightning talks, maybe bring lightning talks back? Lots of problems with that. Some people did not like this because they chose to present for 5 minutes instead of 15. Could those be an alternative to giving a posters
- Janet: Everyone gives talks at SICB, but the program gets longer. Have clusters of talks on a topic and have discussion
- Sam Price: series of talks that the chair curates, a chair's special session. Highlighting a group. Speakers get invited, like a mini-symposium, to highlight an area that is hot right now. Janet has instructions on how to do that.
- Patricia zoom webinar about student support. Find ways of keeping science high and still supporting students. Trim Mangum down to two times. Have students share fully baked science in their penultimate and ultimate years. Raises the quality of student abstracts.
- Problem: losing students in the pipeline
- No longer link student support to presenting? We just do not have the funds to do that.
- Funded 650 students this year and 600 last year. Increasing cost by 30% a year.
- Magnum is only $12,000 and $120,000 comes out of general funds.
- 1400 students are registered

- Middle ground: small amount maybe give students registration costs, then do hotels the last two years.
- We need to read the abstracts to quality control.
- Veronica: how many students in Mangum are undergrads, showcase undergrad posters. Perhaps they should not be giving talks.
- Brett: student support is the reason that SICB is successful. People love SICB that is often due to the student support that many of us love.
- Mangum needs to have $1.7 million to have been able to support the costs this year
- Rachel: valuable experience for all students. A three year impacts the PhD students most.
- Matt: fit everything into the annual meeting. Regional meeting tradition but that is only practical in large divisions. The regional meeting is the place to be for MS students. Then some of them come to annual meeting. Perhaps we need to invest more in the regional meetings.
- Terry: communicating to faculty the point of promoting the good and mature research, encourage thoughtfulness
- Look at regional meetings based on heat maps of where people come to annual meeting. Create nodes for universities in nearby.
- Creating nodes will decrease the activation energy.
- Remove the ability to do a talk and poster, you only get one presentation. How many people does that impact?
- Multiple undergrads to be associated with one presentation, it is not a registration option

6. Adjournment at 9:00 AM EST

motion to adjourn: Molly

Second: Rick

Appendix 1. 2025 SICB Executive Committee Members – Checklist

	Name	Status	Term	Jan 3	Jan 7
1	Patricia Hernandez	President	01/2023-02/2025	X	X
2	Melina Hale	Past President	01/2023-02/2025	X	0
3	Michele Nishiguchi	President-Elect	01/2023-02/2025	X	X
4	Marianne Porter	Secretary	02/2024-02/2026	X	X
5	Vanessa Hilliard	Secretary-Elect	02/2024-02/2026	X	X
6	Janet Steven	Program Officer	02/2024-02/2026	X	X
7	Matt McHenry	Program Officer-Elect	02/2024-02/2026	X	X
8	Miriam Ashley-Ross	Treasurer	01/2019-02/2025	0	0
9	Brian Tsukimura	Treasurer-Elect	01/2023-02/2025	X	0
10	Molly Jacobs	Communication Editor	07/2020-02/2024	X	X
11	Kory Evans	Member-at-Large	01/2022-02/2025	0	0
12	Kit Yu Karen Chan	Member-at-Large	01/2023-02/2026	0	0
13	David Blackburn	Member-at-Large	02/2024-02/2027	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	Jamie Cornelius	DCE, Chair	02/2024-02/2026	X	X
17	Jason Podrabsky	DCPB, Chair	02/2024-02/2026	0	0
18	Prashant Sharma	DEDB, Chair	02/2024-02/2026	X	X
19	Lauren Fuess	DEDE, Chair	02/2024-02/2026	X	X
20	Tonia Schwartz	DEE, Chair	01/2023-02/2025	X	X
21	Bob Podolsky	DIZ, Chair	02/2024-02/2027	X	X
22	Megan Gall	DNNSB, Chair	02/2024-02/2027	X	X
23	Cody Howard	DOB, Chair-Elect	01/2023-02/2025	0	0
24	Sam Price	DPCB, Chair	01/2022-02/2025	X	X
25	Andie Ward	DVM, Chair-elect	01/2023-02/2025	X	X
26	Ulrike Müller	Editor, *ICB,* DOB Chair	01/2019-01/2024	X	X
27	Rick Blob	Interim Editor, *IOB*		X	X
28	Christine Lattin	SPDAC Chair	05/2024-01/2027	X	X
29	Veronica Martinez Acosta	Educational Council Chair	01/2023-02/2026	X	X
30	Susan Williams	BP Committee Chair	02/2024-02/2027	X	X
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	0	0
34	Rachel Cohen	Student Support Committee Chair	02/2024-02/2027	X	X
	Brett Burk	Executive Director, SICB	(*ex officio*)	X	X
Committee Chairs and others not serving on the Executive Committee					
	Jerry Husak	PUI Working Group Chair	2021-2025	0	
	Bradley Davidson	Incoming Member-at-Large	02/2025-02-2028	0	0
	Misty Paig Tran	Incoming DCB Chair	02/2025-02/2027	0	0
	Christian Cox	Incoming DEE Chair	02/2025-02/2027	0	X
	Cody Howard	Incoming DOB Chair	02/2025-02/2027	0	0
	Leigha Lynch	Incoming DPCB Chair	02/2025-02/2027	0	0
	Andie Ward	Incoming DVM Chair	02/2025-02/2027	X	X
	Terry Dial	Incoming Development Chair	02/2025-02/2028	0	X
	Phoebe Edwards	Incoming Pac Chair	02/2025-02/2028	0	X

	Name	Status	Term	Jan 3	Jan 7
1	Patricia Hernandez	President	01/2023-02/2025	X	X
2	Melina Hale	Past President	01/2023-02/2025	X	0
3	Michele Nishiguchi	President-Elect	01/2023-02/2025	X	X
4	Marianne Porter	Secretary	02/2024-02/2026	X	X
5	Vanessa Hilliard	Secretary-Elect	02/2024-02/2026	X	X
6	Janet Steven	Program Officer	02/2024-02/2026	X	X
7	Matt McHenry	Program Officer-Elect	02/2024-02/2026	X	X
8	Miriam Ashley-Ross	Treasurer	01/2019-02/2025	0	0
9	Brian Tsukimura	Treasurer-Elect	01/2023-02/2025	X	0
10	Molly Jacobs	Communication Editor	07/2020-02/2024	X	X
11	Kory Evans	Member-at-Large	01/2022-02/2025	0	0
12	Kit Yu Karen Chan	Member-at-Large	01/2023-02/2026	0	0
13	David Blackburn	Member-at-Large	02/2024-02/2027	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	Jamie Cornelius	DCE, Chair	02/2024-02/2026	X	X
17	Jason Podrabsky	DCPB, Chair	02/2024-02/2026	0	0
18	Prashant Sharma	DEDB, Chair	02/2024-02/2026	X	X
19	Lauren Fuess	DEDE, Chair	02/2024-02/2026	X	X
20	Tonia Schwartz	DEE, Chair	01/2023-02/2025	X	X
21	Bob Podolsky	DIZ, Chair	02/2024-02/2027	X	X
22	Megan Gall	DNNSB, Chair	02/2024-02/2027	X	X
23	Cody Howard	DOB, Chair-Elect	01/2023-02/2025	0	0
24	Sam Price	DPCB, Chair	01/2022-02/2025	X	X
25	Andie Ward	DVM, Chair-elect	01/2023-02/2025	X	X
26	Ulrike Müller	Editor, *ICB,* DOB Chair	01/2019-01/2024	X	X
27	Rick Blob	Interim Editor, *IOB*		X	X
28	Christine Lattin	SPDAC Chair	05/2024-01/2027	X	X
29	Veronica Martinez Acosta	Educational Council Chair	01/2023-02/2026	X	X
Others					
	Jill Drupa	BAI, SICB Manager		X	
	Suzanne Miller	ICB, IOB Managing Editor		X	
	Michelle Eleknoich	NSF	online	X	0
	Denise Dearing	NSF		0	0
	Kyle Burns	Oxford University Press		X	0

Appendix 2: JOURNAL REPORTS - 2024

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 & successful)
number of submissions and published article remains stable	2022:142 papers 2023:118 papers 2024: 151 papers 2025: 169 projected incl.symposia and complimentary sessions, bundles, student awardees (FGST, GIAR, BSP) and invited queried papers	❯ invited presenters from complementary sessions ❯ invited student winners of GIAR, BSP ❯ invited SICB award winners ❯ 8 bundles published so far incl. 3 bundles for 2024; planned: 2 for 2025, 3 for 2026
1.2 Growth areas		
1.2.1 Author support	Issue and data	Solutions (in progress)
expand website 'Instructions for Authors', including 11 one-hour workshops for authors	● bundles require a lot of author and organizer support ● 11 workshops on scholarly writing and academic publishing	❯ developed webpages for bundle organizers and bundle authors ❯ develop additional workshops
1.2.2 Author follow-through	Issue and data	Solutions (in progress)
Manuscript exemptions	● quite a few symposium authors request exemptions, pull manuscripts or never answer the first email invite (trend persists since start of COVID)	❯ continued support for authors and symposium organizers (playbook, reminder emails) ❯ switch to online only publication to relieve time pressure in 2026
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	● shortened the time required to assign peer reviewers by lining up peer reviewers before submission, yet this year saw fewer authors participate in pre querying. At least half did and each saw 1-2 pre agrees from recommended reviewers	provide list of potential peer reviewers to editors editorial reviewers pick manuscripts pre-submission recruit peer reviewers pre-submission: managing ed invites hundreds of past authors and or reviewers in the fall for the coming year to garner nearly 60% of pre agreed reviewers
2.1.2 Recruitment	Issue and data	
good retention and diversity in our editorial board	● good retention ○ 2 new assistant eds and 1 associate editor rotating on; 2 assistant editors rotated off early ○ one assistant ed agreed to be associate ed for one bundle ○ 3rd year of editorial reviewers: 9 reviewers from award winner roster for SICB, many early-career, each reviewing 4-5 papers ● maintained diversity ○ >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	● recruited blogs from ○ BIMS members (Black in Marine Science and a review of Jasmin Graham's book from MISS, Women of Color in Ecology and Evolutionary Bio) ○ SICB student bloggers from the PAC and Mangum applications, blogs contributed on authors from ICB, Art in Bio, and book reviews and events for organizations like SACNAS for Hispanic Heritage month, Climate Change week and more ○ guest bloggers (Stanton Belford from BIMS, Kaiden Walton for Trans Awareness Week, Lynne Isbell author of Primate Socioecology) ● blog book reviews on latest Princeton, Chicago University press and we are working on a relationship with John Hopkins press to publicize books relevant to SICB members and tie in papers we've published in the same veins as the books ● added Linked In to social media platforms ● plans for more YouTube videos to showcase scientists and their work, though this has been a slow uptake from authors who often post content to their Instagram or their own YouTube	

2.1.4 Professional development	Details	
workshops attended and provided for ed team and by the ed team	● attended OUP workshops for editors ● held workshop for editorial reviewers on peer review process and for editors on writing editorials ● held editorial board workshops to support submission of editorials (1 published, 2 in development)	
2.2 Growth areas		
2.2.1 Citations	Issue and data	Solutions (in progress)
Clarivate changed formula to calculate Impact Factor (IF)	● 2023 Impact factor dropped to 2.2 (from 2.6 for 2022), 5-year IF 2.8 ○ Introductions to symposia and Jumpstart bundle (20+ perspective papers) received few citations	● Introduction to symposium no longer mandatory ● new vignette article format to report out from NSF workshops and symposium round tables ● ongoing bundle recruitment; incl. develop bundles around seminal ICB papers
3 Service to community		
3.1 Strengths		
3.1.1 Support early-career authors	Issue and data	Solution (implemented)
workshops and guidelines to support ICB authors	● more early-career authors through bundles (BIMS, MISS, bee bundle)	● new workshops for bundle authors
3.2 Growth areas		
3.2.1 Professional development	Issue and data	Solution (planned)

offer town halls and workshops to recruit authors for ICB and IOB	● held workshops for ICB bundle authors ● weak follow-through on workshop topics	● offer workshops for all SICB members ● increase author engagement (see Suzanne's social media initiatives)

11.B. Integrative Organismal Biology

Rick Blob, Interim Editor (July 1, 2024 - February 1, 2025)

IOB experienced a major transition this year, as founding Editor-in-Chief Adam Summers had to step down as of July 2024, before the completion of his term. AE Rick Blob stepped in as Interim EIC, with primary goals being: (1) To sustain the activity of the Journal; (2) Assist the Executive Officers with the process of obtaining a new Interim EIC to complete Adam's original term, beginning once Rick's term as President-elect starts in February 2025; and (3) With the IOB AEs and Managing Editor, identify ways to promote the Journal and build its submissions, impact, and reach to move toward profitability. Towards the first 2 goals, IOB activity continued without interruption through the transition, and current AE Ignacio Moore has agreed to take over as Interim-EIC once Rick transitions out of the position. With respect to Goal 3, we undertook several initiatives which are detailed below, along with metrics of our success and progress.

As of December 16, 2024, we have had 41 submissions in 2024, of which 5 were rejected to leave us with 36 submissions in progress. This is down by roughly one third from 2023, when we had 60 submissions with 9 rejections. This decline is disappointing, essentially on par with our "slow" year in 2021, despite our OA charges remaining lower than most large Open Access publications and much lower than prestige journals. As a result, we are taking steps to understand reasons behind this year's past decline and improve submissions in the future, helping to ensure overall health of SICB's publications portfolio in the face of the dynamic landscape of open access publishing.

The sustained track record of IOB shows strong success. In 6 years, we have published 267 papers with over 2100 total citations, with a journal h-index of 19 (19 papers with at least 19 citations). Our number of papers with at least 10 citations (i-10 index) rose from 52 last year to 66 this year, with two papers at 100 citations and a third on the cusp. Though indices like Impact Factor raise well-founded concerns, it is noteworthy that our IF rose from 1.9 to 2.2, despite many journals in the field experiencing IF declines through this period. These data reflect positively on the scholarly influence of IOB. Nonetheless, we will be conducting a survey of visitors to the IOB booth at the Annual Meeting in Atlanta, seeking to understand factors that may contribute to prospective authors choosing to submit to other journals.

To build journal submissions and influence, we have focused on both our internal operations, and on outreach and recruitment. Oxford University Press highlighted a decrease in time of nearly 5 days last year, from ~24 to ~19, in the time from receipt of corrected proofs to online

publication. To further speed our operations to improve IOB as an attractive venue for submissions, we initiated 3-week deadlines for review completion, striking a balance to limit declines of review invitations while seeking to limit delays in getting comments to authors. We also added new AE Patricia Lopes to improve disciplinary depth on our Board and aid in wider MS recruitment. Other initiatives have been continued or developed further. This includes the DVM annual program to partially support page charges for an IOB paper from an early-career or PUI-based division member, as well as recent targeted MS recruitment for special issues, like Jim Newcomb's issue on regeneration and the nervous system.

Hoping that growing visibility in different ways will promote journal submissions, our strategies for social media outreach have evolved. The world of social media has been chaotic this year with X fracturing even more, though Blue Sky and Instagram have enjoyed an influx of scientists. We hope to see fruits from those accounts as they grow. Suzanne Miller has spearheaded a LinkedIn account for SICB Journals (both ICB and IOB), as well as published blogs regularly since this role was turned over to her in October. In a different recruitment strategy, Interim-EIC Blob and AE (and SICB-PO) Janet Steven gave a presentation and ran an information booth to recruit authors for IOB at the Southeastern Regional SICB meeting in November, with nearly 100 attendees. A new enhancement of such efforts involved Interim-EIC Blob running a booth at the annual meeting of the Society for Vertebrate Paleontology (SVP) in October 2024, seeking to directly alert over 1500 SVP attendees about IOB as a venue for their research. The booth-level of engagement requires extra investment of funds and time - however, over 200 individual recruitment contacts were made, and based on the frequency of interactions that introduced SICB for the first time, and clarified that SICB now sponsors 2 journals with different missions (i.e., "I thought SICB only published conference papers…"), I am convinced that this level of engagement at targeted venues will be critical to grow the IOB audience (and SICB). Such reciprocal interactions with other professional societies should only enrich the broader advancement of integrative biology. Part of this effort also involves motivating prospective authors to advocate for Read & Publish agreements with OUP at their home institutions. Such agreements are currently somewhat limited among US institutions, but an increase in their prevalence (on par with other publishers) could help steer more authors to IOB.

A major focus for the coming year, as part of the 5-year SICB plan, will be to build coordination between IOB and ICB to ensure the overall health of SICB publication efforts as the outward face of SICB research to the community. It will be critical for our work and resources to complement each other to succeed in this effort.

Appendix 3. SICB EXECUTIVE OFFICER REPORTS - 2024

12.A. Program Officer's Report

Janet Steven, Program Officer
PO-elect, Matt McHenry

The 2024 Annual Meeting was an in-person success story, and represented a transition back to a fully in-person meeting with no virtual components. One of the lessons we learned during the pandemic was that our members want to attend meetings in person, and that virtual engagement with the membership is most effective when it is in the form of workshops and active participation. Therefore, we are continuing to invest in supporting travel to the meetings, and we welcome ideas for year-round virtual programming.

The 2025 meeting is even bigger than the 2024 meeting, and the Program Committee worked hard to organize over 2000 presentations and 25 workshops. This is the third year we have used the X-CD platform for the meeting program. The administrative side of the platform is very flexible and is now familiar to most of the Program Committee, and the app continues to improve. However, we are always keeping our eyes open for ways to increase the engagement of participants through the online program and app. This year, we also returned to the use of key subject areas instead of divisions to organize talks; the Program Committee will continue reviewing and refining the subject area and keyword lists in the future. Thanks to the programming skills of the Program Officer-Elect Matt McHenry, we also automated part of the talk organization process through a combination of artificial intelligence and organization based around similarity. We learned a lot about what artificial intelligence can and can't do, and the next few years will involve further development of automation tools that give Divisional Program Officers more time to work on new programming ideas.

We are excited to bring you a fantastic program loaded with great science and networking for the 2025 meetings. We have twelve symposia that will provide new perspectives on familiar topics and introduce you to exciting new fields, and six plenary speakers that will address a variety of topics on the practice of science, teaching, and organismal biology. Divisions and SICB-wide committees are also sponsoring workshops, socials and networking opportunities that will enhance your meeting experience.

During the upcoming year, the Program Committee will be working on the challenge of accommodating the increasing number of presentations submitted for the meeting. We will also continue developing procedures that optimize the integrative nature of the meeting while encouraging participants to engage in their specialty. Additionally, we will be incorporating the objectives of the new Strategic Plan into our meeting planning process.

Finally, I want to say THANK YOU to all the people who make the meeting a success! There is considerable behind the scenes work from divisional leadership across many areas, including mentoring events, Best Student Presentation competitions, and socials. SICB-

wide committees contribute significantly to the meeting through workshops and socials, and symposium organizers spend many hours on both intellectual and organizational work. The staff of Burk Inc. handle all of the details that my PhD didn't prepare me for, including negotiating the cheapest prices possible and managing so many details. And thank you to all of our attendees, whose enthusiasm and engagement make the meeting run!

12.B. Secretary's Report
Marianne Porter, Secretary
Vanessa Hilliard, Secretary-Elect

The 2024 SICB Spring Elections were open for one month, from May 20 to June 20, 2024. A total of 241 votes for Society-wide offices were submitted during the 2024 elections, representing 10.8%% of the membership eligible to vote. In addition to office elections, several 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**.

Secretary-Elect, Vannessa Hilliard, and I have worked to continue improving the Best Student Competition processes. Working with officers and leaders from across the society, we now have a set of Best Practices for Judging the BSP competition. The BSP guidelines were updated last year and can be found at this website: https://sicb.org/awards/best-student-presentation-bsp-program/.

Finally, we compiled the **Spring 2024** and **Fall 2024** SICB newsletters: https://sicb.org/newsletters/.

12.C. Treasurer's Report
Miriam Ashley-Ross, Treasurer, Treasurer's Report, FY2024

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 2025, and six months past the end of FY 2024. 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:

- As always, the most important piece of news is that SICB remains in the black. There are three main sources of ordinary (i.e., non-investment) income for SICB throughout the year: membership dues, annual meeting registrations, and journal income. The first two categories are the ones that we have direct control over. As you may remember, after the rough covid years, the Executive Officers, with the approval of the Executive Committee, adopted a policy which began last year in which we would set fees to generate a modest profit each year, rather than trying to break even. We did this recognizing that it would be wise to have a financial buffer in case of another crisis. So, how did we do? Overall, SICB ended FY 2024 with a profit of just over $129,000 – which sounds perhaps like a lot, but it's important to keep in perspective that we spend over $1.3M annually. Income

from membership dues increased modestly from the previous year, and meeting revenue was robust, as the Seattle meeting was extremely well-attended.

- Our investments did slightly better than the previous year, with gains for FY 2024 of $220K. Most of this amount is unrealized gains, as we are not selling off assets – so these investment returns are not part of SICB's ordinary income. However, the gains do 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 FY2025 and the Atlanta meeting, the Executive Officers once again made use of the attendance model spreadsheet that we've used for the past two years, with projected attendance at "normal" (pre-covid numbers). We set membership dues and meeting registration to take into account:
    - Ongoing inflation;
    - More demand for Mangum support by students (some money comes from the fund, but most comes from SICB's operations budget;
- Journal news:
    - *Integrative and Comparative Biology* continues to be profitable for SICB. This journal has traditionally been the vehicle for publishing symposium contributions. An ongoing issue is declining rates of manuscript submissions by symposium authors – leading to fewer "full" issues than in the past. While the Editor is working to diversify the types of contributions to *ICB* to make up the shortfall, symposium speakers should recognize that part of the agreement for being a featured symposium speaker is to contribute a manuscript to *ICB*. The Society relies on intellectual support from its members.
    - *Integrative Organismal Biology,* our Open Access journal, is still in the growing phase. It is on track to become profitable in its own right in the next several years. High-quality contributions from our members (with high Altmetric scores) are helping to raise the journal's profile.

In conclusion, SICB is on firm financial footing. 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

In 2024, I played a major role supporting SICB's strategic planning process, described in President Hernandez's report. I also issued regular Member Updates, worked to feature BSP winners on the SICB website, and spent time assessing and evaluating our Social Media communications strategy. The rest of this report will focus on social media.

Social media has been a challenging issue for SICB over the last several years for two major reasons: First, the changing global social media landscape has prompted many SICB members to re-evaluate the platforms they use. Second, our prior strategy of managing Social Media by assigning a PAC member to oversee the SICB Twitter(X) account with assistance from student volunteers has become unsustainable.

SICB conducted a Social Media survey during the 2024 meeting in Seattle. The results (below) were inconclusive, and the Executive Officer group decided to put this issue briefly on hold during our strategic planning. Communications and social media arose as an important issue in the draft strategic plan, and it is clear that we cannot wait much longer to establish a new social media strategy. Because the situation is dynamic, we decided to repeat the social media survey at SICB 2025 (take it HERE, and spread the word). Once the draft strategic plan is approved and we have the new survey results, we expect to move quickly to develop a new SICB Socials strategy.

SICB 2024 Social Media Survey Results

The full report can be viewed HERE.

> **Executive Summary:** Two established social media platforms rose to the top: Instagram and Twitter(X). Instagram is the most used platform overall, and undergrads and graduate students (but not faculty or postdocs) prefer it for science communication. Twitter(X) use is high among faculty and postdocs, and it was preferred for science communication by faculty, postdocs, and graduate students (but not undergraduates). Twitter(X) seems to be declining: many respondents included notes that they have recently abandoned it but miss it, or are still using it but are actively searching for an alternative.
>
> The most viable alternative to Twitter(X) among faculty and postdocs appears to be Blue Sky, but this platform does not appear to be in use by graduate students or undergraduates. *NOTE: Since the initial writing of this report in January 2024, we have heard qualitatively that Blue Sky continues to grow as a viable platform. We will be looking closely at adoption of Blue Sky by SICB members, particularly those early in their careers.*
>
> **Recommendation:** SICB should start using Instagram, but continue cross-posting to Twitter(X) for at least the next year. Instagram is broadly used by SICB members, and early career SICB members already think of it as a good platform for science communication. If later career SICB members already use it for personal reasons, that might make it easier for them to start using it for science communication.
>
> If the social media team has bandwidth, Blue Sky would be the best 'new platform' to explore, but this could also wait a year to see if it becomes more established. Some survey respondents seemed eager to be told where to go; comments indicated a lot of uncertainty. *NOTE: See above for additional notes on Blue Sky.*

12.E. President-Elect's Report

Michele Nishiguchi, President-Elect

As president elect this past year, I have been busy filling most of the empty or soon to be empty positions throughout our multiple committees that SICB has to support its efforts. What has pleasantly surprised me is how many of our members, from students to senior faculty, step up to the multiple service roles that are necessary for our society to succeed, especially those committees which support our future leaders. I have also been working with Treasurer-elect Brian Tsukimura on our NSF funded BIO-LEAPs grant, and we held our first planning meeting

this past April with our IDEA (Inclusivity, Diversity, Equity, and Access) trainer Dr. Tanisha King, in Chicago. Through our planning, we successfully ran our IDEA training in July for our Executive Committee, with most of the EC attending. This training for the EC provides a foundation for our SICB leadership to be able to make decisions at the leadership level regarding IDEA and how SICB will be a leader in embracing inclusion diversity, equity, and access The BIO-LEAPs PIs also will host a follow up training the day after the 2025 annual meeting in Atlanta, and will commence with some of our planned activities throughout the meeting. It is important to complete any data collection when registering for the meeting, as well as our surveys that will be given throughout the meeting. I am very excited about what our BIO LEAPs program will do to make SICB a better, "Integrated" society, and am looking forward to carrying on our vision as your next President after Atlanta. I have some large shoes to fill (figuratively and literally!), and I hope to move SICB into this new era of IDEA principles.

12.F. President's Report

L. Patricia Hernandez, President

It is truly bittersweet to be writing my last Presidential Annual report. It has been an immense honor to serve the society that I love so much, and I am a bit sad to be passing the torch. That said, I am thrilled to report that SICB is truly on solid ground, and we are planning for an even stronger future!

This year has largely been consumed by strategic planning. Nearly every division and committee submitted their plans to us in early summer. I appointed a Strategic Plan Task Force (that I chaired) to go over these plans and generate common themes. Each member of the Task Force was asked to submit a summary of these reports to our external facilitator. Executive Officers and members of the Task Force then met in early October with our facilitator to draft the first version of our 5-year Strategic Plan. I am pleased to present that plan to the society: https://sicb.org/wp-content/uploads/2024/12/SICB-Strategic-Plan_Dec.2024.pdf

This year we also had the good fortune to receive an NSF BIOLEAPS award. This award program "aims to advance diversity, equity, and inclusion in the biological sciences broadly by leveraging the leadership, broad reach, and unique ability of professional societies to create culture change in the life sciences". I feel that SICB is already fully committed to increasing diversity within our society specifically and in biology generally, however these funds will allow us to do some more focused training of SICB leadership. In July we had our first training session with most of the Executive Committee. We will be having a second, shorter training on January 8th, immediately following our SICB meeting. One of the 4 major pillars of the strategic plan is continued effort to make our society as diverse as possible, using many different axes of diversity. This grant will be integral to us fulfilling this goal. This coming year we will be writing an even more ambitious grant that will allow us to support such DEIJ efforts for several years.

Another key pillar of the strategic plan is financial sustainability. SICB spends more money supporting our students than any other STEM society. Indeed, many of us have been supported by the Mangum Fund, thus this is a fund that is essential for us to be able to continue our strong student support. While I had hoped that the President's Challenge would have generated more donations, I am afraid that to get the Mangum Fund as financially healthy as possible we will need to turn to much bigger donations. A big part of the Strategic Plan is to grow this fund as much as possible so that it can generate all necessary monies to support our talented students. Once this is accomplished, we will be able to dedicate the general SICB funds that are presently used to supplement the Mangum Fund to support other early career researchers.

Finally, I would like to end by thanking our newly revitalized SPDAC. In addition to organizing several important events at the upcoming meeting they have been working on a universal mentoring plan that is yet another key goal of our strategic plan. I have been incredibly impressed by the goals and follow through of this great group. I am quite certain that SICB is in very good hands with this great crop of early career researchers coming up the ranks.

Appendix 4. STANDING COMMITTEE AND OTHER REPORTS - 2024

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/DEE), Haley O'Brien (DEE/DPCB/DVM), Alexandra Hansen (DCB/DNNSB), Bill Ryerson (DCB/DVM/DAB), Dara Orbach (DVM/DAB/DCB/DEE), Sara Lindsay (DIZ/DEE/DNNSB/DPCB), Stephen Ferguson (DCE/DAB/DNNSB), Dianne Baker (DCE/DCPB), Michelle Nishiguchi (president elect)

● 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 **2025 SICB meeting** is **Dr. Catherine Quinlan** is exemplary as both a science educator and communicator. Dr. Quinlan's primary research area is Black representation in STEM undergraduate and secondary education. She will deliver a timely lecture which inspires the audience to reflect on how we navigate at our respective institutions in relation to equity, diversity, inclusion, and social justice. We look forward to welcoming her insight on developing more inclusive classrooms.

● 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. Haley O'Brien** (University of Arizona Health Sciences). Dr. O'Brien is an Associate Professor of Cellular and Molecular Medicine and also the Associate Head for Education. She is enthusiastic about making biology, particularly neuroanatomy, approachable for learners. She has created a remarkable open access 3D Neuroanatomy Brain Lab (available through Sketchfab), where students virtually dissect a brain and participate in small group exercises. Most notably during the pandemic, she created resources for use by students living in rural areas, that helped with learning of content covered in their neuroanatomy course. Outside of the classroom she has also offered outreach for teaching brain anatomy and function to K-12 students, as well as novel approaches for adult learners. As one nominator writes, Haley "... established one of the most unique and effective means of educating diverse audiences about science." Dr. O'Brien has also been an active member of the SICB community and has offered service to the communities she works within. While secretary for the DPCB division, Haley created the DPCB Ask an Expert Booth, which provides ad hoc one-on-one assistance and creative discussion from a panel of research experts (primarily female and minority) in a low-stress environment, where mentorship and the encouragement of new minds can flourish. 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 also selected a **TAL-X Workshop** for the 2025 meeting. Gabriel-Philip Santos (Co-Founder of Cosplay for Science,PBS Eons), Lisa Lundgren (Utah State University), and Greg Pask (Middlebury College) were selected as our presenters for the

Teaching and Learning X (TAL-X) workshop, "Cosplay for Science: Leveling Up Your Science Outreach." This interactive workshop will share how people's interests in pop culture and in science can be aligned through Cosplay. Participants will – identify the basics of science storytelling; develop techniques to integrate science storytelling into their pedagogy and outreach; and build a unique science storytelling outreach event based on your own research!

- Most of the Educational Council's work in 2024 was focused on the development of our Strategic Goals which included the following 5 goals:

    1. Promote member access to both theoretical and practical educational resources and tools through the implementation of the **B**iology **E**ducation, **A**ssessment, & **R**esearch **R**esources (BEARR).
    2. Facilitate opportunities for local and global educators to connect and collaborate through online sharing of educational materials (i.e., BEARR), through annual meeting table/booth discussion topics, and through the annual TAL-X workshop.
    3. Organize society-wide workshops (i.e., TAL-X) and act as a resource/co-organizer for education-related symposia which showcase how to foster inclusive climates for all in the classroom and laboratory.
    4. Develop and maintain a path for publication if Sci.Ed articles in collaboration with ICB.
    5. Develop support for scientists, in both non-tenure and tenure track positions that serve in various educator roles (i.e. lecturer, instructor, teaching assistants), so they are able to be involved in SICB.

- Our final piece of committee work for the year is to complete work with the SICB webmaster on adding a link to the Ed Council webpage for submission of pedagogical activities which will be reviewed and shared with SICB membership as a part of the BEARR (Biology Education, Assessment, & Research Resources). We hope to have the submission portal live shortly after the end of the 2025 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.

- New business for Ed Council in 2025 is working with Society for the Advancement of Biology Education Research (SABER) to establish a partnership which leverages our strong interest in supporting Biology Education at institutions across the country.

- **Please note**, Ed Council will offer open discussion topics with a NEW Ed Council booth during morning coffee breaks and poster sessions. **Topics include**: Ask a science educator!; Making and Using Games in the Classroom; Making a class your own; What does it take to build a Tal-X Workshop?; What is Education Council?; How can we support early career faculty in the classroom? – to name a few.

- **For All Division Chairs**: Ed Council is looking for three (3) NEW Ed Council members, we welcome nominees from all divisions but are especially looking for representation from **DCB,**

DCE, DOB, DEDB, DEDE and DIZ. We would also love to have at least one (1) postdoctoral fellow as a member. If you have suggestions, please send an email to presidentelect@sicb.org and Chair.EdCouncil@sicb.org.

13.3. Membership Committee

Kim Hoke, Chair

SICB membership remains stable at the new post-pandemic level of approximately 2300. Graduate student numbers were unexpectedly low in 2023, but the numbers have rebounded nicely in 2024, as have undergrad student numbers. I suspect these higher student numbers this year are due to the large concentration of Atlanta universities and colleges, in which case these specific attendees might not return next year. In contrast, full memberships are down a little this year compared to the December numbers of the past few years.

The membership committee proposes to evaluate retention in the next year to address two questions related to the strategic plan: (1) To what extent do local student attendees (e.g. those from the Atlanta area this year) attend subsequent SICB meetings and become members in future years. (2) Is the fluctuation in full memberships related to meeting attendance entirely or other factors?

13.4. Student and Postdoctoral Affairs Committee

Christine Lattin, Chair

The SPDAC (Student-Postdoctoral Affairs Committee) is made up of a faculty member Chair (Christine Lattin took over this position in January) and Student-Postdoc Representatives from each of the 12 divisions (current members are listed here). The committee held monthly Zoom meetings over the past year, and received a $2000 budget from the SICB Executive Committee to support its efforts. The top priority of the committee in 2024 was to prepare for the January 2025 meeting in Atlanta, GA. The following SPDAC events are planned:

- **Friday 3 January 2025 - Student & First Timers Orientation -** This session includes training for students who support the sessions in exchange for Charlotte Mangum funding (mandatory for these recipients). It also covers how to get the most out of a SICB meeting. Will Ballentine (DIZ) and Loranzie Rogers (DNNSB) will lead this orientation.
- **Friday 3 January 2025 - Social-Within-A-Social (at the SICB-wide Welcome Dessert Social) -** This goal of this event, coordinated by Will Ballentine (DIZ) and Loranzie Rogers (DNNSB), is to make the first social event more welcoming to first time attendees and to help connect students and postdocs with their Division representatives. SPDAC representatives and the Chair will wear tie-dye to make themselves visible to attendees, and congregate in the center of the Marquis Ballroom to offer rounds of SICB bingo, candy, and SPDAC stickers.
- **Saturday 4 January - Monday 6 January - SPDAC Strategic Plan Focus Groups** - Led by Katherine Corn (DPCB) and Chair Christine Lattin, committee members wrote

and submitted a Strategic Plan in June 2024 with three strategic priorities related to student and postdocs in SICB and SPDAC's role in the society. Bryan MacNeill (DOB), Emily McParland (DVM), Jessie Karr (DCPB), and Kat Munley (DCE) will meet with undergraduate, graduate student, and postdoctoral SICB members in a series of ~45 min focus groups at the annual meeting to solicit feedback on the Strategic Plan, which will be summarized in a brief report to the Executive Committee.

- **Monday 6 January - Workshop: Non-academic Scientific Careers -** Scientific expertise and skills are essential in a wide range of careers above and beyond academia, but students and postdocs don't always know what other non-academic options exist. This lunch workshop, organized by Grace Zhong (DAB) and Sydney Birch (DEDB), will feature ~3 minute lightning talks from Atlanta-area professionals in government, industry, and non-profit scientific careers, followed by a Q&A panel moderated by Grace Zhong (DAB). A limited number of lunches will be available "first come first serve". Planned speakers are:
    - **Lizzie White** - Staff Epidemiologist at the Centers for Disease Control & Prevention.
    - **Lauren Esserman** - Research Coordinator in the Conservation & Research Department at Atlanta Botanical Garden.
    - **Haley Nolen**, Applied Scientist at BiOWiSH Technologies.
    - **Nathan Whelan**, Director of the U.S. Fish and Wildlife Service's Southeast Conservation Genetics Lab at the Warm Springs Fish Technology Center.
- **Saturday 4 January - Tuesday 7 January - SPDAC Booth (**during SICB Poster Sessions, 3:30-5:30 pm) - Organized by Molly Simonis (DEDE) and Bryan MacNeill (DOB), the SPDAC booth will offer candy and the three prize-winning SPDAC stickers designed by SICB student/postdoc members. SPDAC Reps and/or the Chair will be available during all poster sessions at the booth for conversations and discussions around student/postdoc life and all things SICB. We are also collecting anonymous information via survey about meeting attendance costs for students and postdocs, and will have an informational poster and student/postdoc event schedules available, both of which were designed by Andrew Schulz (DCB).

Several other SPDAC initiatives took place this year as well.

- Kat Munley (DCE) and Andrew Schulz (DCB) organized a Future Faculty Working Group that met over Zoom to share and discuss academic job materials.
- Molly Simonis (DEDE) and Bryan MacNeill (DOB) organized a SPDAC sticker design contest that received 16 entries from SICB student and postdoc members. SPDAC Reps and the Chair voted and selected three prize-winning designs from graduate students Joseph Wu (first place, $100), Morgan Clark (second place, $50), and Susan Anderson (third place, $50). The stickers were printed and will be available at the SPDAC booth in Atlanta.

- Morgan Muell (DEE) worked with Kat Munley (DCE), Jessie Karr (DCPB), and Chair Christine Lattin to draft a set of standardized recommendations for mentoring programs where faculty meet with student and postdoc trainees (e.g., DEE's Meeting of the Minds, DCE's Lunch with a Comparative Endocrinologist, etc.). These recommendations are now available for feedback and suggestions from the Executive Committee (and potentially Division heads) at the 2025 meeting and have been designed to help all divisions make these kinds of mentoring programs available. SPDAC also worked with the Executive Committee to collect information about existing division-specific mentoring programs, and it has been discussed that organizing division-specific mentoring programs will be one of the responsibilities of the Student/Postdoc Representative for each division, potentially to start in 2025.
- Chair Christine Lattin created a SPDAC Handbook with useful information for the committee that will be finalized at the 2025 meeting in Atlanta. Andrew Schulz (DCB) also worked to organize many SPDAC documents on a dedicated Google drive to help ensure knowledge transfer and continuity. Turnover is especially high with this committee for a good reason: when reps obtain faculty positions or other jobs and are no longer students or postdocs.
- Lisa Treidel (DCPB), Andrew Schulz (DCB), and Chair Christine Lattin made several edits to the SPDAC website to update content and remove outdated information.
- In keeping with the broader scientific community's shift away from using Twitter, SPDAC social media coordinator Bryan MacNeill (DOB) created a Bluesky account (@sicb-spdac.bsky.social) and has been using Bluesky, Twitter (@SICB_SPDAC), and the SPDAC Facebook account (as well as email and newsletters) to publicize SPDAC events and initiatives.

13.5. Student Support Committee

Rachel Cohen, Chair

The Student Support Committee received 85 GIAR/FGST applications and are currently reviewing the grants. We received grants from the following divisions:

Table 1: Grants received for review

Division	%
DAB	13
DCB	6
DCE	8
DCPB	5
DEDB	5
DEDE	6
DEE	35
DIZ	1

DNB	8
DOB	1
DPCB	7
DVM	5

13.6. Public Affairs Committee

Tonia Hsieh, Chair

PAC Committee: Phoebe Edwards, Austin Garner, Jim Murray, Robert Podolsky, Nicholai Hensley, Lynn Martin, Amanda Hewes

- For our workshop at SICB 2024 on Decolonizing Science, Jim Murray 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.
- In 2024, we worked with four student journalists to prepare pieces to release on the SICB webpage:
    - Juan Zuluaga: Can thermoregulatory behavior buffer bees against heatwaves?
    - Jenny Wong: Tiny backpacks for tiny birds: tracking hummingbird behaviors without weighing them down
    - Sacha Sides: How science is changing our view of the mammalian hymen
    - Eman Khwaja: Big eyes, bad vision: humpback whales in a sea of fishing gear
- In 2024, PAC was in support of having a dedicated, separate committee formed for Social Media, as it previously was all overseen by PAC member Noah Bressman, resulting in an unrealistic workload placed on one individual.
- We have prepared four press releases for SICB 2025 to be released on Newswise during the meeting:
    - Cutting-edge strategies in leaf-cutter ants
    - Making a big splash: the science behind Māori Manu jumping
    - Mother prairie voles alter milk composition after being abandoned by their mate
    - Undertaking behaviors in animals (in prep)
- We have four incoming student journalists for the SICB 2025 meeting. As the PAC has been in a membership transition, we have taken a reduced number of student journalists in 2024 and 2025. However, we plan to build this number back up again for future meetings.
- Our workshop at SICB 2025, led by Nicholai Hensley, is called “How to get involved in affecting science policy” and features three panelists who will discuss how their work has informed and/or interfaced with government policy. Panelists are invited to speak on how their time in academic settings prepared/didn't prepare/helped inform them about how to

work with government entities, and if they have any experience with this type of academic and policy interface during transition periods between administrations.

13.7. Development Committee

Frank Fish, Chair

No Development Committee meeting was held in 2024 at the annual meeting as members of the committee were not in attendance. At a previous meeting a number of suggestions were provided to increase donations to the society. It has been suggested to 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 donation, the poster contains a QR code for ease to make donations through a smartphone. It was suggested that email burst to members be timed with various holidays. An email burst was issued for Giving Tuesday (12/3/2024). 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.

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. It was also suggested that funds with low donations be specifically targeted to encourage donations to further support the fund. 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.

As of December 11, 2024, a total of $166,604 in donations has been collected for 2024. This amount is a 69.4% increase in donations compared to 2023. The number of donations for 2024 was provided by a total of 88 contributions. These donations were made by 82 individuals and one organization (Lyman B Brainerd Jr. Family Foundation). 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. The largest donation was $100,000 and the smallest was $1. The breakdown of donations for specific funds are as follows:

Broadening Participation - $102,000.00
DVM (Div. of Vertebrate Morphology) - $1,500.00
Carl Gans Award Fund - $275.00
Charlotte Mangum Student Support Fund - $45,471.00
Dorothy Skinner Memorial Award Fund - $250.00
Dwight Davis Fund - $300.00
General Fund - $7,171.00
George A. Bartholomew Fund - $3,250.00

Grants in Aid of Research Program (GIAR) - $322.00
Howard A. Bern Lecture Fund - $5,515.00
John Moore Lectureship Fund - $500.00
John Pearce Award - $50.00

The Development Committee has been responsible for the creation and construction of the *In Memoriam* presentation. *In Memoriam* will be presented at the society business meeting. For 2024, two past member of the SICB have passed, Malcolm Gordon of UCLA and Brian Clark of Rowan University. Members have been 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.

13.8. Broadening Participation Committee

Susan Williams, Chair

Membership: Susan Williams, Armita Manafzadeh (post-doctoral), Karly Cohen, Donovan German, Andrew Clark, Lisa Whitenack, Teri Orr, Gabrielle Names, Jacob Youngblood (graduate student), Janet Steven (Ex-Officio), Patricia Hernandez (Ex-Officio), Michele Nishiguchi (Ex-Officio)

Committee and other Meetings held in 2024: BPC met on March 29, 2024 to discuss development of a 5-year strategic plan. The plan included ideas generated at the BP Committee meeting at the 2024 annual meeting. Additional work on the plan continued online through the spring. The final draft was submitted to SICB leadership on June 11, 2024.

BPC Chair Susan Williams and other representatives of SICB Leadership (P. Hernandez, B. Burk, L. Strong) met with Isabel Torres, Phd and Kanmani Chandra Rajan of Mothers in Science on Dec 16, 2024 to discuss partnerships between the organizations. At this meeting we shared the ways SICB has supported families and potential collaborations with Mothers in Science.

BP Professional Development Awards: We received 158 applications for the BP Professional Development Awards and with additional funding from the The Gans Collection and Charitable Funds were able to provide $500 awards to 20 individuals to support attendance at the 2025 meeting. The number of awardees in any career stage (undergraduate = 14 awards; graduate = 20 awards; post-doctoral = 4 awards; early career = 2 awards) were given in proportion to the number of applicants in that group. Some consideration was also given to ensure regional representation within career stage.

DEIJ Service Award: We received 10 nominations and 9 completed applications for the DEIJ Service Awards. After consideration by the committee, we decided to provide awards to 3 individuals:

- **Dr. Mehrnoush Nourbakhsh-Rey** received her PhD in 2024 in Cellular and Behavioral Neurobiology from the University of Oklahoma. Dr. Nourbakhsh-Rey is recognized for her DEIJ work and leadership while she was a graduate student. During her graduate

career, she served as a founding member of her department's Diversity, Inclusion, and Equity Committee and as an executive member of the STEM Inclusion Council, including president and treasurer, at the University of Oklahoma. She also supported and raised awareness for human rights, particularly those that affect women, through organizations that serve cities in Oklahoma and the Middle East. For her work promoting DEIJ, Dr. Nourbakhsh-Rey will receive a $1,400 honorarium.

- **Dr. Avery Russell** is an Assistant Professor of Behavioral Ecology in the Department of Biology at Missouri State University. Dr. Russell is recognized for his extensive and impactful DEIJ-centered university and professional society service focused on graduate student advocacy and mentorship, accessibility, inclusive admissions and teaching practices, and promotion and tenure. Dr. Russell will receive a $300 honorarium.
- **Dr. Natalie Holt** is an Assistant Professor in the Department of Evolution, Ecology & Organismal Biology at UC Riverside. Dr. Holt is recognized for their efforts in educational innovation focused on the intersection of biology and systems and oppression, extensive mentoring of individuals from historically excluded groups, and driving significant change in departmental climate and faculty hiring. Dr. Holt will receive a $300 honorarium.

The BPC discussed holding onto applications for consideration in future years and will adjust the guidelines as needed.

Activities for the 2025 Annual Meeting: BPC has 4 activities planned for the 2025 annual meeting. These are:

- Meet & Greet – Fri, Jan 3, 6:30-7:30 PM. Additional funding for this event is provided by the National Science Foundation BIO-LEAPS Program.
- Social – Sun, Jan 5, 6:30-8:00 PM. Additional funding for this event is provided by the National Science Foundation BIO-LEAPS Program.
- Workshop – Mon, Jan 6, 12:15-1:15 PM. Dr. Tanisha King lead a workshop on "Strategies for Disrupting Division." This workshop is aimed at helping individuals develop the skills for immediately responding to divisive comments and behaviors and acts of discrimination using role-playing and relevant scenarios. Dr. King is an international speaker, author, and consultant who is also a passionate and experienced leader in diversity, equity, and inclusion (DEI). She currently serves as the Chief Inclusion Officer at Ohio University Heritage College of Osteopathic Medicine and is working with members of BPC and SICB Leadership on the NSF BIO-LEAPS grant "Strengthening Inclusion by Change in Building Equity, Diversity and Understanding (SICBEDU)".
- Committee meeting – Sun, Jan 5 from 7-8 AM.

13.9. Primarily Undergraduate Institution (PUI) Action Group

Jerry Husak, Chair

The Primarily Undergraduate Institution (PUI) Action Group continued 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 over 200.

We had a successful **2024 Seattle meeting**, including an informational booth to build community and network, an interactive poster, and a breakfast social. The social was even better attended than the previous meeting's (>60 people), and feedback was again very positive from attendees. The group met at the Seattle meeting to plan for 2025 and had additional meetings throughout the academic year.

Our main effort between meetings this year was to prepare the launch of our mentoring villages at the Atlanta meeting. We will have two villages as a start: one for those applying to PUIs soon, and one for pre-tenure faculty already at a PUI. Each village will have three mentors, and the meeting will mark the beginning of what will be additional meetings held virtually during 2025.

We have several events planned for the **2025 Atlanta 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 maintaining research productivity at a PUI. The poster will be available at the poster session, as well as at the booth, which will allow us to solicit (and provide) advice from those who are productive, as well as to determine what the biggest challenges for PUI faculty are.
- We will have another breakfast social, and we already have >50 RSVPs to attend as of 23 Dec.
- Since some 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 2025.

We have continued to maintain our X account @SICB_PUI, but it will be deleted once we establish an account with BlueSky.

Appendix 5. SICB DIVISION REPORTS - 2024

14.1. DAB - Division of Animal Behavior

Avery Russell, DAB Chair
Suzy Renn, DAB Chair-Elect
Caitlin Cabor, DAB Secretary
Stephanie Campos, DAB Program Officer
Grace Zhong, Student-Postdoc Representative

- Dr. Stephanie Campos returned from maternity leave to serve as DAB DPO for the duration of SICB 2025. We once again thank Dr. Fernanda Duque for serving as interim DPO for the duration of SICB 2024.
- DAB's Bluesky (@sicb-dab.bsky.social), Twitter (@SICB_DAB), and Instagram (@sicb_dab) feeds have been run by 2 outstanding early-career researchers, Brett Hodinka and Lisa Surber. This DAB social media team has helped advertise our student BSP talk finalists as well as upcoming opportunities and deadlines.
- Dr. Rindy Anderson is running the DAB Mentoring Program again at SICB 2025, which has matched 19 mentors with 33 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 - the SICB Strategic Plan appears that it may include something like this. More and more divisions have instituted mentoring programs, 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 28 entrants, for the DAB Marlene Zuk BSP Award. The finalists will be presenting in a special session at SICB this year. In addition, 31 students are competing in the Elizabeth Adkins-Regan DAB Best Student Poster competition this year.
- We will continue using the welcome message (started in 2023) 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.
- DAB will host a joint social with DCE and DNNSB at SICB 2025, which the three divisions are supporting financially (supplementing SICB social funds).
- At SICB 2025, DAB has 176 oral and 127 poster presentations, 17 concurrent oral sessions plus the BSP Marlene Zuk Award session and 5 DAB-supported symposia.
- Depending on revisions, DAB will be supporting 5 symposia for SICB 2026.

- Dr. Suzy Renn will begin a term as Divisional Chair, starting in 2025 and running through 2028. Dr. Jordanna Sprayberry also stood for election for this office.
- In 2025, DAB will hold elections for Division Program Officer. A nominating committee has been formed to solicit and vet nominees. The nominating committee is composed of Dr. Roslyn Dakin, Dr. Christopher Clark, and Dr. Lara La Dage.
- We will continue to solicit 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 after bringing this plan to a vote at the Member's Meeting in 2024 we began implementation.To facilitate participation at SICB, beginning at SICB 2024 we pay SICB registration fees for the DAB social media team and the SPDAC representative, reimburse $10 in cash for every mentor and mentee who participates in person in the DAB Mentoring Program, and are working on supporting extending Mangum support for an additional year for DAB members who have finished the program.

14.2. DOB - Division of Botany

Ulrike Muller, DOB Chair
Cody Howard, DOB Chair-Elect
Morgan Furze, DOB Program Officer
Brian MacNeill, Student-Postdoc Representative
Aleca Borsuk, DOB secretary (interim)

Updates on DOB 2024 activities

- In Spring, the bylaws were amended to make changes to the election schedule and also the officer 'elect' positions. The Secretary-Elect position was removed and the Secretary term changed from two to three years.
- In 2024, Madison Hale won the DOB Best Student Talk award.
- Dr. Aleca Borsuk started as Interim Secretary in the spring, and is going to run for the secretary position during the 2025 elections.
- Over summer, the division worked on the strategic plan. Ideas included:
    - Growing presentations at SICB by doing outreach with local universities and plant-animal interaction symposia
    - Recruit members to SICB-DOB by reminding attendees at other plant meetings (like the Society for Experimental Biology and Botany) that SICB exists
    - Remove the Divisional Program Officer-Elect position, to reduce the time between elections and terms
    - The division did a SWOT analysis
        - Strengths: DOB senior members are active within SICB and have strong navigational capital, and most of the DOB members are early-career so the division will grow

- Weaknesses: the division is small and not a traditional SICB topic, many divisional members currently hold positions at the society-wide level, limiting leadership engagement at the DOB level
- Opportunities: SICB DOB can be the professional-society home to organismal botanists
- Threats: other well established botany societies

14.3. DCB - Division of Comparative Biomechanics

Brooke Flammang, DCB Chair
Chair-Elect: Misty Paig-Tran
Secretary: Cassandra M. Donatelli
Program Officer: Glenna Clifton
SPDAC rep: Andrew Schultz

This year, we will run elections for two positions, Secretary and Divisional Program Officer. The electee will take over after the 2026 SICB meeting in Portland OR. We also nominated a new DCB SPDAC rep, Melody Young, a postdoctoral associate at Duke University.

Best Student Talk Competition
The winners of the 2024 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 in 2024 due to a lack of eligible submissions.

Winners of the 2025 awards will be announced at the 2025 meeting in Atlanta, GA.

Regional meetings supported —
- Northeast Regional Meeting: Harvard University (Organized by Tracy Barbaro and Stephanie Pierce)
- Southeast Regional Meeting: James Madison University (Organized by Emily Naylor and Roshna Wunderlich)
- Southwest Regional Meeting (SWOB): California State University Fullerton (Organized by Jeff Olberding)

Gans Awards
Dr. Kory Evans won the Carl Gans Young Investigator Award. The Evan's lab at Rice University is interested in the evolution of phenotypic diversity, specifically multivariate trait evolution in fishes. The Gans Award Committee summarized the highlights of the winner in their recommendation with this statement: "showed exceptional research vision which is broadly applicable to the field of comparative biomechanics and beyond, as well as impressive contributions to Outreach, Mentorship, and DEI efforts".

Dr. David Labonte won the Significant Contribution Award. The Evolutionary Biomechanics lab at Imperial College London integrates engineering and biology to study performance, behavior, and evolution. The Gans Award Committee summarized their decision saying: "Labonte's single contribution introduced us to the concept of effective inertia, a dimensionless number that determines maximum muscle output. The paper pushed our thinking of muscle physiology in new directions and we all thought the paper would make an impact in the field in years to come."

14.4. DCE - Division of Comparative Endocrinology

Jamie Cornelius, DCE Chair
Chair (01/2024 – 02/2026) – Jamie Cornelius
Chair-Elect (01/2024 – 02/2026) – Ignacio Moore
Program Officer (01/2024 – 02/2027) – Britt Heidinger
Program Officer Elect (01/2026 - 02/2027) - TBD
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
Graduate Student/Postdoc Representative Elect (01/2025 - 02/2027) - TBD

Updates on DCE activities:

- Twenty students are scheduled to participate in the 2025 Best Student Presentation competitions (8 in the Gorbman Award for Best Student Talk and 12 in the Riddiford Award for Best Student Poster).
- DCE is co-sponsoring 4 symposia at the meeting.
- DCE and DCPB are co-hosting a business meeting (Future of Physiology) to discuss a potential merger and formation of a more broadly focused "Ecophysiology" division.
- We are co-hosting a joint social with DAB, DEDE, and DNNSB and we are once again hosting the "Lunch with a Comparative Endocrinologist" program this year.
- 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 did not have elections in 2024, but will be recruiting candidates for Chair-Elect, Secretary-Elect and Program Officer-Elect for the 2025 spring elections.
- Haruka Wada will complete her service as secretary at the 2025 meeting and Kat Munley will complete her service as the student rep. Thank you Kat and Haruka!
- DCE is excited to announce that our Bern Lecturer in Atlanta 2025 will be Dr. Donna Maney.
- DCE has secured a $5000 donation from Arbor Assays to be a commercial sponsor of the Bern lecture. The Arbor Assays CEO and Sales and Marketing

Manager will attend the meeting to discuss potential collaborative efforts to develop a training network to support and grow endocrine research.

14.5. DCPB - Division of Comparative Physiology & Biochemistry

Jason Podrabsky, DCPB Chair
Chair-Elect - Wendy Hood
Past Chair - Jon Harrison
Program Officer – Alex Gerson
Program Officer Elect - Danielle Levesque
Secretary – Kate Wilsterman
Past Secretary - Caroline Williams
Graduate Student/Postdoc Representative - Jessie Karr

Kate Wilsterman took over as secretary from Caroline Williams in January 2024. Revisions to DCPB by-laws (that passed in the Spring elections) established a formal Past-Program Officer position (Alex will be the first to hold this starting next year) and Past-Secretary position, which Caroline will hold for 1 year to help increase continuity. We also welcomed Jessie Karr as our new Student-Postdoc representative.

DCPB will be electing a new in-coming Secretary for a Jan 2026-2028 term. We are currently soliciting names for folks interested in running. You can email Jason Podrabsky (chair.dcpb@SICB.org) or current secretary Kate Wilsterman (secretary.dcpb@SICB.org) to express your interest or learn more about what the position involves!

DCPB revised our bylaws around best student presentations to permit folks to compete and win both the poster and talk awards (though not in the same year). These revisions also removed the eponymous names specification from our bylaws - the DCPB BSP awards will continue as unnamed.

DCPB is in talks with DCE regarding the “Future of Physiology” at SICB - we will hold a formal meeting open to all members at SICB 2025 to discuss a potential merger and formation of a more broadly focused “Ecophysiology” division. These changes are ones that membership expressed openness to in response to a survey we distributed to members after SICB2024 .We also heard a strong desire to change the abbreviation of DCPB to something that was more interpretable and would not be confused with DPCB.

Finally, DCPB has been working as part of their Strategic Plan goals to focus on divisional mentorship and professional network building. Jessie Karr has helped to initiate a DCPB Mentor/Mentee program that will happen for the first time at SICB 2025. We had 20 mentors and 22 mentees sign up to participate in this first iteration! Jessie is also in the process of getting our social media presence more active, including creating a bluesky account for the vision. Meanwhile, Kate Wilsterman has initiated a new Mentoring Corner as part of the DCPB newsletter that will recognize excellent mentors both inside and outside of SICB.

14.6. DEDB - Division of Evolutionary Developmental Biology

Prashant Sharma, DEDB Chair (Jan 2024 - Jan 2026)
Chair-Elect: Kimberley Cooper (Jan 2026 - Jan 2028)
Program Officer: Frank Smith (Jan 2022 - Jan 2025)
Program Officer-Elect: Dave Plachetski) (Jan 2023 - Jan 2025).
Secretary: Allison Edgar (Jan 2023 - Jan 2025)
Secretary Elect: Heather Bruce (Jan 2025 - Jan 2027)
Student and Postdoctoral Committee (SPDAC) Representative: Sydney Birch (Jan 2023 - Jan 2026)

Prashant Sharma took over as Chair in January 2024 from Dave Angelini. In mid-2024, DEDB held an election for Chair-Elect. The winner of the election was Kimberly Cooper, who will take over the position in early 2026.

Our next election will be for Secretary-Elect. If you are interested in serving the Division, or would like to know more about the role, please reach out to the current Chair (chair.dedb@SICB.org) or Secretary (secretary.dedb@SICB.org).

Our Best Student Presentation award winners in January 2024 were Harsha Sen (oral presentation: "Molecular evolution and development of the mammalian gliding membrane") and Erika Nadolski (poster presentation: "Evolutionary novelties, segmental boundaries, and unexpected Hox gene expression in the insect head").

We revised our bylaws to implement some changes that would promote continuity between terms of the DEDB Executive Committee members. These are also intended to promote clarity on voting procedures and the process of establishing nominating committees.

The Executive Committee participated in crafting a strategic planning document in spring 2024. Outcomes of this vision statement and how the plan will affect DEDB will be presented at the DEDB business meeting on 4 January 2025.

In support of an upcoming roundtable on the future of evo-devo at SICB 2025, we developed and administered a survey to the membership to gauge trends in submissions to evo-devo journals. Outcomes of the survey will be presented at the membership business meeting on 4 January 2025.

In celebration of DEDB's upcoming 25th anniversary, DEDB is taking steps to name the Best Student Presentation prize (oral presentations) after a seminal thinker in the discipline. In addition, we anticipate that the judging for the BSP competition will be concluded on the same day as the session and the winner presented the BSP prize by the scientist for whom the prize is named. This will be codified in the bylaws in 2025. In 2025, the executive committee and the membership will weigh whether to elevate the Best Student Presentation prize (poster presentations) as well to a named award.

Symposia supported by DEDB in 2024 were:

1. Chordate Origins, Evolution and Development

2. Convergent evolution across levels of biological organization, organisms, and time
3. What do trade-offs mean to reproducing females?: An integrative look at whole-organism trade-offs

Symposia supported by DEDB in 2025 will be:

1. Cities as a natural experiment: how organisms are finding different solutions to the same urban problems
2. Organismal Systems Biology
3. Pollinator-plant interactions in a changing landscape: embracing integrative approaches across scales
4. Integrative Organismal Biology at HBCUs: Highlighting the effectiveness of HBCUs in training the next generation of organismal biologists
5. Cnidarian sensory systems as comparative models for the evolution of complexity
6. Microbes matter: Phenotypic effects of microbiota on wild animal hosts
7. Energetics, sexual selection and ecological innovation
8. Identifying the physiological mechanisms that underlie phenotypic responses to rapid environmental change

14.7. DEDE - Division of Ecoimmunology and Disease Ecology

Lauren Fuess, DEDE Chair (Jan 2024-Jan 20226)
Chair-Elect: Cynthia Downs (Jan 2026 - Jan 2028)
Program Officer: Daniel Becker (Jan 2022 - Jan 2025)
Program Officer-Elect: Robin Warne (Jan 2023 - Jan 2025).
Secretary: Sarah Knutie (Jan 2022 - Jan 2025)
Secretary Elect: Emily Le Sage (Jan 2025 - Jan 2027)
Student and Postdoctoral Committee (SPDAC) Representative: Molly Simmonis (Jan 2023 - Jan 2025)
Student and Postdoctoral Committee (SPDAC) Representative Elect: David Chang van Oordt (Jan 2025-Jan 2027)

- We elected a new Chair-Elect: welcome, Cynthia Downs!
- Our Divisional Program Officer, Daniel Becker, and Secretary, Sarah Knutie, are wrapping up their terms and we thank them for the great job they've done!
- Beginning in 2025, Robin Warne and Emily LeSage will take on the roles of DPO and Secretary, respectively.
- We have a new SPDAC rep beginning in 2025, David Chang van Oordt.
- We thank former SPDAC rep Molly Simmonis for her service!
- In 2025, we will hold elections for Secretary-Elect and Program Officer-Elect positions.
- We offer a big thanks to Tosha Kelly for serving as the DEDE representative and assistant editor for Integrative and Comparative Biology since 2023; also thanks to Daniel Becker for serving as assistant editor since 2023.

- At the 2024 meeting, we awarded the Lochmiller Awards (DEDE Young Investigator Award) to Dr. Daniel Becker.
- 2025 Annual Meeting:
    - DEDE is co-sponsoring two symposia for the 2025 meeting:
        - Paddling together: navigating the crosscurrents of plant and animal biology to explore uncharted waters in disease ecology; organized by Kevin Matson, Michelle Hersh, & Jim Adelman; (Jan 4th)
        - Applied ecoimmunology in wildlife health and conservation; organized by Molly Simonis, Amanda Vicente-Santos, & Daniel Becker; (Jan 6th)
        - Microbes Matter: Phenotypic Effects of Microbiota on Wild Animal Hosts; organized by: Brian Trevelline & Kaitlyn Murphy (Jan 7th)
    - Seven students will participate in our BSP talk competition this year, hosted in a single, dedicated session.
    - We selected 13 poster presentations for our BSP competition.
    - We will announce our 2025 Lochmiller award winner(s) at the 2025 meeting.
    - We will again run our annual "Meet an Ecoimmunologist/Disease Ecologist" event with meetups between student/post-docs and faculty working in Ecoimmunology and Disease Ecology. We have a great turn out this year with 10 mentors and 36 mentees have signed up. Huge thanks to Molly Simmonis for organizing!

14.8. DEE - Division of Ecology & Evolution

Tonia Schwartz, DEE Chair

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: Kristi Montooth (2/2024-2/2026)
Program Officer-Elect: Aundrea Rummel (2/2025 – 2/2026)
Student/Postdoc Representative: Morgan Muell (2/2023 – 2/2025)

Divisional Nominations and Elections:

DEE Program Officer-Elect: In Spring 2024, Aundrea Rummel and Charles Watson accepted nominations. Aundrea Rummel was elected and accepted the post of Program Officer-elect.

Upcoming Elections: A committee has been formed to identify candidates for our Secretary-Elect position and for the Chair-elect position. These elections will be held in Spring 2025. Also we need suggestions for a DEE SPDAC, which will be appointed by the Executive Committee Secretary. Anyone interested in these positions should contact the DEE Chair (Tonia Schwartz).

Social Media

Although we have Twitter and Facebook accounts, @SICB_DEE and find us on Facebook (SICB Division of Ecology and Evolution), we currently not active on these social media. Waiting on guidance from Executive Committee.

Strategic Planning
We participated in the strategic planning within DEE through surveys and zoom meetings.The following were defined as goals for DEE.

1. Continue to improve mentoring of early career stage scientists.
2. Continue to improve on inclusion and diversity, with emphasis on postdocs.
3. Improve communication with members.
4. Improve participation in Division Meetings

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. For the 2025 meeting, 590 presenters in the broad areas of ecology and evolution. These submissions break down to 340 talks and 250 posters in the broad areas of ecology and evolution.

Huey Award – Best Student Presentations
At the 2024 annual meeting, two DEE students received the Huey Award:

Best Talk: **Emily Lau**
Best Poster: **Megan Hemmerlein**

For the 2025 annual meeting, 74 DEE student members submitted abstracts for consideration as finalists for the Huey Award, 45 for poster competition, 29 for the poster competition. A committee of judges carefully evaluated all the abstracts and selected our finalists. On Jan 5th, 8 finalists will present in our Huey Award talk session, and 8 poster finalists will present in the poster session.

Meeting of the Minds (f.k.a. Beer & Brains) and Division Social
We continue to run our mentoring networking social for early career DEE members to chat with "later career" folks, at Meeting of the Minds (the new name for Beers and Brains). Over 125 mentees requested to RSVP. We have selected 100 DEE mentees with priority to those that have never attended, and then on order of Reservation. They will have opportunities to chat with 25 later career mentors over dinner on Jan 6th from 4-7PM at the Conference Hotel (room information sent to all confirmed attendees). We're excited to see such enthusiasm for this event on both the mentees and the mentors' willingness to give their time for this event.

At the 2024 meeting we ran a joint breakfast social with DOB and DPCB at the conference hotel, and this was deemed a good success. This year in Atlanta we are planning a joint breakfast social again with more divisions.

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.

For the upcoming 2025 meeting,
DEE is co-sponsoring 7 symposia at the 2025 meeting in Atlanta:
Jan 4 S1: Cities as a natural experiment: how organisms are finding different solutions to the same urban problems
Jan 5 S4: From Evolution to innovation: Bridging biology and engineering through bioinspired design
Jan 5 S5: Organismal Systems Biology
Jan 5 S6: Pollinator-plant interactions in a changing landscape: embracing integrative approaches across scales
Jan 6 S7: Integrative Organismal Biology at HBCUs: Highlighting the effectiveness of HBCUs in training the next generation of organismal biologists
Jan 6 S9: Cnidarian sensory systems as comparative models for the evolution of complexity
Jan 7 S12: Identifying the physiological mechanisms that underlie phenotypic responses to rapid environmental change

14.9. DIZ - Division of Invertebrate Zoology
Robert Podolsky, DIZ Chair

1. Leadership
Chair: Robert Podolsky
Past-chair: Jonathan Allen
Program Officer: Adam Reitzel
Secretary: Kelly Dorgan
Secretary-Elect: Kevin Kocot
Student and Postdoctoral Committee SPDAC) Representative: Will Ballentine
Libbie Hyman Scholarship Committee Chair: Abigail Cahill

2. Leadership changes
Bob Podolsky is completing his first year as Chair.
Adam Reitzel is completing his second year as PO. There will be an election in 2025 for PO.
Kelly Dorgan is completing her third year as Secretary. Kevin Kocot will begin his first year as Secretary at the conclusion of the 2025 meeting.
Will Ballentine will complete his second year as SPDAC representative.
Abby Cahill is ending the first year of her second term as Hyman Committee chair.

3. 2024 Symposia
Society wide symposia support
"Convergent Evolution Across Levels of Biological Organization, Organisms, and Time"
"Computational and Physical Models in Research and Teaching to Explore Form-Function Relationships"
Other symposium support
"Chordate Origins, Evolution and Development"

"Modeling Organismal Responses to Changing Environment"
"Evolution, Physiology, and Biomechanics of Insect Flight"
"Immunity in the ‘omics Age: What can ‘omics approaches tell us about immunity in natural systems?"

4. Best Student Presentation Results
Mary Rice Best Student Presentation Talk
Winner: Callum Backstrom, “Tracking heavy metals during bleaching stress and recovery in Hawaiian reef-building corals”
Runner up: Erik Etzler, “Exposure to traffic noise changes baseline auditory neural activity and decision-making in crickets”
Alan Kohn Best Student Presentation Poster
Winner: Ethan Kahn, “Genomic signatures of mitonuclear sex determination in a bivalve with doubly uniparental inheritance”
Runner-up: Gabrielle Johnson, “Nearing the max: Thermal stress decreases larval survival in Tortoiseshell Limpets.”

5. Libbie Hyman Awards (total $7100)
Sarah Arnold, Cornell University**.** Conducted research on early embryonic development and cell fate in stony corals at the Marine Biological Laboratory at Woods Hole, MA.
Jacqueline Kossey, Bowling Green State University**.** Conducted research on crayfish behavior in response to algal toxins at the University of Michigan Biological station.
Benjamin Mumford, University of Montreal**.** Attended the Subtidal Science Course at Bamfield Marine Sciences Center, Vancouver Is., BC Canada.

5. Other activities
Mentorship. The division initiated a new mentorship program, led by Kelly Dorgan and Andrew Mahon, at the 2024 meeting in Seattle. The program paired 33 students and postdocs with 20 mentors.
Strategic planning. Leadership engaged in crafting a strategic planning document in spring 2024 with input from membership.

6. Plans for 2025 Meeting
DIZ is supporting two society-wide symposia and two additional symposia, and recruiting a nominating committee and candidates for the Program Officer position.
We plan to discuss strategic planning, uses of the substantially increased Libbie Hyman funds, and how best to direct the use of newly raised funds from the DIZ auction being planned for next year.

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

Megan Gall, DNNSB Chair

Leadership
Chair: Megan Gall
Program Officer: Jamie Theobald, Program Officer

Secretary: Jessica Fox
SPDAC Representative: outgoing - Loranzie Rogers, incoming - Amy Streets
Secretary-Elect: Daniel Speiser
Program Officer-Elect (beginning in 2025): Rachelle Belanger

Election Results and upcoming Leadership Changes

- Rachelle Belanger (University of Detroit Mercy) was elected as our next Program Officer. Rachelle will begin a term as Program Officer-Elect in the spring of 2025 and will become Program Officer in the spring of 2026, when Jamie Theobald ends his term.
- Jessica Fox will be ending her term as Secretary following the 2025 meeting and Dan Speiser, current Secretary-Elect will become Secretary.
- Loranzie Rogers will be ending his term as SPDAC representative and Amy Streets will begin her term as SPDAC representative following the 2025 meeting.

Upcoming Elections

- **The DNNSB executive committee is actively recruiting candidates for the spring election of our first Chair-Elect, to begin in the spring of 2026. The Chair-Elect will become chair in 2027.**

2025 Meeting and Other Activities

- We received 32 applicants for best student talks and 41 applicants for best student poster presentations, a 12.5% increase in total applications from the previous year. Eight talks were selected for the DNNSB BSP talk session.
- DNNSB, in conjunction with DAB, has organized 127 posters and 159 oral presentations.
- DNNSB is cosponsoring three symposia at the 2025 meeting:
    - Cities as a natural experiment: how organisms are finding different solutions to the same urban problems
    - Pollinator-plant interactions in a changing landscape
    - Cnidarian Sensory Systems
- DNNSB is also cosponsoring “Sensory biology and behavioral endocrinology of fishes: a special session honoring the work of Karen Maruska”.
- The DNNSB executive committee and the division membership have crafted a 5-year strategic plan for the division.
- We are currently working on providing a gesture of appreciation (DNNSB stickers and magnets) to members that provide service to our division (e.g. poster and talk judges).
- We will also be piloting a separate award for best undergraduate and graduate student posters, following the SICB and divisional judging criteria. We hope that this will encourage undergraduates and graduate students to participate in this competition.

14.11. DPCB - Division of Phylogenetics & Comparative Biology

Chair: Samantha Price

Chair elect: Leigha Lynch
Secretary: Ryan Felice
Secretary elect: Jennifer Hodge
Program Officer: Molly Womack
Student/Postdoc Rep: Zehua (Tony) Zhou

- We are continuing to build on the success of the DPCB "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. Each year we have had 10 experts including graduate students, postdocs, and PIs, each staffing the "ask-an-expert" booth for one hour covering a range of topics.
- Wake Awards Best Student Presentations. Our student engagement is continuing to increase. Each year we receive more applications for the Wake Award best student oral and poster presentations, for the upcoming 2025 conference we received 27 talk applications. This is a major achievement when compared to just 6 years ago when we struggled to fill all 8 of our symposium time slots. We have also seen a recent increase in volunteers for judging the Wake Award presentations with 22 judges participating in 2024. In 2024 the Wake Award had 8 talks and 9 posters, the oral presentation award was won by Dr. Alexus Roberts Hugghis with a special mention for undergraduate researcher Shi-Na Liu, while the poster competition was won by Devin Mendoza. In 2025 we will have 8 talks and 10 posters.
- We are also working on Cross-Divisional Communication by continuing to host a joint social at the annual meeting with DOB & DEE.
- Several of our executive officers and members have also been helped to organize the MISS R workshops in 2024/25.
- 5-year strategic planning outcomes.
    - Distributed a survey to our members to identify priorities (21 responses) with an online town hall discussion on May 6th (5 attendees)
    - We identified three divisional priorities that build upon our existing strengths:
        - Further facilitate knowledge transfer of cutting-edge phylogenetic comparative methods to the SICB community and beyond, through workshops and online resources.
        - Support the career development of our early career members, from undergraduate students through to new assistant professors, by developing a strong mentorship program.
        - Continue to build the active membership of the division and establish a distinct identity within SICB to ensure the long-term survival of the division.

14.12. DVM - Division of Vertebrate Morphology

Lara Ferry, DVM Chair

1. Leadership
    a. Current officers - Lara Ferry (Chair); Crystal Reynaga (Secretary); Alice Gibb (PO), Rick Blob (Past Chair); Andie Ward (Chair-Elect); Marguerite Butler (PO-Elect);
    b. Thanks to officers completing terms at end of this meeting – Lara Ferry (Chair, moving to Past Chair); Alice Gibb (PO)
    c. New Post Doc rep - Emily McParland
2. Elections/appointments: Upcoming 2024 DVM nominating committee (Noah Bressman, Armita Manafzedeh, Kathleen Foster), will identify candidates for Chair-Elect and PO-Elect.
3. Other division activities - Four Regional meetings supported
    a. Southwest Regional - hosted by CSU Fullerton (Jeff Olberding)
    b. Southeast Regional, jointly with DCB - hosted by JMU (Roshna Wunderlich, Emily Naylor)
    c. Midwest Regional - hosted by U Tulsa (DVM did not support financially this year)
    d. Northeast Regional, jointly with DCB - hosted by Harvard (Stephanie Pierce)
4. DVM Mentorship Award: Nominations again reviewed by committee (Lara Ferry, Alice Gibb, Rick Blob) using a formal rubric developed by DVM officers. The winner is known, but keeping the name super secret!
5. IOB Open Access Support: 2 applicants funded this past year; Karly Cohen, Emily McParland
6. 5-year Strategic Planning outcomes
    a. Held two Zoom listening session after polling members for times to meet (no attendance)
    b. Distributed survey (24 respondents)
    c. Strongest support for:
        i. Mentorship program (which is now underway)
        ii. Meeting more often throughout the year in some fashion