

Meeting Notes: SAC

Date: 1/21/2021, 3:00-4:45 pm PT

Attendees: Elizabeth Golebie, Kindra De 'Arman, Susie Sidder, Michala Hendrick, Dana Johnson, Becky Schewe (Guest), Bill Stewart (Guest)

Absent: Tanya Howard, Leah Jones, Wusu Conteh, Asif Siddiqui, Kira Dlusskaya, Benjamin Leitschuh, Hsuan-Hsuan Huang, Brooke McWherter

Agenda Item 1: IASNR Updates / Continuing Business

Susie provided updates on the following topics: Elections, 2021 Student Paper Competition, and Membership Renewals

- **Elections (Susie):** In 2021, we will elect a new Student Representative-Elect to replace Kindra when she transitions into the Student Representative position at the end of the Virtual 2021 IASNR Conference. The Student Representative-Elect position is a 2-year commitment, with one year of service as the Student Representative-Elect and a second year of service as the Student Representative. The call for nomination should go out sometime in February or early March. In order to run for the Student-Representative Elect position, you must be nominated by a current IASNR member. If you are interested in the position, please do not be bashful about seeking a nomination for the position. People such as advisors, IASNR council members (including Susie and Kindra), and other IASNR members examples of people that can provide a nomination for you. *If you are interested in running or have questions about the position, please contact Kindra and/or Susie and we'd be happy to help in any way we can. Additionally, please circulate this information widely to your fellow student IASNR members for their consideration.*
- **Student Paper Competition (Susie):** In December 2020 and January 2021, Susie and Kindra worked with the Executive Committee (EC), Jessica Hill (IASNR employee), and Bobby Jones (IASNR member) to revise the requirements for the 2021 Student Paper Competition. Those revised requirements were recently published in the 2021 call for papers: <https://www4.iasnr.org/wp-content/uploads/2021/01/NEW-Final-Draft-JAN-14-2021-Student-Paper-Awards-Announcement-Jones.pdf>. The EC is currently engaging in the process of finding a new home for the student paper competition within the IASNR organization, as formerly it has not been formally assigned to the responsibilities of any one committee. Committees currently under consideration include the Professional Development Committee or the Membership Committee. Notably, the SAC is no longer going to play a role in any part of the competition's administration. SAC members should feel free to submit papers to the competition!
 - o Notable Changes: Previously, an abstract had to be submitted and accepted before the paper was submitted. *The new guidelines only have one deadline: Completed paper submission by May, 28, 2021.*
 - o Consider entering and encourage your peers! Cash prizes will be awarded!
- **Membership Renewal (Susie):** It's that time of the year again, don't forget to renew your 2021 IASNR membership. The membership fee for students is \$50.00 (<https://www4.iasnr.org/about-iasnr-2/#membership>). Don't be shy about asking your adviser, department, or college if funds

are available to cover this fee for you. If this expense causes undue financial burden, please reach out to Jessica Hill (info@iasnr.org) to discuss alternative options. Additionally, see the website for more information about accommodation for financial hardship. Susie and Kindra pushed hard for this language to be added to the website for transparency during council discussions on this topic.

- **Student Chapters (Susie):** Tabled until next meeting due to time.
- **Membership Survey and Mentorship Update (Kindra):** The IASNR membership survey invitations will go out the week of 1/25/2021 – please look for this email and fill out the questionnaire! Susie and Kindra met several times during the fall to review that questions included in the 2021 survey were tailored to the current student experience. The survey will be open for three weeks. Please fill it out and encourage your fellow students to fill out the survey as well – this data will be influential in shaping student experiences for the next several years (last member survey was conducted in 2014).
 - o Main question areas where edits occurred are around student chapters, conference attendance, barriers to conference attendance
 - o Leads on the survey are Chloe Waldrop (a Council Member) and Jessica Hill
 - o Mentorship Work – Kindra and Dana Johnson have continued to work with the ad hoc mentorship committee to help inform the student experience
 - The next step in the mentorship update process is to get results from the membership survey – there are several questions for all members to answer related to mentorship opportunities. Once that data is available, the ad hoc mentorship committee will use that data, in addition to the focus group results and conversations with students at SAC, to design and launch mentorship for 2021.
 - Shout out to Dana Johnson and Kindra De’Arman for their hard work since May 2020 working with the ad hoc mentorship committee – we appreciate your service!

Agenda Item 2: Conversation with Executive Committee (hereafter EC):

- EC Members Bill Stewart (Executive Director), Becky Schewe (Treasurer), Lee Cerveny (Secretary). To see EC bios, visit <https://www4.iasnr.org/about-iasnr-2/#membership>
- Bill Stewart was in attendance representing the EC:
 - o The team (Bill, Becky, and Lee) had existing relationships prior to being elected to Council and have been regularly meeting since September to come to know each other, develop visions for their individual roles, and the overall role of EC in the organization
 - The EC has also spent time getting to understand the components of the organization and how IASNR functions. The committee has done this through conducting one-on-one meetings to get to know the existing council members. The lack of an in-person conference created a lack of opportunity for connection, so the meetings have been useful for building the relationships that are characteristic of the organization
 - Bill was drawn to IASNR due to its emphasis on his own beliefs and interest in the intersection of the environment and humans, not a focus on one or the other but on the intersection of the two

- Bill briefly introduced the Council Members (Council Members were not present at the meeting, except for Susie and Kindra) and Journal Editors. For Council Member and Editor bios, visit <https://www4.iasnr.org/about-iasnr-2/#membership>
- Strategic Vision for IASNR from EC (from Bill):
 - i. The committee structure is very important component of how the organization functions and see itself. EC is working on a preferred committee structure that will be presented to Council Members for consideration, feedback, and adoption.
 - ii. The EC has also focused on the question: What priorities should IASNR have for all of the committees across the organization for this year? This comes out of a realization that not one committee can do everything that they want to do, so the organization needs to focus in on priorities. As such, the EC intends to propose three draft priorities for council member consideration:
 - 1. EC Priorities: Internationalizing of the organization, membership, professional development and member retention
 - a. These three priorities cut across all of the committees, the EC would like to figure out how the identified priorities can be worked into specific priorities for each committee
 - b. What are achievable impacts that each committee can have toward achieving these overall priorities? This will be a focus for the retreat with EC (to be held mid-February, Kindra will definitely attend, Susie is a tentative yes)
 - 2. EC would really like to have a student member on each committee. Bill indicated that the EC would look to SAC to help fill that need. Another priority is to have a member at large on each committee
 - a. Want to make sure that Council members aren't doing too much and also that members at large have opportunities for engagement
 - b. SAC should decide what membership looks like – do students have to be active members of SAC or what would that look like?
- Discussion (Question posed by Bill): What do you think should be the priorities for IASRN in the coming year?
 - Michala – Very new to the organization and comes with a fresh perspective; noticed a concern over loss of membership and membership being tied to conference attendance as a theme in the meetings that she has attended thus far. Another concern is member burnout – how do we convince people to sign up for another virtual conference?
 - Dana – Speaking from mentorship committee experience and thinking about how to engage members year-round, how do we advertise and utilize year-round opportunities for organization increasing engagement more consistently throughout the year?
 - Kindra seconds the goal for year-round engagement and particularly its intersection with the mentorship program
 - Susie – Internationalization of the organization and specifically SAC is something that I think about a lot and has been a challenge particularly within SAC
 - Bill - Asynchronous types of discussions are one type of solution we are considering, charity and flexibility are needed (and often practiced by our members, particularly in light of COVID-19), expectations lined out ahead of time can ease communication

- Michala – Asynchronous platform, Slack, is being used by the Virtual Conference Planning Committee and it has been meaningful
- Michala – Social media usage is a way to use organic communication it can be another avenue for engagement; would like to see fullest and modernized use of this technology within the organization
 - Bill - EC is considering downgrading the communication committee to a small team of members that can post content without the need for approval and allow content to be

Bill had to depart the meeting ~ 4:10pm PT

Follow-up conversation:

- Susie – Were there any other thoughts or priorities that we should discuss before moving on to the remaining agenda items?
- Dana - What are the organization's priorities on justice, diversity, equity, and inclusion?
 - Kindra seconds this concern
 - Kindra – Presently JEDI topics are housed within the Ethics Committee; however, since they have been housed within that committee (relatively recent edition to the committee) there hasn't really been any notable discussion about JEDI. Kindra sits on the Ethics Committee as the student member.
 - Susie – A JEDI statement was formed for the 2020 Cairns Conference, that statement has carried over for the organization, otherwise I can remember no further discussion on this topic from Council Meetings
 - Susie – We will voice this student question/concern at the next venue for feedback to the EC

Agenda Item 3: Working Groups for Winter/Spring 2021

- Due to time, we skipped this agenda item and decided to move the discussion online. We discussed potentially using Slack as a way to keep this conversation going virtually.
- Susie and Kindra are going to look into Slack options.
- Note: Susie will be going on maternity leave mid-February through the end of March; the working groups are in part a way to collaboratively ensure that we get planning underway for the student-focused conference events while incorporating the perspectives of SAC members and also acknowledging that Susie will have a planned absence from work.

Agenda Item 4: Virtual Conference Planning Committee

Student Feedback on 2020 Virtual Conference (Michala to facilitate)

- Michala – Communications committee is looking for ways that we can engage new members. With so many virtual conferences and registration fees that students have on their plates right now, how are we going to engage them and have them stay with the organization?
- Michala is leading a strategy to synthesize student experiences, thoughts, and perspectives on past conference attendance and motivation for continued engagement
 - Need: We need content (stories, photographs) from SAC members that address the following questions:
 - What draws you to IASNR?
 - What has prompted you to stay engaged so far?

- What enticed you to attend the IASNR conference?
- What do you feel that you've gained from IASNR that will carry into your professional work and career?
- Michala would like to receive written reflections on these questions that she can turn into social media content
 - Needs to receive these materials by 2/4/2021 at the latest!
 - Email to Michala at mhend011@odu.edu
 - If you include photos (which would be very helpful!) make sure to get permission from any other people that may be in photos

Agenda Item 5: Announcements for the Good of the Order

- Susie is pregnant with her first child, due date in mid-February!
- Both Kindra and Michala received notifications that their scholarly work will be published in upcoming journals. Congratulations to both Kindra and Michala!

The next SAC meeting will be held in March 2021. We also plan to identify and circulate invitations to an online workspace (Slack or a similar platform) to help ease communication among SAC members and reduce email communication. Please be on the lookout for those!