



Women in Plant Biology Committee

American Society of Plant Biologists

Committee meeting April 2nd, 2024

9:00 am Central Time US,

Join Zoom Meeting

<https://unl.zoom.us/j/92581955483?pwd=akQrdkhLU1ZFM0VGvJh3ZEpnbnQZz09&from=addon>

Meeting ID: 925 8195 5483

Passcode: 482364

COMMITTEE MEMBERS:

Present: Rebecca Roston, Azam Noori, Balpreet Dhatt, Andrew Foundree, Chin-Mei Lee

Absent: Lesley Murphy, Rosana Melo, Burcu Alepkin

(GUESTS): N/A

Minutes, with action items in bold.

1. Welcome: 9:04 am central time
2. Approval of minutes of the previous meeting: (by email), unanimous from respondents.
3. PB2024
 - i) Committee meeting
 - i. Voted unanimously to hold our meeting prior to PB2024 to conserve funds for the workshop.
 - ii. We can go for a meal together! Who will be there?
 1. Azam, Andrew, Chin-Mei, Rebecca (at least). We agreed to share contact info by email prior to the meeting.
 - ii) Childcare. This needs to be discussed this meeting. Results from childcare and childcare-related surveys are available here.
 - i. ASPB childcare summary: ASPB sets aside \$10k every year to help subsidize childcare to make it available at the meeting.
 - ii. Results summary: ASPB are strongly in favor of some form of childcare. 2 respondents from last years' meeting that used the childcare disagreed about most of the questions asked (Stipend or on site?, at convention

center or nearby?, partner activities?, visibility of info?, rates?).

Comments included:

1. Visibility was not an issue for at least one committee member.
 2. The committee shares concern that women are losing career momentum by not attending meetings.
 3. Acknowledgement that there are varying levels of comfort with having strangers watch children.
 4. Acknowledgment that stipends might be better for international attendees and post-docs/students. International attendee's children may not speak English well. And post-docs and students may lack funds to fly their children to the meeting. Rebecca notes after the meeting that this would also benefit parents of special needs children.
 5. Acknowledgment that providing childcare in some form is something that many ASPB attendees value.
- iii. We advocate for additional survey questions for this year's ASPB. Specifically, we'd like feedback from more attendees if their family situation would benefit more from a stipend or a subsidized on-site care situation. **Crispin will work with Jennifer to incorporate this information into this year's meeting survey.**
- iii) Workshop updates from Rebecca
- i. Imposter Syndrome. Based on the book "Secret thoughts of successful women", the suggested structure of the workshop is:
3 panelists (with whom we have pre-met)
 1. Start by explaining what imposter syndrome is.
 2. Go through the "Seven good reasons you may feel like an imposter" from the book one at a time, following this pattern of events.
 - a. Present the "good reason"
 - b. Ask panelists to share a story connected to this reason or provide a book example if no panelist stories.
 - c. Ask participants in tables to share with the two or three people closest if this resonates with them and to provide a description if they are willing.
 - d. Present the simple steps from the book to offset the feeling, to eventually change mindsets.
 - 3. Rebecca and Azam will meet next month (ish) to finalize.**
 - ii. (and Lesley) who is represented in this meeting by Rebecca
 1. Bayer did support the speaker with \$5k!
 2. A wonderful speaker will be there, Ebony McGee

- a. Ebony's focus is on how to keep minorities in STEM disciplines and healthy and fulfilled there. She was in the top category of speakers and will give a talk.
 3. Food may be scarce! But even so, it will be a good talk.
 4. No action items for committee members, Lesley and Imara should probably meet independently.
- iv) Networking event & award recognition – we need volunteers to attend and welcome our awardees and host tables about topics relevant to women, e.g., science parenting, etc.
 - i. Whoops! Rebecca forgot about this. We need a couple of volunteers to talk about parenting or about WiPB with folks that want to network in these areas. **Rebecca will highlight this request in a follow-up email.**
4. Other updates: Newsletter-interviews, Burcu rocked Women's History Month! Balpreet and Burcu will work together to interview additional women scientists.
 - Consider your readers and aim 1.
 - Consider non-traditional career paths as one of the women.
 - **Let Balpreet and Burcu know if there are specific folks you recommend.**
5. Centennial Challenge update (Rebecca):
 - i) We are attempting to recognize notable women plant biologists (international or national) to get ASPB Pioneer awards. There are sizeable new donations of \$40,000k.
 - ii) Thank you for nominating additional women pioneers here [PotentialCandidates.xlsx](#)
 - iii) Report from our Women's History Month Activity to broaden our pool of potential candidates.
 - We requested folks to "Celebrate Herstory" by nominating women in plant biology Results to be posted on the Plantae Website pending confirmation that all included are women scientists.
 1. Thanks to Jayson Padilla, Sarah Black, and you all for edits on the document. It was a successful request.
 2. We do not need to make exceptions; the list is okay as is.
 3. **Rebecca will email requesting posting to folks. Including publicly available photos, or submit one.**
 4. **Rebecca will send the info to Jayson Padilla and Sarah Black and request them to post it to Plantae.**
 - We reviewed the list (access linked) and decided who to post (above) and who might be applicable for a Pioneer Award.
 1. Criteria for inclusion as a pioneer nominee:
Stage (skew toward more mature scientists)

Leadership in companies
Educator
Excellence in mid-career

- Finalizing our Pioneer Nominees:
 - We decided in a previous meeting to have two classes of nominees.
 1. Nominated and completely funded
 2. Nominated and “bundled”

Rebecca will make a list of all nominees (ours and the approved history month ones).

The list of current Pioneers is here: <https://aspb.org/membership/aspb-pioneermembers/>

Crispin will compare Rebecca’s list to the Pioneer list
 - Our next task is to rank candidates. Distinguishing features to note.
 1. Still working? Still living? Because of the likelihood of additional funds (this will distinguish the type of support we can offer).
 2. Area of research
 3. Impact of research (metrics/generating fields/transformational=textbook, Wiki?)
 4. Education
 5. Leadership (Company ownership/company involvement project direction/academic leadership including WiPB promoting plants)
 - Ranking process:
 1. **Rebecca will send the compiled sheet out for all to voluntarily sign up to write about those whom they know (same field, same company, some prior knowledge). Crispin’s comparison will happen during this time. After this, Rebecca will assign the remaining people randomly.**
 2. **The fully assigned sheet will be sent out, with headers for the distinguishing features to note. If you are assigned, your job is to fill in the information to the best of your abilities for that candidate by the deadline.**
 3. **Rebecca will send the fully completed sheet out for voting. You are only responsible for voting on your assigned candidates, but welcome to vote on all candidates. The goal is to avoid small-sample bias so that you can see your “top candidates” in the context of the other candidates.**
 4. **We will meet with the completed sheet as a basis for a decision in June. We noted our desire to ensure multiple fields are represented, and historical pioneers as well as key educators.**

8. Calls for other Business, with no other business noted.

9. Adjournment at 10:30 am central time