Impressions of the PAB

December 2020

GEM3 Year 3 Annual Meeting

Via Zoom

Strengths: Workforce Development

- Translation of GEM3 science into Spanish is significant for motivating non-native English speakers interest in STEM

- Creative adaptations to COVID including VIP/ROAR programs

- Progress in broadening participation impressive
  - SARE has also had diverse participation with 71% of the recipients being female and 59% URM in Summer of 2020

- Idea of "decolonizing" extendable to science

- Success in SARE in attracting Shoshone-Bannock students

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Strengths: Management and Diversity

- Project leadership (Andy, Rick) doing an amazing job

- Leadership structure to include co-leads at each institution

- Gender diversity in leadership; number of females at faculty, post-doc, grad, undergrad levels

- PUI faculty member as interface effective

- UI in final stages of hiring Visiting Tribal Scholar which will have a positive impact

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Strengths: Research

- Progress in modeling working groups is excellent

- PAB's recommendation regarding diel temperature impacts implemented

- Interaction with stakeholder groups strong

- Modeling activity building in earnest

- Leadership very responsive to add expertise in hydrologic modeling which is already helping integrate trout/sage via fire/water issues

- Sagebrush and trout have come a long way in just a year (more coherent and broadened focus to better integrate and support the 3M's)

- Sagebrush genetics group has made excellent progress

Strengths & Challenges: The Meeting

- Very high level of participation overall

- Some really effective strategies for management
  - Lightning talks informative and well delivered, an effective strategy
  - Posters available ahead of time for reading/comments
    - Videos were great addition and good professional development
    - Presenters gave feedback on questions posed
  - Breakout groups where everyone added to one big Google doc

- Need scheduled breaks each day

- Need shorter days

- Would like a presentation by the external evaluator at the meeting and a data management presentation

Challenges

- Project developing good integration and should keep moving forward toward synthesis (combining of diverse concepts into a coherent whole)
- Progress in modeling working groups should be used to create data flow diagrams as suggested in RSV report
- Everyone needs to understand what is required for a phenomenon to be included in an ABM and what conclusions can be drawn from ABM modeling
- Sagebrush genetics group has progressed well: will be a challenge to sort through all the potential genes to determine focal genes
- Context for EDI is changing and broadening participation goals need to continue to be supported
- Could have more doctoral committee members from other theme areas on committees

Recommendations

- Encourage project to continue its successful focus on broadening participation that is changing the demographics of science in Idaho
  - Includes faculty and student training as well as changing tenure guidelines
- Strongly support the Tribal faculty position progress at UI and ISU; urge ISU administration to prioritize the Tribal faculty line
- PAB encourages continued pursuit and advancement of the broadening participation goals to fulfill the obligations of National Science Foundation federal grant, including diversification of the faculty. We encourage continued expansion of the excellent ongoing work through increasing participation in inclusive mentoring education, expanding assessment for climate/inclusion in research projects, inclusive pedagogy approaches for digital environments.

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