**February 27 COSAM Accountability Meeting**

**In Attendance- Jessica Gilpin, Dave Crisostomo, Meagon Bryant, Melissa Halford, Claire Zhang, David Brink Roby, Edward Wiggins**

Jessica Gilpin (COSAM Outreach)

* EmpowHer event – 130 historically excluded 8-10th grade girls
  + Rural and urban schools attended
  + All COSAM departments were represented
* Vex State – robotics competition 2/23-26
  + 80 teams a day
  + Graduate student representation was strong
* GEARSEF (Greater East Alabama Regional Science and Engineering Fair) – 2/24
  + Central AL regional science fair for kids
  + State fair coming soon
    - Graduate students can help with junior division
    - Screaming Gummy bears
* Science Pub 2/21
  + Bill Haines – geology
  + 50 attendees (faculty, grad representation)
  + Chemistry – March 15 (expect flyer from Jessica)
  + K Award

David Crisostomo (Chemistry)

* Hired a woman faculty member! Her lab is already up and running
* ACS chapter is working to include undergrad students in the department
* OurSTEMStory – March 27 – Stephanie Knezz “Using Identity to Make Chemistry Inclusive”
* Meeting with committee this week (also discussing being science fair judges)

Meagon Bryant (COSAM Career Services)

* Industry Day 2/14
  + 105 student attendees
    - 40 interviews scheduled
  + Employer surveys raved about professionalism of students
  + Student surveys appreciated this opportunity and asked for more pharmaceutical sales, environmental health (potentially expanding beyond COSAM)
  + Logistical concerns (parking, picking a date with few conflicts)
* Healthcare Industry Day 3/23 1-3 PM in Student Center 2222
  + Collaboration with CLA
  + 20 employers (waitlist)
* COSAM has branded water bottles for expanded promo - $8 a case
  + Expect email
  + Design can be altered to meet your needs

Melissa Halford (Physics)

* Women in Physics group is starting (not official student org yet)
* Three faculty candidates came on campus for interviews
  + Search committee chair is on DEI committee and made sure to meet with Kim, get standardized graduate student feedback on candidates, expand stakeholder perspectives during candidate interviews

Claire Zhang (Math)

* Parker Hall restroom on second floor is now gender-inclusive
* Has hired four new faculty to start in the fall
  + New faculty in combinatorics so opportunities for more grad students to have mentors
* Sporting event for faculty, student, staff cohesion
  + Whiffle ball last year; kickball this year
* Prospective grad student welcome week in the fall
  + Intended to fill in gaps of information not covered during orientation

David Brink-Roby (Geosciences)

* Geofied meeting
* Grad students are having town hall after spring break
  + DEI-focused discussion but not exclusively so
* Discussing bringing in grad student to handle DEI concerns
* HR language for complaints as discussed last month – looking forward to discussion with Stephanie Woodley next month

Courtney Leisner – Biological Sciences

* Grad studies (Wada)
* Graduate recruiting event was conducted in January
  + Exit survey was given (demographics, feedback on the event, presence at SACNAS/ABRCMS)
  + How effective the outreach events are helping for recruitment?
* Seeking suggestions for other ways to advertise the program
* Inclusive activities (Counterman)
* Community garden accessibility (ADA accessible beds)
  + Got 85% of funds so we can start this project
  + Initiative by Krista Finke
  + Can purchase the garden beds and install them
  + Local rep for AARP reached out to submit for funds for a community service project (upwards of $10,000)
  + Will start a meeting with facilities to get the project started to get things installed in the next year!
    - Also working on parking and drop-off areas, signage, irrigation, storage bins
    - Will need help once the pieces come in (labor and installation)
* Brown bag experiments
  + Workbook, coloring books and brown bag experiments (owl pellets) is on-going (initiated by Valerie Tisdale)
  + Counterman lab is working on implementation of this as part of his CAREER proposal
  + Working with middle school teachers and classes to send out brown bag experiments in the fall 2023
* Postdoc Affairs (Lawas & Ficarrotta)
* How do we want to distribute the postdocs across the subcommittees?
  + Transient nature of postdocs makes this difficult so maybe as members across committees, but not their own committee
* Ideas for promoting the welfare of postdocs across the department
  + Postdoc directory on the DBS website is outdated
  + Postdoc representatives on faculty search committees or graduate studies (committees that have a graduate student representative)
* Someone as a program officer for postdocs (equivalent to a GPO/UPO)?
  + No postdoc affairs office university-wide (move outside of the graduate school)
* Postdoc funds for travel? Do they qualify as faculty for these grants?
* Undergraduate recruitment (Kearley)
* Samford School outreach activity
  + Bring specimens to these activities
  + Also owl pellet video (put on DBS DEI shared Box folder)
* Trying to have more continual outreach in local HS
  + Reached out to some local schools (Loachapoka, presence in early April possibly)
* Tie to holidays (Earth Day) or other important dates
  + Reach out to schools that aren’t normally connected with the university and advertise opportunities
* Warner, Wolak and Counterman are working with COSAM about a unified page for outreach events that are associated with local schools (MS/HS teachers as the focus for outreach)
  + To also advertise the outreach programs provided through DBS
* BSGSA (Chandran)
* Graduate student survey sent out, awaiting on responses (have some come in)
  + May need help evaluating the responses
* Prison arts education initiative (hopes of revival of this)
  + Haruka also involved
* Workshops (Hood)
* In January there was a workshop on ableism (Director of OA office came)
* Safety for field research guide
  + NSF now requires a document on how you keep people safe who are doing field work
  + Trying to coordinate with Steph Shepard
  + Trying to get going or having a general discussion
* Short description of financial landscape of students at DBS faculty meeting (upcoming)
  + One example is how students can use financial aid for study abroad programs
* DEI in the classroom (Zanzot)
* In January there was a Monday Morning Coffee Talk about DEI in the classroom geared toward GTAs (led by Morgan Muell) (how to make an inclusive and equitable classroom environment)
* Workshop led by Tal Peretz on promoting DEI in the classroom via Zoom that Djibo attended
* “Office hours” to promote DEI in the classroom (faculty can come with questions)
* Plans for the new STEM Ag building to do a mural project (a few years out)
* COSAM Task Force (Leisner)
* Climate survey
  + Haruka, Djibo, Matt Kearley will help Courtney with this
* Task force rep will now be Moises Bernal

Edward Wiggins – OIED

* Casual COSAM Connections – March 24th from 2:30-4:30 PM in ACLC 208 and 242
  + a recruiting event for admitted COSAM students
  + We are inviting UPOs and first-year professors to attend so that families and students can chat with them
* Spring Into Science – April 12 from 4-6 at the Auburn and Opelika Boys and Girls Clubs
  + GWIS and OIED are collaborating on a science night for students at the Boys and Girls Clubs.
  + There is a 40-volunteer cap so we are limiting the signups to GWIS participants, OIED Ambassadors, and COSAM Leaders for now.
* DEI Certificate Program
  + OIED is in the early stages of developing a STEM DEI certificate program for undergrads.
  + In upcoming meetings we will discuss further opportunities for partnership with the departments on this initiative.
  + Jessica suggested we explore AUTeach (affiliated with the UTeach program)
    - Dr. Shepard and Dr. Schnikta are contacts