

ASEE 2020 ERM Business Meeting
Tuesday June 23, 2019 3:30 to 4:30 p.m. EDT
Virtual Meeting

1. Welcome & Review of Agenda- Sarah Zappe
2. Consent Agenda (Attached)
Reports from ERM leaders:
 - Secretary/Treasurer – Tamecia Jones
 - Task Forces on Finances – Holly Matusovich
 - Vice Chair for ASEE 2019 – Joyce Main
 - Vice Chair for ASEE 2020 – Jay Pembridge
 - Vice Chair for ASEE 2021 – Kerrie Douglas
 - Vice Chair for FIE 2019- Alejandra Magana- No report
 - Vice Chairs for FIE 2020 and 2021 Rachel Kajfez and Geoffrey Herman
 - FIE Steering Committee – Cindy Finelli, PK Imbrie, Senay Purzer
 - Vice Chair for Publications – Micah Lande
 - Nominating Committee – Nicole Pitterson
 - Apprentice Faculty Grant Committee – Courtney Faber and Rachel Anderson
 - FIE Helen Plants Award Committee – Brook Coley – No Report
 - Dasher Award – Emily Dringenberg- No Report
 - Best Paper Award for 2019 ASEE Conference – Jake Grohs
 - Diversity Chair – Beth Cady
 - Directors- Samantha Brunhaver, Aditya Johri, Stephanie Cutler, James Huff
 - Directors at Large- Justin Major and Nadia Kellam
3. Ice breaker
4. Updates
 - Diversity Chair Report
 - New ERM Fellows: Congratulations!
 - Maura Borrego
 - Monica Cardella
 - Monica Cox
 - PK Imbrie
 - Agnieszka Miguel
 - Margot Vigeant
 - FIE 2020 updates
 - Opportunities to get involved with ERM
 - Committee Members: Nominating, Diversity Paper, Best Paper, AFG
 - FIE Steering Committee (3-yr position)
 - Vice Chair for FIE 2022 (3-yr position)
 - Vice Chair for ASEE 2022 (3-year position)
 - Apprentice Faculty Grant Committee Co-Chair (2-year position)
 - ERM Best Paper Committee Chair
 - Reminder re: ERM Community Celebration & Awards Reception
5. PIC Chair Report

6. Progress on strategic planning
7. Break-out groups: ERM Anti-Racism Efforts
8. Large-group discussion: ERM Anti-Racism Efforts
9. Thank you!

Consent Agenda Reports

Chair- *Submitted by Sarah Zappe*

Wow, what a whirlwind 2020 has been so far! When I became chair in 2019, I knew I would be inheriting some financial challenges for the division. But those difficulties pale in comparison to what the United States and the world has been struggling through these past few months and to what each of us as individuals have been experiencing. So, here we are, in 2020, meeting virtually for the ASEE conference, in the middle of a global pandemic and (for those of us in the United States) experiencing strong civil unrest due to ongoing and heartbreaking systematic inequalities. Who would have predicted this last year, when we met in sunny Tampa, Florida that our beloved ASEE conference would not be held in Montreal, but instead would be held remotely? Certainly not me. Sometimes I still look back and have to pinch myself that all of this is really happening. There have been many times this past semester that ERM members have reached out to me, to share their stories and heartaches, and to give me words of wisdom on how to approach these challenging times. I want to thank those of you who reached out and to say that I appreciate all of you. Hang in there, ERM members! We will come back and become stronger.

I wanted to share with you some of the goals I had for ERM this year and what we have accomplished so far. The strategic goals laid out in 2019 were as follows: 1) be perceived as a community where its members feel welcome, included, and that they have a voice, 2) be leaders in having conference sessions that are interactive, innovative, and engaging, 3) have a greater number of members who are nominated and potentially win ASEE awards, and 4) be financially stable and rebuild reserves. For each of these strategic goals, a task force was created to identify ways that we can meet these goals. Some of these have proven more difficult than others, as the virtual ASEE event has shifted our focus. For each of the goals, I have listed several steps we have taken and ideas for where we will go next.

1. Increase sense of community for ERM (Task force: Nadia Kellam, Justin Major). Having ERM be more welcoming is one of the goals I consider to be most important, and most dear to my heart. Across almost any survey ERM sends out, we often hear that members feel like ERM is not welcoming to some of its members. Nadia and Justin have worked this year to identify ways to make our community more welcoming. While some of their ideas will have to wait until our in-person meeting next year, some you will see being implemented for this conference (such as the change of names for different ERM events). Please see their report below for the work they have done this past year. I would like to expand on this goal for the next year, by having ERM develop an official anti-racism stance, complete with concrete actions that we can take to further promote inclusion.
2. Conference sessions that are interactive, innovative, and engaging (Task force: Stephanie Cutler with Jay Pembridge). Stephanie, who is also very involved with the Faculty Development Division, has been instrumental in encouraging interactive and innovative sessions. She had been working

with Jay to encourage interactive sessions, although the transition to the virtual conference shifted this work to providing expectations on how to make more engaging online sessions. We're hoping that in 2021, we can meet in person and work to have more interactive and engaging in-person sessions once again!

3. Increase nominations for awards (Task Force: Samantha Brunhaver, Aditya Johri, James Huff). We wanted to work to increase the number of nominations (and potentially awards) given to ERM members by ASEE. In the past, we had not systematically attempted to nominate ERM members for these awards. Sam, Aditya, and James worked to encourage ERM members to nominate themselves or to have us nominate them. For 2019, a lot of the work was on figuring out the process of the awards and how it would be the most streamline method. For more information on progress for this goal, see the Directors' Report below.
4. Financial stability (Task force: Holly Matusovich, Matt Ohland): We are working towards more financial stability in several ways. The 2019 FIE conference netted the ERM budget over \$16,000. Given that 2020 FIE was scheduled to be international, and with the unknowns of how much money we could earn (or owe) for that conference, I made the decision to be financially conservative in 2020, making the same financial decisions that Holly had made in 2019. The 2020 FIE conference will now be held virtually, which has some financial uncertainty for ERM. The FIE Steering Committee has been exploring the financial impact of a virtual event and is hopeful that the event will not result in a financial loss. Holly and Matt have also worked to explore changing the dues for ERM (which is currently at \$3) in order to better protect us from financial losses in the future. Please see Holly's report below for more details about the work of the financial task force.

Finally, I wanted to thank the members of the ERM Executive Board for their support and help during the past year. As I compiled and read the reports in the consent agenda, I am humbled to see how many of our members have worked so hard towards these goals. I am also humbled at how many of the ERM Executive Board members stepped up to help with the planning of the virtual events. It takes a village to make all of these things happen...and ERM is a great village! While we still have work to do to meet our strategic goals, we have made many accomplishments during this past year. In addition to thanking all of the Executive Board, I also wanted to personally thank Jay Pembroke at Embry Riddle for his work at program chair this year. This is a position that always is quite a bit of work, but with the shift virtual, the workload was even higher. Thank you, Jay!

To those of you who want to become more involved in ERM, please send me an e-mail! There are several new opportunities that have opened up. Also, if you have suggestions on how to improve ERM, particularly regarding making our community more welcoming, please let me know.

Thank you for the opportunity to serve as the ERM Chair this past year. I look forward to working as chair of ERM for one more year...and hopefully we can meet in person in 2021!

Secretary/Treasurer Report- Submitted by Tamecia Jones

For the 2019-2020 conference year, the leadership planned conservatively for the second year in a row around expenses. Our plans to reduce reimbursements and instead request disbursement travel awards and comp Brouhaha tickets seemed to be supported by members and winners. Last year we also provided complimentary tickets to AFG mentors also.

Due to cancellation of the face-to-face annual conference, ERM Brouhaha was cancelled before we had to commit any deposits. However, we will incur costs for printing and mailing of certificates or plaques.

Changes that were implemented over the course of the year include:

1. ASEE switched to ACH transactions to replace paper checks after COVID19 forced telework situations.
2. As reimbursement forms are processed (W-9s and now banking information) via transmission via email, so secretary-treasurers need to be mindful of security and privacy issues with their respective IT offices. I created a sensitive data folder that was Google Drive encrypted and shared it as a drop receptacle for forms that only individuals and ASEE accounting staff could access. Otherwise, there may be challenges in communicating and transferring forms because of the personal data involved.
3. Due to COVID19 and a virtual conference, some AFG winners requested checks (Smith) and other AFG winners will be documented to receive checks for the next conference in 2021. Those names will be shared in a spreadsheet with the incoming secretary-treasurer.

Account balances as of March 31, 2020:

BASS Account: \$15,442.69

There was an FIE overage of 16,273.47. It will be added to the current balance. These totals do not reflect any transactions that took place in April, May or June 2020. These transactions would include Best Paper and AFG award winners.

Task Forces on Finances – Submitted by Holly Matusovich

We have had robust conversations during the business meetings at the last few ASEE and FIE conferences. After examining rates for other divisions, we polled the Executive Board and the membership at large to determine the appropriate rate. Survey options included: \$3 (current rate), \$5, \$7, \$10, or \$12. We had 229 responses from ERM at large (roughly 1/5 of the membership) that included students and non-student members and newer and longer-term members. Data analysis suggested that a raise in dues to \$7 would be appropriate. The Executive Board voted 100% in favor of this change. A majority of the Executive Board also voted in favor of waiting until after the current conference to seek a vote of approval from the larger membership prior to implementing the raise in dues. Such a vote is planned for Fall. Responses to open-ended questions on the survey that went to the membership at large also suggested a focus on making the Brouhaha (now known as the ERM Annual Community Celebration & Awards Reception) more financially accessible. Cost savings from a virtual conference this year and a surplus from 2019 FIE put us in a better financial position. The financial impact of FIE (which will be held virtually in 2020), is uncertain right now.

Vice Chair for ASEE 2019- Submitted by Joyce Main

Lisa Benson, Professor of Engineering and Science Education at Clemson University and Editor of Journal of Engineering Education, will be presenting this year's ERM Distinguished Lecture. Her talk is entitled, "Talking the Talk and Walking the Walk: How Our Publications Reflect the Engineering Education Community."

Vice Chair for ASEE 2020- Submitted by Jay Pembridge

During the 2020 ASEE Virtual Conference, ERM hosted 134 papers, 2 workshops, 2 social events (one co-sponsored with the Student Division), and 1 Distinguished Lecture presented by Dr. Lisa Benson. The

previously held annual Brouhaha was changed to the ERM Annual Community Celebration & Awards Reception and the Breakfast with Champions was changed to the ERM Community Breakfast. Based on the transition to the virtual conference platform, the ERM Community Breakfast was cancelled with some intended elements of the social to be addressed in the session

The call for papers, panels, and workshops was posted in early August 2019. The only change to the call from previous year was a note encouraging potential paper authors to begin considering the use of a non-traditional presentation if their paper was accepted.

Abstracts were submitted for 4 types of papers that were accepted: Research, Theory, Evidence-based Practice, Work-in-Progress. The following table summarizes the abstract and paper counts:

Stage	#	Median Rating
Abstracts Reviewed	(279)	
Abstracts Accepted	256	N/A
Abstracts Rejected	23	N/A
Draft Papers Reviewed	(181)	
Draft Papers Accepted	78	Very Good
Draft Papers in Revision	87	Good
Draft Papers Rejected	16	Mediocre
(Revisions Rejected)	(2)	Poor
Papers Finalized	134	Very Good

Paper abstracts were reviewed by 359 unique reviewers and papers were reviewed by 328 unique reviewers. Each abstract had three reviews. Reviewers were assigned as close to topic alignment with their area of expertise as close as possible when possible. At the draft paper stage, all but 22 papers had three reviews. A majority of these reviews were conducted by the same reviewers who reviewed the abstract. 22 papers only had two reviews at the draft stage, but had three reviews at the revisions stage, if a revision was requested.

Proposals were also accepted for Panel Sessions and Workshops. ERM received eight proposals for workshops. All eight proposals were reviewed by at least three reviewers. Five proposals were accepted. Of those five, one was requested to be removed from ERM and was submitted to ASEE and two were cancelled given the circumstances surrounding the events surrounding COVID-19. ERM also received three panel session proposals. Only one was accepted. With the transition to online, the panel session moderators requested that it be cancelled.

Transition to Virtual Conference – Following the issues associated with COVID-19, ASEE announced the move to the virtual conference April 10. During this time there were several extensions to draft revisions and other deadlines. ASEE altered the schedule for 20-minute technical sessions focused on Q&A, 30-minute panel sessions, and one-hour workshops offered throughout the weekday. The new virtual conference required authors to create a 15-minute video using an ASEE provided template and a one-slide

summary that would be used for introductions during the technical session. ERM authors were advised to keep their videos between 8-10 minutes in length. Authors and moderators were continually updated throughout the transition to the virtual conference.

Vice Chair for ASEE 2021 – *Submitted by Kerrie Douglas*

Annual Community Celebration and Awards Reception will take place on Wednesday 7-9 pm. While registration is required, the event is free and will be made available for those not attending ASEE this year. The theme is “Your Dream Destination”. Prior to COVID-19 pandemic, we had scheduled the event to be at Fish Bone in Montreal, less than 1 mile from the convention center. We were able to cancel this reservation and no charges were incurred ERM. The shift to a remote conference caused us to move the event to online. the emphasis on the evening will remain to celebrate our awardees, facilitate folks making connections, meeting new people and connecting with those they know, and to support each other during these unusual times.

Vice Chair for FIE 2019 – *Alejandra Magana – No report.*

See FIE Business Meeting report and FIE Steering Committee report below.

Report from Vice Chairs for FIE 2020-2021 – *Submitted by Rachel Kajfez with input from Geoffrey Herman.*

- Vice Chair for FIE 2020- Rachel Kajfez
- Vice Chair for FIE 2021- Geoffrey Herman

General Information for FIE 2020

- The conference General Chair (Arnold Pears) was part of many bi-weekly TPC meetings.
- The chair of the TPC was Rachel Kajfez, ERM. Last year was James Harland, IEEE Computer Society.
- Current paper counts (accepted with revisions are still being finalized)
 - 774 abstracts submitted across all paper types:
 - 10 rejected, 265 withdrawn for a 98% acceptance rate based on those not withdrawn (this is similar to last year’s rate (97%) but higher than normal)
 - 499 papers submitted across all paper types:
 - 184 accepted, 282 accepted with revisions, 33 rejected (similar to last year’s numbers)
 - ~425 final papers anticipated (the typical target is 400)

Big Changes for FIE 2020

- The conference will be online. FIE 2021 will be held in Nebraska as planned. FIE 2022 may be held in Sweden. If it is, this would allow us to retain deposits placed on the location and have lower registration fees for FIE 2020. The steering committee is still working out the details, but information should be available soon.
- There was a new paper management system and conference vendor.

Improvements from FIE 2019

- The 2020 paper management system provided much flexibility in terms of the format. The vendor was open to suggestions and worked to make the system what we needed. We found the platform to be user friendly for authors and received few questions from authors.
- The paper review process was smoother this year with more reviews being completed on time. This resulted in few emergency/last minute reviews. It should be noted that in the new paper management system, authors are by default required to review opposed to accepting a review as was the case with EDAS.
- We provided more guidance to reviewers than in years past. As such, we received less complaints about the quality of the reviews but acknowledge that more work is still needed.
- Communication with authors was more timely via email and the website. For example, the in-person plan for WIPs was posted on the website well in advance of last year.

Challenges

- COVID-19 caused the conference to extend paper deadlines and move the conference to an online format.
- While the timeline was better, there were still many extensions (some due to COVID-19 but others that were not).
- Need to continue to improve communications with authors and co-authors (e.g., co-authors cannot be formally entered in the paper management system at this time, so they do not get any communication).
- There were great delays in getting everything needed from IEEE to process final papers. We have finally received the needed information and can move forward with PDF generation.
- FIE has used EDAS for many years. As such, much of the materials needed by TPCs lived in EDAS. When we switched to the new paper management system, many of these materials were recreated and updated to align with the new system (automatic email updates, rubrics, paper descriptions, etc.).
- Bringing a new conference vendor up to speed on FIE and our process took a great amount of time. We invested this time this year and hope we do not have to do that again in the near future.
- Working across time zones with the vendors was challenging, but the vendor made themselves available as much as they could.
- While the new paper management system worked, minor things were missed this year that could easily be added next year (e.g., no best paper box to check when reviewing). Additionally, having two logins (one for authors and one for reviewers – and a third if you were an administrator) was challenging to manage but not impossible.

FIE Steering Committee – Cindy Finelli, PK Imbrie, Senay Purzer

Report on FIE 2019, in Cincinnati, OH (Oct 16-19, 2019)

Paper count

- Number of abstracts submitted: 629
- Number of abstracts accepted: 613
- Number of papers submitted: 414
- Number of papers accepted: 381

Finances

- Total conference expenses: \$240,519.74

- Total conference income: \$289,345.00
- Total revenue: \$48,825.29 split equally between the 3 sponsoring societies (\$16,275.10 each)

Report on future FIE conferences

- FIE 2020 will be VIRTUAL (Oct 21-24, 2020). This marks the 50th FIE conference.
- FIE 2021 will be in-person in Lincoln, NE (Oct 13-16, 2022)
- FIE 2022 will be in-person in Upsala, Sweden (Oct 8-11, 2022)

Vice Chair for Publications- *Submitted by Micah Lande*

ASEE Handouts

The traditional handouts for ASEE ERM sessions are posted to the <http://erm.asee.org> website (link on the main page or directly: <https://erm.asee.org/asee-2020/>).

Particularly useful for this conference is a PDF list of ERM sessions with direct links to the ASEE Virtual Conference and a calendar of ERM events throughout the week: <https://j.mp/ERMSchedule>. These will be posted in virtual sessions.

Social media

ERM is now on Facebook (<http://facebook.com/groups/ASEE.erm>) and Twitter (http://twitter.com/ASEE_erm)! For the latter, use suggested hashtags #aseeERM & #aseevc.

Thank you!

Thanks to Geoffrey Herman for 6 years as Webmaster and Vice Chair for Publications.

Nominating Committee Report-*Submitted by Nicole Pitterson*

Thank you to all who ran and who participated in our 2020 election! Congratulations to the newly elected ASEE ERM officers. Their names and elected positions are as follows:

- Director – Courtney Faber (University of Tennessee, Knoxville)
- Director – Adam Kirn (University of Nevada, Reno)
- Secretary/Treasurer – Alex Mejia (University of San Diego)

The elected officers have accepted their roles and are ready to serve the ERM division and ASEE more broadly.

Apprentice Faculty Grant Committee- *Submitted by Courtney Faber and Rachel Anderson*

We finalized edits to the Apprentice Faculty Grant (AFG) applicant and reviewer materials to ensure consistency in how the goals of AFG are framed and place the emphasis on potential contribution to the field rather than a need for mentoring. We started the process of making these edits at the 2019 ERM business meeting where Jennifer Bekki and Courtney Faber brought up the challenge of competing goals for AFG and sought initial input from the community. During the fall semester, Courtney Faber and Rachel Anderson sought additional feedback from the ERM community about the description of the Apprentice

Faculty Grant and the perception of the award within the community by sending out a survey. We received 16 responses and proposed three options to the ERM board for modifying AFG to ensure the primary goal is clear and consistent with ERM's vision. Based on recommendations from the board, feedback from the broader ERM community, and our experience with AFG, we decided to move forward with the option to prioritize potential for contribution to the field. We went through multiple rounds of revisions for the AFG description posted on the ERM website and for the reviewer feedback form. These updated materials went live for the 2020 AFG applications. We believe the edits were beneficial as we did not receive concerns raised about how to prioritize the AFG goals in reviewer feedback like we saw in prior years.

We received 13 applications for the 2020 ASEE ERM AFG program. We asked previous AFG award winners and current ERM members to be reviewers for this year's award selection, and 12 reviewers graciously gave their time to provide thoughtful reviews of our applicants. The applicant pool was very competitive, and we ultimately named four AFG winners:

- Jillian Seniuk Cicek - University of Manitoba (mentored by Alice Pawley)
- Aaron Johnson - University of Colorado Boulder (mentored by James Huff)
- Jessica Swenson - University at Buffalo (SUNY) (mentored by Heidi Diefes-Dux)
- Christina Smith - Brown University (mentored by Allison Godwin)

Each AFG recipient was matched with a mentor within the ERM community, received a \$250 cash award to support registration for ASEE, and a certificate, and will be guests of honor at the ERM Annual Community Celebration and Awards Reception. In lieu of the mentor-mentee ice cream meeting, we had a virtual meeting with the AFG recipients and available mentors at the end of May. This gave them the opportunity to meet us and one another in a smaller setting. In order to recognize the recipients virtually, we asked the mentor-mentee pairs to record short video introductions that were shared through ERM's social media and website. We also made the typical baseball cards and shared them digitally through the same platforms as the videos.

We had one AFG recipient who was not able to attend the ASEE virtual conference because of complications due to COVID-19 (change in summer teaching schedule and restrictions by university for non-essential spending). However, they will be attending both the business meeting and Annual Community Celebration and Awards Reception.

Helen Plants Award Committee- *Brooke Coley – No report*

Dasher Award Committee- *Emily Dringenberg No report.*

Best Paper Award for 2020 ASEE Conference- *Submitted by Jake Grohs*

The ERM Best Paper Committee, comprised of Nicole Pitterson, Bryce Hughes, Alex Mejia, Cass McCall, Karin Jensen, and Benjamin Ahn, has selected the ERM Best Paper for this year: "It's the End of the World as We Know It, and I Need a Job: A Qualitative Exploration of Mid-Year Engineering Students' Future Possible Careers" by Catherine McGough and Lisa Benson. Congratulations to the winning authors and many thanks to this wonderful committee for their time and service!

For reference, 11 papers met the initial screening criteria (at least 1 Best Paper ranking or at least 2 Excellent rankings from draft review stage) and were further rated by at least two members of the committee. This list of 11 was condensed to 4 finalists which were read, rated, and discussed by all members of the committee in order to determine the winning best paper. The additional finalists under consideration were:

- “The Influence of Connecting Funds of Knowledge to Beliefs about Performance, Classroom Belonging, and Graduation Certainty for First-Generation College Students” by Dina Verdín, Jessica Mary Smith, Juan C. Lucena
- “Redefining Retention in STEM Education: New Perspectives on a Student-centered Metric of Success” by Andrew Forney, Sunai Kim
- “Adversary or Ally”: Undergraduate Engineering Students’ Perceptions of Faculty by Herman Ronald Clements, Brianna Shani Benedict, Allison Godwin, Jacqueline Ann Rohde, Sherry Chen

Thank you to Jake Grohs for serving in this position for three years!

Diversity Chair- *Submitted by Beth Cady.*

Six papers were identified for evaluation of Best Diversity Paper in the ERM division. The papers were reviewed by three ERM division members in addition to the Diversity Chair- Hoda Ehsan, Aaron Johnson, and Svetlana Mitrovski.

The reviewers selected the following ERM Best Paper: “Effects of Test Anxiety on Engineering Students’ STEM Success” by Justin Charles Major (Purdue University), Matthew Scheidt (Purdue University), Allison Godwin (Purdue University), Edward J. Berger (Purdue University), and John Chen (California Polytechnic State University, San Luis Obispo).

Thank you to Beth for serving in this position for three years! And thank you to Walt Lee for volunteering to serve in this position moving forward.

Directors - Submitted by Sam Brunhaver, Aditya Johri, Stephanie Cutler, & James Huff

The ERM Directors piloted a process toward the strategic goal of increasing the number of ERM members nominated for national-level ASEE awards. Specifically, we encouraged members to nominate other members and themselves, and we volunteered to help support nominations. We received one request for support during the 2019-2020 awards cycle. Suggested future steps include clarifying the role of the Directors in this process to include help collecting letters but not serving as nominators themselves.

The ERM Directors also worked with the ERM Program Chair (James Pembridge) toward the strategic goal of being leaders in having conference sessions that are interactive, innovative, and engaging. Conversations for the 2020 ASEE Annual Conference & Exposition began in Fall 2019 and involved regularly meeting with the Program Chair to discuss both session structures and messaging to authors/presenters to encourage less traditional (i.e., lecture-based) presentation styles. The transition to a virtual conference redirected these efforts to setting expectations for recorded presentations and live Q&A sessions to promote engagement.

ERM continued to use a review appeals process for all rejected abstracts and draft papers submitted to the 2020 ASEE conference. Authors had the option to submit an appeal within a short timeframe (3-5 days after receiving a decision) via a Google form. The ERM directors and the ERM program chair (James Pembridge) reviewed each appeal and determined whether to uphold or overturn the rejection. We had four draft paper appeals. The rejection decision was upheld for one paper and reversed (from reject to accept)

for two papers based on an evaluation of the reviewers' comments. The authors of the remaining paper withdrew their paper before their appeal was evaluated.

The ERM Directors worked with Micah Lande to organize the Division Mixer at the 2020 ASEE conference, scheduled for Monday, 6/22, 4:30-5:30 PM EDT. They also organized the ERM Community Welcome session, scheduled for Tuesday, 6/23, 2:30-3:30 PM EDT. The event replaces the previously named Breakfast/Lunch of Champions, to make the session more welcoming and inclusive of new members. A brief panel with 5+ ERM board members will precede an interactive Q&A discussion.

Directors at Large- Submitted by Justin Major and Nadia Kellam

Over the last few years, ERM has been perceived as “un-welcoming” by division members and non-members alike. As Cory Brozina and Justin Major found the prior year, many of these feelings relate to perceptions of ERM as an “exclusive” division. Sarah tasked Nadia Kellam and Justin Major as Directors-At-Large with finding ways to make it more welcoming.

Creation of the ERM Welcoming Committee

Nadia and Justin first created an ERM Welcoming Committee for the conference. The committee, made up of both student and non-student members of ERM, is charged with attending ERM events, and welcoming individuals into the room(s) where the event might take place. For more seasoned members of the division, members of the committee serve the purpose of simply welcoming them. However, for newcomers, the committee rather serves as a first connection. The committee is meant to help break the ice and help newcomers see the inclusiveness the division has tried very hard to create. Unfortunately, due to the virtual nature of this year's conference, the committee will not be used in full until next year's in-person conference.

Renamed Breakfast of Champions

Last year, Sam Brunhaver recognized that both members and non-members alike perceived the “Breakfast of Champions” as a breakfast with champions of ERM rather than attendees as the champions themselves as the event had originally intended. This perception made the event seem exclusive. To reflect wants for the event to be a community welcome, the name was changed to the “ERM Welcome to the Community Breakfast.” Due to changes related to the pandemic, this change will go into effect at next year's conference.

Transformed Brouhaha

The prior year, Cory and Justin found through survey that members, especially graduate students, saw the Brouhaha as an exclusive “invite-only” event which catered only to the “best of the best” in the division. Additionally, at the FIE 2019 conference, members at the Business Meeting identified that the connotations of the Brouhaha name made it difficult for members of the division to pay for their ticket through their university. To deal with these issues, Nadia and Justin changed the ERM Brouhaha's name to the “ERM Annual Community Celebration & Awards Reception” (ERM ACCAR for short). The name reflects the events purpose as a social together, awards reception, and as an ERM community event – not an exclusive event. We hope that by rebranding the name, and by including the Welcoming Committee into the event, that we have helped revitalize the perceptions of the event, and also helped individuals be able to pay to go.

To deal with the “invite-only” aspect, Nadia and Justin planned to email all paper authors and members of our division and the student division with a more personal invite to the event. Additionally, Sarah planned to encourage newsletter-readers to invite others to break barriers too. Even in light of the pandemic and the changed event, described below, this aspect was kept.

Nadia and Justin also planned to make the event more inclusive by working with Kerrie Douglas to develop large-group activities. However, when the pandemic hit, the three instead worked together to transform the

event into one that was virtual. The group decided on a free virtual Zoom event with a fun vacation theme, and the use of breakout rooms for social conversation.