Virtual SABER, held in July of 2020, was a novel endeavor for our community. Because SABER strives to be a responsive organization, changing to meet the needs of our members, we asked several SABER committees to complete an analysis of our post-meeting survey. These reports provide valuable feedback to our community as we look to planning our 2021 gathering, whether virtual or in person.

This set of reports include:
(1) General analysis
(2) Demographics of registrants
(3) Invited speaker
(4) Poster presentation
(5) Sense of place
(6) Mentoring
(7) Abstract review

(1) General analysis

Attendance
- Over 1400 individuals registered
- Our keynote talk was attended by over 500 individuals, as evidenced by the filled webinar capacity
- Attendance data showed an average of ~100 attended each short talk, while long talks, anti-racism introduction, and keynote ranged from 144 to over 500. At least 135 people reported attending poster sessions (64% of survey responses).

Connecting and building community
- Some survey respondents reported connectivity issues (17%), the most common issues included password challenges and rooms reaching capacity limits
- Other connectivity concerns included bandwidth issues, confusion with meeting links, and waiting rooms for the poster sessions.
- Overall, the Slack space was underutilized. Participants suggested a platform connected to the SABER website would have been preferable, or more advertising and promotion of the Slack.

Meeting format
- Survey respondents appreciated the virtual format for being less draining, and facilitating an easy 'hop' between sessions. Recorded sessions made it possible for attendees to attend competing sessions.
- Of particular note, the virtual format supported accessibility, allowing participants to come and go as life needed, to attend while teaching summer classes, and reduced funding.

- The chat function on Zoom supported conversations, feedback, and creating a sense of community.
- The majority survey respondents indicated they would attend future SABER meetings in either a virtual or in-person format, depending on personal circumstances and the global pandemic.
- Over 40% of respondents would pay 50% of our normal registration fees for a virtual conference in 2021.

(2) Demographics

Below, we present demographic information on the SABER 2020 registrations (data gathered from the registration survey). These data were not collected in prior years, so we are unable to compare virtual SABER to historical trends. However, SABER intends to continue collecting demographic information moving forward, as a means to better understand who we are serving, and who we could be serving.
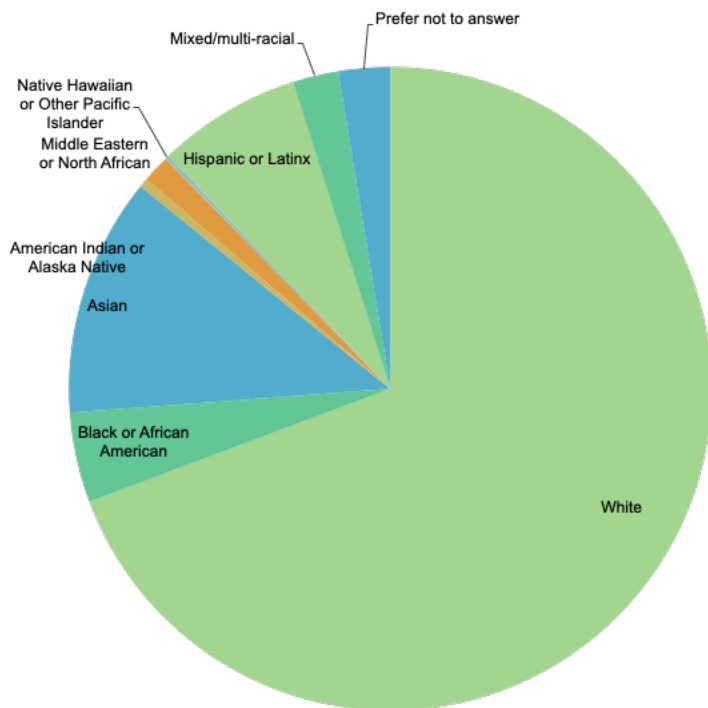

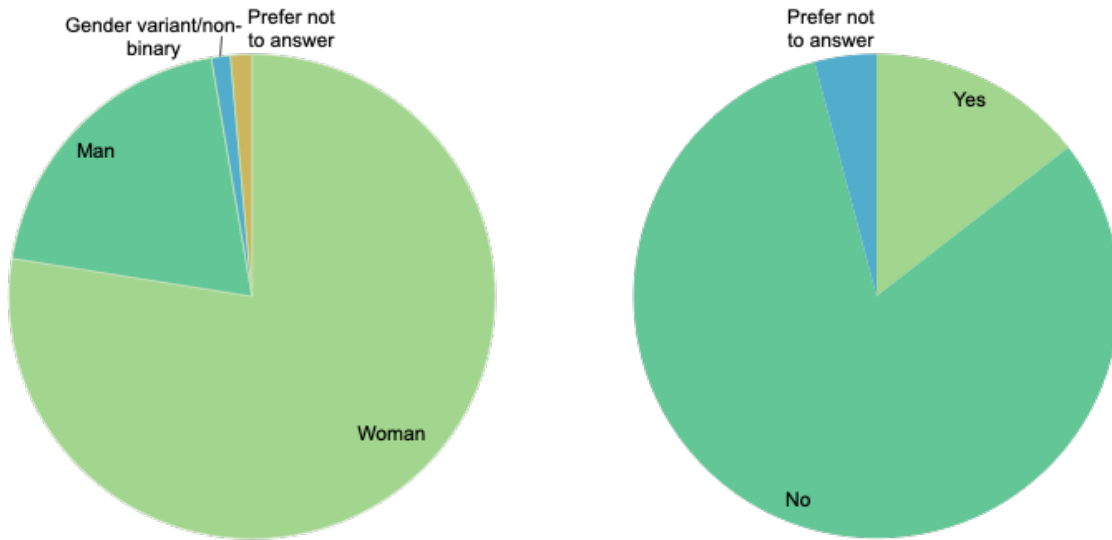**Figure 1.** Racial composition of SABER 2020 registrants

Figure 2. Gender composition (left) and LGBTQ+ status (right) of SABER 2020 registrants
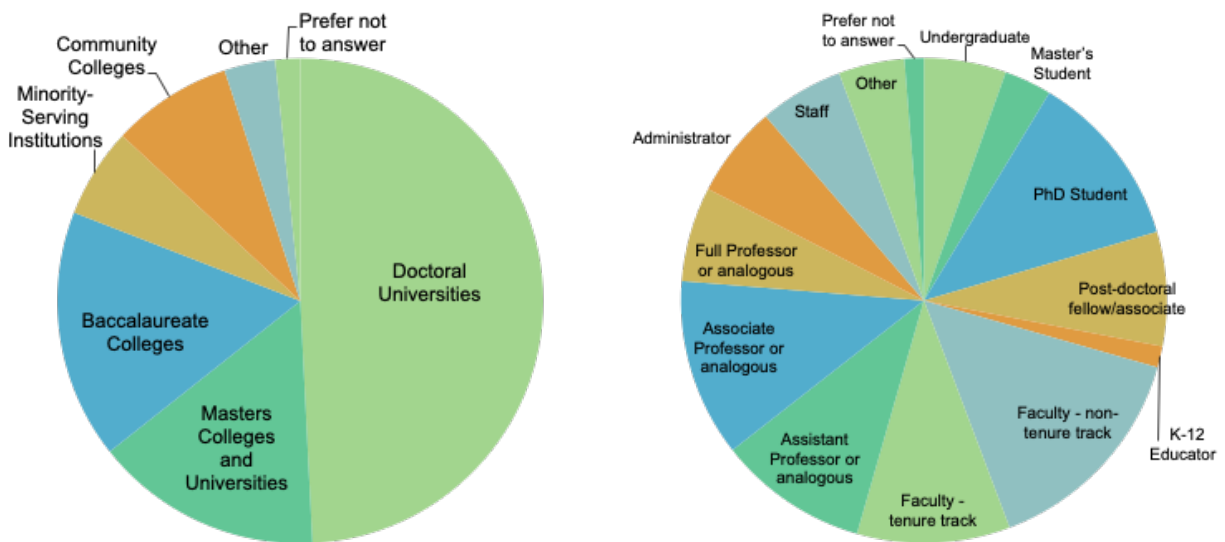

Figure 3. Institutions represented (left) and positions (right) of SABER 2020 registrants

Abstract Committee Report

Major findings:
- Of those who submitted an abstract, 86% consulted the rubric (figure 1)
- The majority of those who used the rubric found it useful in guiding their submission (figure 2) and most found the level of detail to be sufficient to create a competitive abstract (figure 3); only a few felt that it was overly detailed (figure 4).
- Most felt that the rubric was decently representative of DBER work (figure 5), although free response indicated that perhaps our rubric is too rigid for some types of work, especially in the qualitative realm.
- And, just as our committee and our community have been split on this since the beginning, the community is evenly split on whether or not poster abstracts should be reviewed (figure 6).
- Additional suggestions for improvement from the free response question included the following:
  - Perhaps we could include a labeled example
  - Perhaps allow citations (not as part of wordcount)
  - Several felt the abstract asked for more detail than could be done within the word limit so we either need to reduce the detail required or consider increasing the word limit
- This is not an issue with the Rubric, however, many respondents commented that it appears reviewers did not use the abstract in assigning review scores. So, it may be that we need more training of reviewers.
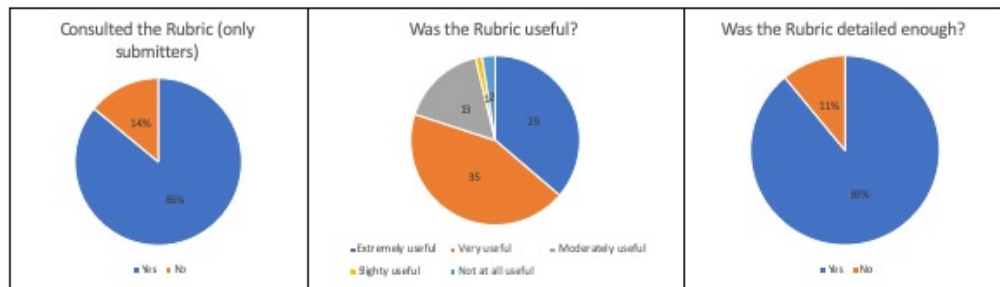

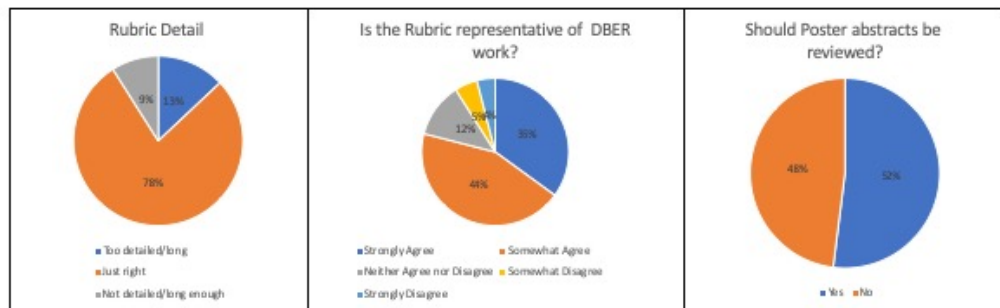
Figure 1   Figure 2   Figure 3

Figure 4   Figure 5   Figure 6

Diversity and Inclusion Committee, Survey Summary

The average response on "I found SABER's 2020 national meeting to be equitable and inclusive" was Agree. Some participants noted that SABER had done more specifically on diversity and inclusion than other meetings/organizations and many noted a positive shift from previous years. Many participants mentioned that they appreciated the work done by the racial justice action group, the self-study conducted by Kecia Thomas (and that she was paid), the affinity groups, the buddy system for new attendees, and the online free format for greater accessibility. Even though folks noted the lack of diversity in SABER overall as room for improvement, they appreciated that it seemed like SABER was acknowledging this problem and making concrete actions to rectify it for future meetings. Some additional challenges for inclusion that were mentioned: not all talks used closed captions (although not everyone had updated software capable of this), more diversity in speakers and on the executive committee, and using interactive practices during talks to enhance equity.

Summary of SABER 2020 attendee survey- Keynote Speaker Selection Committee

Committee members: Stephanie Gardner (chair), Brian Couch, Rebekka Darner, Julie Dangremond Stanton, Robert Furrow, Elisabeth Schussler

Overview of selection process: To select the keynote speaker, the Invited Speaker Committee first surveyed the SABER community, asking respondents to provide and rank potential talk themes and to suggest potential speakers. The committee investigated all community-suggested speakers, aligned each candidate's expertise with the most highly ranked themes, and conducted iterative discussion and voting, resulting in the selection of Dr. Elizabeth Canning.

Closed-ended question summary (~185 responses total):

To what extent does this statement reflect your opinion about the process of selecting a keynote speaker:
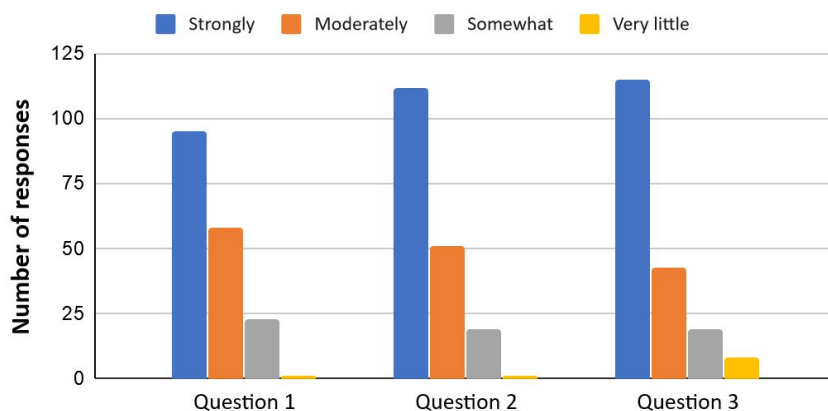
Question 1: The process reflected the research, instructional, and diversity, equity, and inclusion goals of the SABER community.

Question 2: The topic and content of the keynote talk reflected the research, instructional, and diversity, equity, and inclusion goals of the SABER community.

Question 3: The keynote talk gave you new ideas, stretched your thinking, and/or included strategies that you wanted to use or share with others.

Open-ended feedback summary (40 comments total):
Supportive feedback was more common than critique and people highlighted:
- enjoying the practical / applicable implications of the speaker's work
- appreciating that the speaker was from a different field
- getting insight into methodological approaches
- having Slack and the Q&A to have more in-depth exchanges; meeting with Trainees
- enjoying the accessibility of the virtual sessions and wanting some virtual aspect in future years

Constructive feedback and critique provided some actionable ideas and focused on a few key themes:
- wanting a BIPOC speaker and/or generally being more focused on diversity [9 comments]
- wanting more active learning during the talk (something that may have been hindered by the challenges of moving online) [2 comments]
- feeling unclear about the speaker selection process [4 comments]

Synthesis:
Most respondents positively viewed the selection process, topic, content, and keynote talk itself. We were attentive, however, to respondents who had constructive feedback. We discussed two ideas for next year:
1. Guiding the speaker toward the use of more active learning, and perhaps having a broader discussion of the purpose of the keynote in relation to the meeting (one respondent suggested a theme for the conference)
2. Working with the Diversity and Inclusion committee as we consider candidates next year

We anticipate starting our discussions about next year's keynote after we have added two new members to our committee, hopefully reflecting the diversity goals of SABER.

Results from SABER survey on Mentorship

July 2020

The Mentorship committee included questions to elicit members' views on creating mentorship relationships that extended beyond the annual meeting. Specifically, we asked for input on why members wanted mentorship, and what kinds of mentoring relationships they were looking for. We also asked whether members would be willing to mentor, and what their reasons for mentoring other SABER members were. We identified several key takeaways from the responses.

1. There is a substantial desire for mentorship.

Almost 50% of the members who responded wanted to form a mentoring relationship with other SABERites. A substantial fraction of respondents wanted to both be a mentor, and also get mentoring from others. One issue to note is that there are fewer mentors than members wanting membership. Based on feedback about how well small group mentoring worked for the SABER meeting, this will likely not pose an issue.
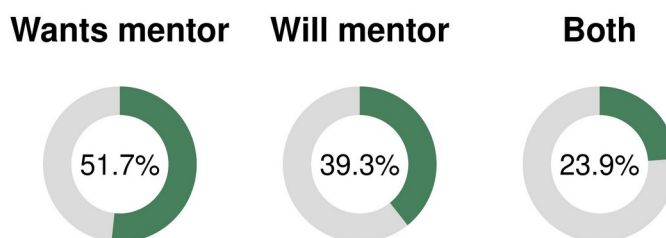

Figure 1: Fraction of respondents who wanted mentorship, were willing to be mentors, or both wanted mentoring, and were willing to be mentors.

2. There is a shortage of mentorship for members from certain kinds of institutions.

Comparing responses from people wanting mentorship, and people willing to be mentors uncovers deficits in getting mentors from certain kinds of institutions. There could be several reasons for this, but we think that this is something we will need to pay attention to. It might also reflect differences in the SABER membership.
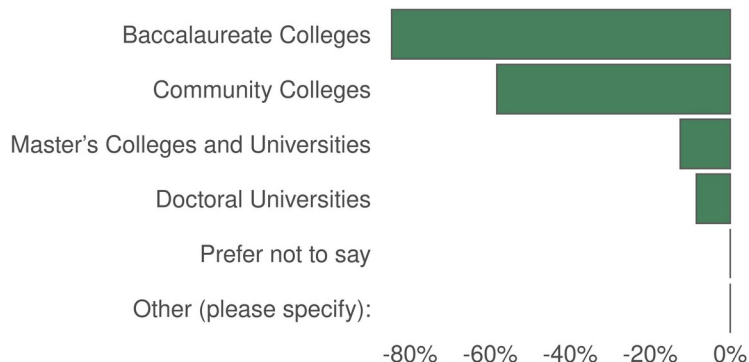

Figure 2: Deficits in mentoring, based on institution

3. "Networking" was picked as the most important aspect of mentoring.

Learning about specific research techniques, Career transitioning and learning about teaching practices were other common reasons for seeking mentoring. This information can also serve to inform future SABER programs/workshops. Based on these data, we should think about improving networking opportunities, and creating workshops on research techniques.
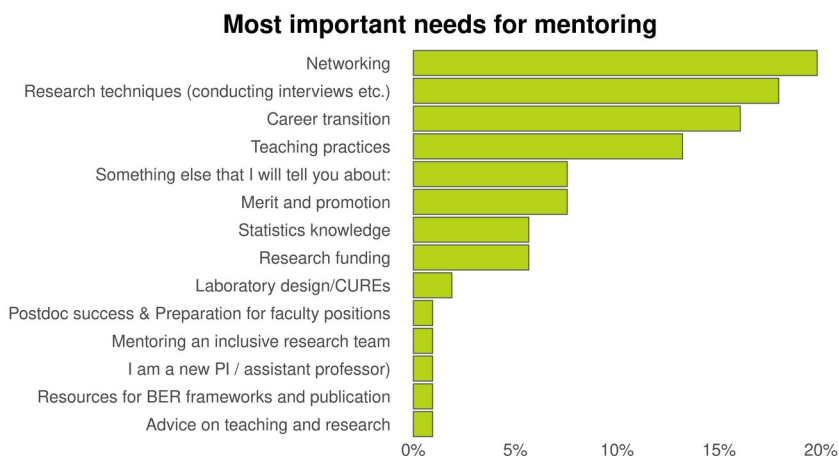
Most important needs for mentoring

Networking
Research techniques (conducting interviews etc.)
Career transition
Teaching practices
Something else that I will tell you about:
Merit and promotion
Statistics knowledge
Research funding
Laboratory design/CUREs
Postdoc success & Preparation for faculty positions
Mentoring an inclusive research team
I am a new PI / assistant professor)
Resources for BER frameworks and publication
Advice on teaching and research

0%   5%   10%   15%   20%

Figure 3: Most important reason picked for why members wanted mentoring

4. Networking, helping others and building community drive members' desire to mentor.

We looked at text responses to find themes for the motivations behind why people were willing to mentor other SABERites. Expanding networks (both generally, and specifically for research collaborations), helping others and creating community were the predominant themes that we identified. It was interesting to see that mentoring was also seen as a means of getting in touch with different perspectives.
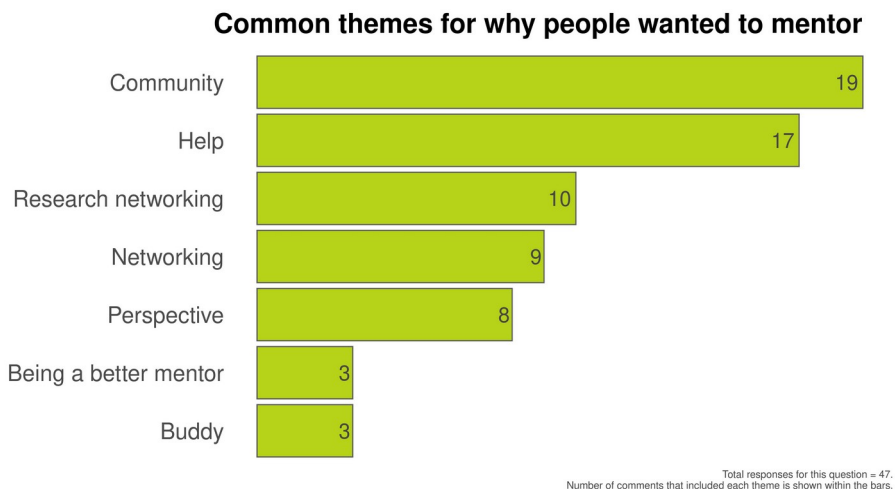
Common themes for why people wanted to mentor

Community — 19
Help — 17
Research networking — 10
Networking — 9
Perspective — 8
Being a better mentor — 3
Buddy — 3

Total responses for this question = 47.
Number of comments that included each theme is shown within the bars.

Figure 4: Themes that emerged from textual analysis of responses on why people wanted to volunteer to be mentors.

In summary, the Mentorship committee sees a strong need within the SABER community to create and foster mentoring relationships beyond the annual meeting. We have some idea of why members want mentoring, and will use these data to create sustainable mentoring relationships within SABER.

SABER 2020 Poster Session Post-meeting Report

Prepared by: Kira Treibergs (kt596@cornell.edu), Nicole Chodkowski (nicole.chodkowski@lawrence.edu), Lina Arcila Hernández (lma84@cornell.edu)

Goal: Share a short summary of the sessions. Please also identify your 1-3 key take-away messages.

- We had a 1.5 hour poster session at the end of the day on three consecutive Fridays (July 17, 24, 31) using the Padlet platform combined with Zoom.
- We had a total of 106 posters with 110 unique presenters.
- For each session, we obtained information on the number of comments, reactions, and contributors.

	Comments (#)	Reactions (#)	Unique Contributors (#, for comments and reactions)
Session 1	73	327	95
Session 2	23	183	65
Session 3	17	215	62

- We cannot get accurate data on how many attended our poster session on each session since participants could view the posters without commenting or reacting to them. However, when looking at the exit SABER survey responses, we found that about 70% of respondents attended the virtual poster sessions. Of those that attended 100 participants were viewers only, 7 were presenters only, and 32 were both:

Out of All survey respondents:	#	%
Did **Not** attend poster session	59	0.298
Yes, attended poster session	139	0.702
sum:	198	
Of those who attended the poster session:		
Yes, as a viewer only	100	0.719
Yes, as a viewer and presenter	32	0.230
Yes, as a presenter only	7	0.050
sum:	139	

- Of the 136 respondents who attended the poster session, 64 respondents (47%) noted that the experience exceeded their expectations, 67 respondents (49%) noted it met their expectations, and 5 respondents (4%) noted it fell below their expectations.

All respondents	#	%
Exceeded Expectations	64	0.471
Met Expectations	67	0.493
Below Expectations	5	0.0368
sum	136	

- Of the 36 respondents who presented a poster, 17 respondents (47%) noted that their poster presenting experience exceeded their expectations, 11 respondents (31%) noted it met their expectations and 8 respondents (22%) noted that it fell below their expectations.

All respondents who presented	#	%
Exceeded Expectations	17	0.472
Met Expectations	11	0.306
Below Expectations	8	0.222
sum	36	

- Poster viewing preferences: 44 strongly or slightly prefer virtual, 31 enjoy virtual and in-person equally, and 61 strongly or slightly prefer in-person (n=136). Poster presenting preferences: 8 strongly or slightly prefer virtual, 8 enjoy virtual and in-person equally, and 19 strongly or slightly prefer in-person (n=35)

From the perspective as a poster viewer:		
All Respondents	#	%
Strongly prefer virtual	23	0.169
Slightly prefer virtual	21	0.154
Enjoy them equally	31	0.228
Slightly prefer in person	38	0.279
Strongly prefer in person	23	0.169

sum:	136	
From the perspective as a poster presenter:		
Poster presenting respondents	**#**	**%**
Strongly prefer virtual	3	0.086
Slightly prefer virtual	5	0.143
Enjoy them equally	8	0.229
Slightly prefer in person	10	0.286
Strongly prefer in person	9	0.257
sum:	35	

- Poster abstracts were not reviewed this year. In the future, would you prefer poster abstracts also be reviewed?
  64 respondents said "Yes", and 65 respondents said "No"

Other comments about poster sessions:

- Several people commented on the short video introductions for posters. While a few comments suggested that the videos might not be necessary, most commenters really liked them. At least one person found that the videos were very accessible.
  - Some people thought that presenting a short talk on their poster would be helpful (but this could potentially lead to less traffic at the poster itself).
- Viewers seemed to have a good experience with the poster session. Most of the comments suggest that the combination of asynchronous and synchronous sessions was successful. Commenters mentioned that they liked being able to see the posters on their computers at any time, leave comments, and then meet with the presenter if needed.
  - Several comments suggested retaining the poster Padlet for future SABER meetings, even if they end up being in-person (for accessibility reasons, and for the ability to review posters before speaking with the presenter, thus leading to more meaningful conversations).
    - 12 comments mentioned that the poster session conversations they had were more meaningful in a virtual format compared to an in-person format.
- Several presenters commented on how hard it was to wait by themselves on the individual Zoom sessions. They were not able to mingle and see presenters from other sessions. This is particularly hard on first time SABER participants.
  - Suggestions on how to improve this: have volunteer judges or similar people that go to every poster in a session.
  - Organize posters by themes.

- - Give presenters an opportunity to visit other posters in the sessions, for example the first half hour is for presenters mingling in one zoom room with breakout rooms.
- Several comments mentioned that they really liked the Padlet format.
- There were also a few comments that suggest that access to Padlet and Zoom rooms was unclear.
  - Suggestions on how to improve: we (organizers) provided videos and guidelines on how to access both platforms but we do not think that many people watched them. We suggest that these videos and guidelines are placed on the conference calendar and also that there is a short demonstration on how to access them in the general introduction to the meeting.
- Some presenters asked for more detailed instructions on poster formatting and poster session expectations.
  - Suggestions on how to improve: Provide format and etiquette guidelines for presenters (in terms of poster formatting and presenting) and for viewers (in terms of interacting with presenters).
    - Ask presenters to share their screen with their poster (in the zoom room)
    - Poster formatting for virtual poster viewability: more visuals, less words, and larger font sizes
    - Synchronous Zoom suggestions: eliminate zoom waiting rooms, provide zoom links directly on poster session schedule
- Participants that commented on whether they wanted posters to be reviewed were generally against that idea. They thought that the online format was not limited by space, therefore people new to SABER or with new ideas could present posters to get to know the community and get feedback on their proposed projects or preliminary data.
- Some comments pointed out that the virtual poster session felt a bit overwhelming--
  - Some felt there were too many posters to view in a 1.5hr session.
    - Suggestions on how to improve: For next time we feel it would be better to have fewer posters per session, or longer sessions (with breaks) so that each poster gets more views.
  - Some felt that the poster sessions came at a difficult time (end of the conference) and they did not have the energy to attend the session
    - Suggestions on how to improve: holding the poster session earlier in the day, having the posters posted online earlier, and building in more time for asynchronous conversation with poster presenters prior to the synchronous session, etc.

REPORT FROM SENSE OF PLACE COMMITTEE FOR SABER LEADERSHIP:
Melinda Owens & Natalia Caporale

As a result of a conversation started through the SABER list-serv, the SABER Committee on Racial Justice put together a Committee on Sense of Place, co-lead by Melinda T. Owens and Natalia Caporale. Here, the co-leaders present a summary of the discussions that took place during the meetings of this committee as well as a summary of the relevant questions of the post-meeting/exit survey.

The Committee met for 3 rounds of discussion in July 2020, with each round consisting of two meetings at different times to accommodate as many people as possible. Meeting discussion focused on these 2 issues:

1. If the SABER conference were to move, what criteria should be used to evaluate cities or places that may be good locations for the event?
2. Regardless of where SABER is, what specific activities can SABER develop or get involved in, to promote a better sense of place about where SABER is taking place and the community that is receiving us?

Findings of committee meetings

Meeting participants repeatedly noted that racial inequities and injustices are present everywhere. The overall consensus was that the location per se did not matter much and that there was no need to move from Minneapolis, unless Minneapolis did not fulfill the conditions set forth in our letter to them. Committee members also expressed concerns about the greater costs associated with moving the conference to different locations, in terms of both the financial cost to attendees and the time burden associated with planning and running a conference in a new place.

However, committee members also acknowledged that moving to different cities could inject new perspectives to the conference and bring in new members and partners. Many committee members offered ideas for how to offset the increased costs of a move. These include more aggressively pursuing sponsorship opportunities and raising registration fees while simultaneously offering more travel scholarships.

However, the meeting participants did care deeply about how SABER could better integrate with local communities of color to promote inclusion and a sense of belonging for all attendees and local stakeholders, wherever it is held. Committee members wanted SABER to work in partnership with local communities of color, which include HBCUs and MSIs while planning the meeting. Other suggestions for partnering with local communities of color include inviting local community leaders to talk about the successes of their efforts to educate and empower local BIPOC students and the local history of social issues and social justice. Committee members also suggested that SABER do more active outreach to people at institutions, especially local ones, that serve minoritized communities, such as HBCUs, MSIs, tribal colleges, and community colleges. That could include subsidized registration costs or special opportunities for local people from those institutions to present their research.

Committee members also agreed that having SABER hold at least part of the conference virtually would be an easy way to promote inclusion.

Findings of post-meeting / exit survey

The committee developed a series of questions that were added to the exit survey to assess the priorities and concerns of SABER attendees. The question asked participants to rank specific activities in order of importance. A total of 184 participants answered the question and provided ethnicity/race information. Of

these, 135 (73%) self-identified as White or Asian and were combined for analysis. The remaining 35 individuals identified as Black, Hispanic, Latinx, or Native Americans (referred to as BIPOC in figure legends).

We analyzed the data in two ways. First, we averaged the ranking for each of the options provided across participants (segregated by race/ethnicity), shown in Figure 1.
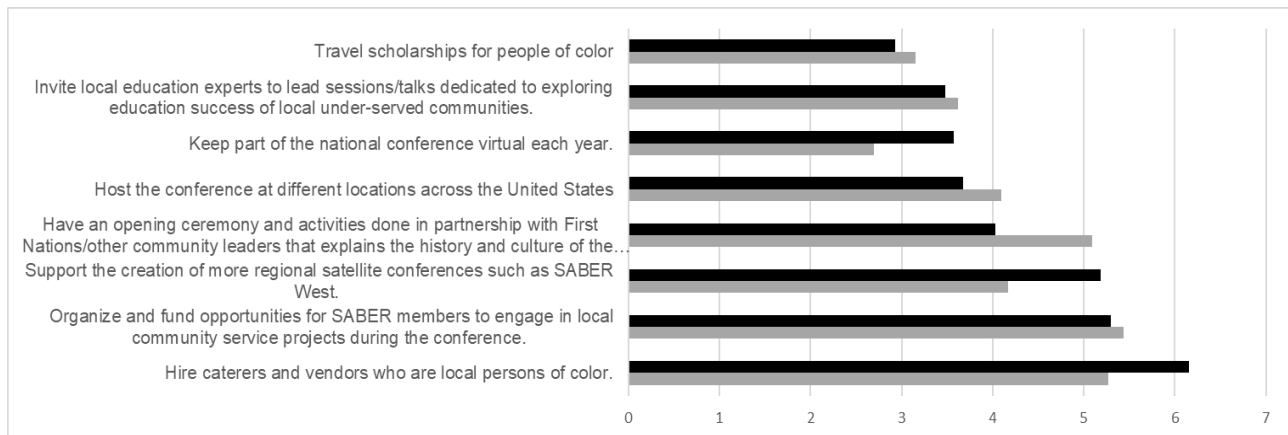

Figure 1. Average ranking for each of the activities presented in the survey questionnaire (lower number means higher importance). Gray Bars correspond to White/Asian and Black to BIPOC.

Since many participants only selected their top 2 or 3 choices, we also looked at the data by looking at the percentage of individuals who had selected each option as first or second in their ranking (Figure 2).
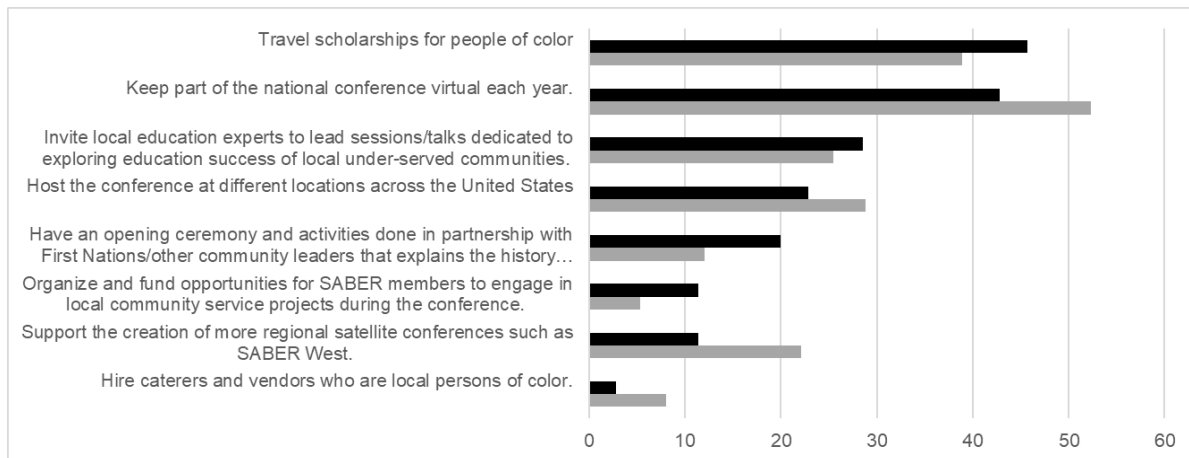

Figure 2. Average ranking for each of the activities presented in the survey questionnaire (lower number means higher importance). Gray Bars correspond to White/Asian and Black to BIPOC.

Overall conclusions
The conversations held at the committee meetings and the results in the exit survey show that SABER members prioritize (1) travel scholarships for people of color, (2) keeping part of the national conference virtual and (3) inviting local education experts over moving the conference to other locations.

Take-away messages
- There was much more concern about how SABER is conducted and whose voices are heard while planning it, as opposed to its physical location.

- SABER members prioritize travel scholarships for people of color, keeping part of the national conference virtual, and inviting local education experts to discuss educational successes in teaching students of color.

Addendum: Note on Minneapolis

SABER made several demands for changes in Minneapolis in order to keep the conference on site. It is beyond the scope of this report to assess if the city of Minneapolis has fulfilled these demands. Below are a few observations from news reports that we wanted to share in case they would be helpful to SABER.

1. **Tangible evidence of action for justice for Mr. Floyd**: All four of the police officers involved in Mr. Floyd's death have been fired and charged with either second-degree murder or aiding and abetting second-degree murder. Prosecutors are seeking potential sentences for the four officers that are longer than state guidelines because of how cruelly Mr. Floyd was treated. The cases remain pending.
2. **Changes in Minnesota law enforcement**: Initially, it looked as if Minneapolis was about to make radical reforms to its policing. In early summer, the Minneapolis City Council, at the urging of community groups, unanimously passed a measure that would replace the Minneapolis Police Department (MPD) with a Department of Community Safety and Violence Prevention with many fewer police. However, polling suggested a majority of the population, including 50% of the Black population, did not want to reduce the police force, and a measure to replace the MPD did not make it onto the November ballot. Instead, Minneapolis has focused on more incremental reforms, including banning chokeholds, implementing new de-escalation requirements, and changing reporting measures for the use of force.
3. **See the requests, needs and perspectives of your Black communities in Minneapolis and Minnesota honored**. This is hard to quantify without further information.