



DMAC Meeting

Wednesday, March 6, 2024

2PM-3PM EST

Attendees:

Tejbeer Kaur

Sunil Puria

Jeffrey Cheng

Melanie Barzik

Radha Kalluri

Reza Amanipour

Agudemu Borjigin

Karina Cramer

Kristin Gordy, Executive Office

Minutes:

Collaboration With BIPOC-CSD

S. Puria, ARO President, joined the called to discuss a letter her received from Dr. Monita Chatterjee to request that the Diversity and Minority Affairs Committee (DMAC) partner with BIPOC-CSD in a variety of ways, including a request that found of BIPOC-CSD be invited to join the DMAC. The idea was well-received with suggestions of hosting joint coffee hours and workshops. The Executive Office will invite Dr. Anahita Mehta to be on the DMAC and ensure the two groups are working together productively, without duplicating efforts. Dr. Mehta will be requested to give the group an overview of the BIPOC-CSD at the next DMAC meeting. The group also discussed extending an invite to Dr. Elizabeth Driver, nominated by M. Barzik, and the group agreed. The Executive Office will extend the invitation.

Timing, Frequency, Attendance

The team discussed the timing and frequency of their meetings, considering new members. The group agreed to conduct a new time survey to determine the best time and day of the week for everyone once the new roster is finalized. The team also discussed their struggle with low attendance at events, noting that despite advertising and an RSVP link/QR code, only a small fraction of those who registered actually attended. They suggested tracking attendance numbers for future events.

Workshop Symposium Format Discussion

There was a discussion about the format of their workshops and symposiums. J. Cheng suggested considering a new format for the following year and T. Kaur proposed hosting one or some of the DMAC events virtually before the MWM. The team also discussed their recent symposium, which M. Barzik reported went well despite a minor glitch. Positive feedback from the attendees and speakers was shared, and the idea of potentially switching to one of the new formats that will be available for submissions this year was discussed. Submission category changes will be communicated by the

Executive Office as that time approaches. Once there is more clarity on the new submission guidelines, the group plans to begin their submission planning early this year.

T. Kaur proposed reaching out to symposium speakers to gauge interest in submitting a manuscript to JARO. R. Kalluri confirmed that the new editor would be interested in such a submission. S. Puria suggested advertising the talks on aro.org and posting links to them for those who missed the event. The team agreed to this idea, as long as a recording is available, and the speakers gave permission for it to be shared. Otherwise, slides will be posted on aro.org if permission is granted. There was also a discussion about who has been accessing these resources, with mentions of other universities and an elementary school.

Proposal Status, Deadlines, and Funding Sources

The team discussed the status of the proposal for the Hearing Health Foundation. They had not received feedback yet but decided to continue adding to it and send another follow-up email. K. Gordy noted that the deadline given is end of March. The team also discussed their plan to simplify the process for matching mentors with researchers, which was a point of concern in the original proposal. They also acknowledged that the necessary budget for the program has increased, and they can only afford to sponsor 2 students with the current budget, assuming the HHF funding is approved. The team also considered the idea of sharing the proposal with other potential funding sources to secure more funding for the program.

The team discussed the integration of students into existing summer research programs. R. Kalluri proposed a system where the ARO Scholars program identifies a student and covers the funding, while the host program takes care of logistics such as SURF programs. K. Cramer expressed concerns about excluding certain labs and students by accident if certain approaches are taken. J. Cheng raised the issue of matching mentors, but no consensus was reached. K. Cramer raised concerns about placing undergraduates and proposed matching them with research mentors in a simplistic way. It was noted that the program now must be feasible to manage after a few years of growth. The team acknowledged the challenge of recruiting students and agreed that deciding on the target applicant would help determine the strategy to follow. M. Barzik suggested collaborating with the NIH's summer intern program. They considered the challenges of recruiting students and maintaining a mentor database. The idea of expanding the program to include graduate students was also discussed, but no final decision was made.

The team then moved on to discuss other fundraising strategies for the ARO Scholars program. S. Puria proposed reaching out to the association's membership for donations. The group agreed to explore a new donation campaign as well as other potential collaborations. It was noted that the proposal the group is working on for HHF could easily be submitted to other potential funding sources.

The team agreed to send out a time survey for the ARO Scholars task group to focus on funding and streamlining their program with the current meeting having gone over the scheduled time. They decided to polish their program and brainstorm implementation strategies but concluded that they wouldn't be able to sponsor anyone for the summer research program in 2025. This is because even if the HHF funds are approved, they would not be dispersed likely until after the 2025 MWM.

ACTION ITEMS:

- Task group will brainstorm a list of other potential funding sources to submit the HHF proposal to as well.
- The committee will consider proposing new ideas for the workshop format and advertising it in a different way to increase attendance.
- The committee will reach out to symposium speakers regarding submitting a manuscript to JARO
- Dr. Cheng will follow up on symposium speakers slides to gather and send to Kristin.
- Executive Office will send a formal invitation to Dr. Driver and Dr. Mehta to join the committee.
- Executive Office will send out the list of DMAC volunteer applications once the volunteer sign-up process closes on 3/10.
- Executive Office will send out a new time survey once the DMAC roster is complete with new members.
- Executive Office will follow up with Chris Geissler at HHF for feedback on the ARO Scholars funding proposal.
- Executive Office will send out a time survey for ARO Scholars task group to meet again ahead of end of March deadline.