

# BSA Implementation Plan- FY 2022

(Oct 1, 2021 – Sept 30, 2022)

## Mission

To inspire and promote an inclusive global community committed to advancing fundamental knowledge and innovation in the botanical sciences for the benefit of people and the environment.

## Priority Areas:

Human Diversity, Equity and Inclusion (Goals 1-4), Research and Scholarly Excellence (Goals 5-9), Organizational Impact and Visibility (Goals 10-12)  
Professional Development (Goals 13-16)

*The BSA Strategic Plan covers five fiscal years, starting in Oct. 2021. This document covers activities during FY 2022. The implementation plan is our roadmap for the year ahead. Some of these activities will begin and end during this fiscal year, while others will be ongoing. The intention is to accomplish the goals outlined in the SP, and the staff/leadership will refer back to the implementation plan at the close of every quarter to make necessary adjustments or notations to the timeline.*

**Green** = new initiative to impact SP

**Brown** = grants; some which were already planned and others that we joined as partners as a result of our strategic planning priorities

Priority Area: Human Diversity, Equity and Inclusion							
Goal	Strategies	Activities Initiatives Tasks	Lead	Team Members	Internal Resources	Start Date	End Date
2	2.3	Hire a Diversity Programs Coordinator to work of PLANTS III and DEI initiatives	Heather Cacanindin	Catrina Adams, Anna Monfils	BSA provides 20% funding for this position (80% from NSF PLANTS III grant)	Q4 - 2021	Q1- 2022
2	2.1	Spotlight series on web site and newsletter; social media; showcase diversity of the profession and scientists themselves	Amelia Neely	Social media liaison	\$1500 to social media liaison who mostly handles this task with oversight from BSA staff	Q4- 2021	ongoing
2	2.3 and 2.4	Implement a new BSA DEI Award	Chelsea Specht	Heather Cacanindin, DEI Committee	\$1000	Q4- 2021	Roll out in April 2022

1	1.1	DEI equity training offered to BSA staff/leadership	Chelsea Specht, Heather Cacanindin	Root and Shoot Steering Committee, Catrina Adams, Chelsea Specht, Diversity Programs Manager, ASPB, ASPT and other plant orgs	Most finances covered by the ASPB-led Root and Shoot grant. BSA allocated \$15K for DEI training/consultants in FY 2022 which may not be needed, could be supplemental or repurposed	Q1 - 2022	ongoing
3	3.3	Provide open application and nomination process encouraging diverse groups of early-career scientists to join our Early Career Advisory Board (AJB) and the Reviewing Editor Board (APPS).	Amy McPherson and Beth Parada	Publications Committee	Registration support of some kind for these two groups to attend Botany conference?	Q4- 2021	ongoing
3	3.3	Create shared conference code of conduct and reporting system	Root and Shoot Steering Committee and BSA Program Committee	ASPB, ASPT and other plant orgs; Melanie Link-Perez	Part of Root and Shoot grant to examine and refine a conference code of conduct and reporting system	Q4 - 2021	Q3 - 2022
4	4.1	Demographic data collected at point of membership; assessed at year end.	Amelia Neely and Diversity Program Coord	Heather Cacanindin, DEI Committee	Funding to train staff in handling this data. \$400 for 3 people	Q4- 2021	Q1 - 2022
4	4.4	Share demographic data and assessment with DEI Committee, Board, and membership while ensuring privacy; transparent reporting	Amelia Neely, Div Program Coord. and Heather Cacanindin	DEI Committee		Q1 - 2022	Q3 - 2022
3 and 1	3.2, 1.1	Develop Inclusive/equity-based mentor training and certification system for mentoring diverse students in the plant sciences	Root and Shoot Steering Committee	DEI and Education Committee	Funding through Root and Shoot grant	Q1 - 2022	Q3 - 2022

1	1.4	<i>Hold at least 4 Botany 360 related virtual opportunities for professional development that are accessible and free</i>	<i>Heather Cacanindin and Amelia Neely</i>	<i>Botany 360 Ad Hoc Committee</i>	<i>Zoom account may need upgrade; \$500 per year</i>	<i>Q1 - 2022</i>	<i>Q3-2022</i>
1,2,3,4, 6	1.2,2.2, 2.3, 3.3, 4.1, 4.2, 6.5	<i>Assess current status of indigenous inclusion – recruit members, leaders, staff to participate in surveys, interviews for shared assessment across orgs</i>	<i>AISES PI: Kathy DeerinWater, Chelsea Specht, Anna Monfils, Heather Cacanindin</i>	<i>AISES-led Indigenous Voices NSF grant; BSA, ESA, Entomological Society participate. BSA DEI committee assists</i>	<i>Indigenous Voices LEAPs Grant</i>	<i>Q1-2022</i>	<i>Q4-2022</i>
3,4,13	3.3, 4.1, 4.2, 4.3, 13.3	<i>Survey and interviews with all PLANTS alumni and mentors from both NSF-supported PLANTS programs, publish results in PSB.</i>	<i>Ann Sakai (PI), Kathi Beyer (External Evaluator)</i>	<i>Heather Cacanindin, Catrina Adams, Anna Monfils</i>	<i>PLANTS III Grant funded</i>	<i>Q1-2022</i>	<i>Q2-2022</i>
2, 3, 9, 13	2.1, 2.2, 2.3, 3.1, 9.1, 13.3	<i>PLANTS III student pathway program and initiative for CC, MSI, tribal college faculty at Botany 2022 in Anchorage. Begin planning science identity workshop for 2023</i>	<i>Anna Monfils (PI), Catrina Adams (coPI), Muriel Poston (coPI), Kathi Beyer (External Evaluator)</i>	<i>New DEI Coordinator, Advisory Board, DEI and Education Committee, Teaching section, Heather Cacanindin</i>	<i>PLANTS III Grant funded</i>	<i>Q1 - 2022</i>	<i>Q4 - 2022</i>
3, 1,2	3.3, 1.3, 2.2	<i>IDEA Conference October 13 pre-conference meeting, November 4-5: LEAPS grant sponsored by AIBS. BSA sends two representatives.</i>	<i>Catrina Adams and Janelle Burke</i>	<i>DEI committee, PLANTS II/PLANTS III, ROOT and SHOOT will be interested in outcomes and overlap from this meeting.</i>	<i>Funded by AIBS LEAPs grant.</i>	<i>Q4- 2021</i>	<i>completed</i>

Priority Area: Research and Scholarly Excellence							
Goal	Strategies	Activities Initiatives Tasks	Lead	Team Members	Internal Resources	Start Date	End Date
5	5.1, 5.2 and 5.3	Hire a new EIC for APPS	Emily Sessa and Amy McPherson	Beth, Parada, Joyce Chery, Pam Soltis, Mike Moore Norm Wickett, Karolina Heyduk,	\$5000 stipend	Q4 - 2021	Q1 -Jan 2022
5	5.1, 5.2 and 5.3	Reviews Editor for AJB	Amy McPherson	Pam Diggle, Emily Sessa	\$1500 stipend	Q4 - 2021	complete
5	5.2 and 5.3	Recruiting editor for APPS	Beth Parada	Amy McPherson	\$1500 stipend	Q4 - 2021	complete
5, 7, and 1	5.2, 7.1, 7.4, and 1.4	Provide virtual publishing workshops such as “How to review a paper for a scholarly journal?” and Discussion sessions such as “How to promote your work”	Amy McPherson	Pam Diggle, new APPS EIC, Beth Parada, Rich Hund, Emily Sessa, Publications Committee, Wiley team	Zoom upgraded account	Q4 - 2021	Q2 - 2002
5	5.4	Participate in seminars and working groups at Atypon, SocPC, Wiley, CSE, ALPSP, SSP to continue to explore sustainable business models to support Open Access transition.	Amy McPherson,	Beth Parada, Rich Hund	Typical conference and travel support budget	ongoing	ongoing
7 and 2	7.4 and 2.3	Spanish webpages/newsletter communications.	Amelia Neely	Heather Cacanindin, International Affairs Committee, Rob Brandt	Could incur cost for translations, or use volunteers from membership or	Q1 - 2022	Q2 - 2022
7 and 5	7.4, 7.5 and 5.2	3-year gift membership for Developing Nations members	Amelia Neely	Rob Brandt, Heather Cacanindin		Q4 – 2021	Q4 - 2021

5	5.4	<i>Negotiate a new contract with a publishing partner that takes strategic steps towards open access while also keeps APCs reasonable, and a healthy income for the Society</i>	<i>Heather Cacanindin, Amy McPherson, Emily Sessa</i>	<i>Board, Pub Committee</i>	<i>Hiring a consultant and legal counsel \$15,000</i>	<i>Q4 – 2021</i>	<i>Q4 - 2021</i>
8	8.3	<i>New Early Career AJB Award for Excellence (Reviews award)</i>	<i>Amy McPherson, Pam Diggie, Emily Sessa</i>	<i>Publications Committee</i>	<i>At least \$2000 annually</i>	<i>Q4 - 2021</i>	<i>Q3 – 2022</i>
5	5.4	<i>Raise open access charges for APPS and AJB to move toward a sustainable open access publication model (keeping pub fees reasonable for members)</i>	<i>Amy McPherson</i>	<i>Gillian Greenough/Wiley, Publications Committee, C&amp;E Consultants</i>		<i>Q4 – 2021</i>	<i>Q1 – 2022</i>
6	6.4	<i>Careers in Botany Profiles – highlighting diverse careers/people in botany</i>	<i>BSA Student Representatives</i>	<i>Student Reps, Amelia Neely, Early Career Prof Dev Cmmttee</i>		<i>ongoing</i>	<i>ongoing</i>
8	8.1	<i>Increase the number of grad student research awards by 10</i>	<i>Amelia Neely, Jenny Cruse-Sanders</i>	<i>GSRA Committee, Development Committee</i>	<i>\$15,000; with end-of-year campaign to help raise some extra funds</i>	<i>Q4- 2021</i>	<i>Q2 - 2022</i>
9	9.2	<i>Reminder to all conf attendees that they have continued access to conference content</i>	<i>Johanne Stogran</i>	<i>Melanie Link-Perez</i>		<i>Q1 - 2022</i>	<i>Q1 - 2022</i>
7 and 9	7.4, 9.1 and 9.3	<i>Incorporating virtual and accessible elements into Botany 2022</i>	<i>Johanne Stogran</i>	<i>Program Committee and Boards of partner societies, Bartha AV Support</i>	<i>TBD; cost still undetermined</i>	<i>Q4 - 2021</i>	<i>Q3 - 2022</i>
9	9.3	<i>Hold virtual editorial and publication committee meetings in the future to help broaden participation</i>	<i>Amy McPherson and Beth Parada</i>	<i>Emily Sessa and Pam Diggie</i>		<i>ongoing</i>	<i>ongoing</i>

Priority Area: Organizational Impact and Visibility							
Goal	Strategies	Activities Initiatives Tasks	Lead	Team Members	Internal Resources	Start Date	End Date
7, 10, 11	7.1 and 10.1 and 10.3, 11.2	Host a webinar on "Phylogenetics, genome evolution, taxonomy" in the Nagoya protocol series	Rachel Meyer and AIBS; Jysotna Pandey	Michael Donoghue, Krissa Skogen, Tanisha Williams, Naomi Fraga, Heather Cacanindin		Q4 2021	complete
2,7,10	2.1, 7.1 and 10.3	Careers in Botany Profiles – highlighting diverse careers/people in botany	BSA Student Representatives	Student Reps, Amelia Neely, Early Career Prof Dev Cmmtee		ongoing	ongoing
7,10	7.1 and 10.1	Student Chapter Engagement Program	BSA Student Reps	Student Reps, Amelia Neely	Discounts to student chapter members	Q1 - 2022	ongoing
2 and 10	10.1	Botany 360 Ad Hoc Committee meets at least twice to coordinate PD opportunities (mostly virtual)	Heather Cacanindin	Chairs of PUI, Publications, Education, Policy, Early Career PD, plus Amelia, Catrina, Amy, student reps		Q4 - 2021	Q2 - 2022
7 and 10	10.1	Produce at least 4 professional development and affinity group events (Botany 360)	Heather Cacanindin	Chairs of PUI, Publications, Education, Policy, Early Career PD, plus Amelia, Catrina, Amy, student reps	\$500 for social media ads, expanding Zoom capabilities	Q4- 2021	Q3 - 2022
10	10.4	Public Outreach Campaign on Social Media, Liaison will create engaging posts that can be tagged to public entities to increase plant	Social Media Liaison	Amelia Neely		Q2-2022	ongoing

		<i>enthusiasm and connect them to BSA</i>					
6 and 10	6.2, 10.3 and 10.4	<i>BSA highlighted in at least 3 op-eds or more general/public news articles highlighting botany and the importance of plants</i>	<i>Michael Donoghue Heather Cacanindin</i>	<i>BSA Board, Education Director and Publications Director</i>		<i>Q4-2021</i>	<i>Q3-2022, ongoing</i>
12 and 10	12.1 and 12.2, 10.4	<i>Planning for PS related teacher/scientist professional development, refining assessment instruments, conducting in-person planning meeting for teachers, collecting classroom video, creating scientist interview videos RE photosynthesis and respiration</i>	<i>PI Catrina Adams (BSA) CoPI Anne Westbrook (BSCS), CoPI Joseph Taylor (UCCS), Horizon Research Inc. (External Evaluators)</i>	<i>BSA, BSCS, UCCS Jennifer Hartley, Advisory Board, Rachel Jabaily and BSA Education Committee</i>	<i>F2 grant funded</i>	<i>Q4 - 2021</i>	<i>Q3 -2022</i>
12 and 10	12.1 and 12.2, 10.4	<i>Planning teacher/scientist recruitment efforts, making connections with district science coordinators to ensure representative sample, creating recruitment materials</i>	<i>PI Catrina Adams, Jennifer Hartley</i>	<i>BSA, BSCS, UCCS, Advisory Board, Rachel Jabaily and BSA Education Committee</i>	<i>F2 grant funded</i>	<i>Q4 - 2021</i>	<i>Q3-2022</i>
12 and 7	12.1, 12.2, 7.1	<i>Publishing several DIG articles and mentor-tracking/analysis article related to PS outreach</i>	<i>PI Catrina Adams, Claire Hemingway</i>	<i>Anne Westbrook, Joseph Taylor CoPIs</i>	<i>F2 grant funded</i>	<i>Q4 - 2021</i>	<i>Q3-2022</i>
6,7,8, 10, 12		<i>Life Discovery: Doing Science Education conference planning. Seek funding for high school teachers and CCs, MSIs, HBCU faculty</i>	<i>Teresa Mourad (ESA); Jennifer Hartley</i>	<i>Rachel Jabaily, Education Committee, Phil Gibson (PlantED Editor)</i>	<i>Staff time for advertising</i>	<i>Q4 - 2021</i>	<i>Q3- 2022</i>

6, 7, 8, 10, 12		<i>PlantED Digital Library: Transition from C-WIS (broken) to different existing education resource library (e.g. CourseSource/QUBES), or archive and refocus on conference and database-agnostic professional development around publishing botany education research and activities.</i>	<i>Phil Gibson (BSA)</i>	<i>Teresa Mourad (ESA), BSA, SSE. BSA: Rob Brandt, Catrina Adams, Rachel Jabaily, Education Committee</i>	<i>Uncertain, may require some funds to transfer from existing database to another system or funds for maintaining an archive. BSA covers server cost and maintenance for PlantED.</i>	<i>Q4 - 2021</i>	<i>Q3 - 2022</i>
10,11, 12	10.4, 11.4, 12.1, 12.2	<i>PlantingScience: ongoing efforts to run the session for non-research teachers and middle high school students. New efforts to collect data related to DEI from publicly available school demographic information for all past participants.</i>	<i>Jennifer Hartley</i>	<i>Gwynne Lim, Catrina Adams, Master Plant Science team, PS partner organizations, mentor volunteers</i>	<i>F2 grant with minor expense to BSA Education budget. Usually &lt;10K. MPST early career scientist liaisons sponsored by BSA and partner organizations with free membership and/or meeting registration discount. Seeds provided by donation from Johnny's Seeds</i>	<i>Q4 - 2021</i>	<i>ongoing</i>



Priority Area: Professional Development							
Goal	Strategies	Activities Initiatives Tasks	Lead	Team Members	Internal Resources	Start Date	End Date
13	13.1	New BSA Affinity Groups created for Slack after successful development of an application form	Amelia Neely	Heather Cacanindin and Botany 360 Ad Hoc Committee		Q1 - 2022	ongoing
13 and 15	13.2, 15.1	Hold at least 1 professional development online discssion session for section leaders and committee chairs	Heather Cacanindin, Michael Donoghue	Exec Committee	Zoom	Q1- 2022	Q2- 2022
13 and 4	13.3	Automated short survey of new members 1 month after joining	Amelia Neely	Heather Cacanindin	Survey Monkey	Q1 - 2022	Q4 - 2022
13 and 4	13.3	Lapsed member survey to explore reasons for nonrenewal and career transition points	Amelia Neely	Heather Cacanindin; BSA Council	Survey Monkey	Q1 - 2022	Q4 - 2022
14	14.3	Monthly Job Highlights on SM Posts	SM liaison	Amelia Neely		Q4 - 2021	ongoing
14	14.1	3-Year Student Gift Memberships, will retain student members for full three years, will allow time to explore	Amelia Neely	Heather Cacanindin		Q4-2021	ongoing
15	15.3	Publications will devise a document to outline processes and procedures for succession and contingeny planning	Amy McPherson	Beth Parada, Rich Hund, Emily Sessa		Q1- 2022	ongoing

14	14.4	Create new calendar on botany.org to highlight PD opportunities, webinars, discussion sessions, committee meetings, etc.	Rob Brandt and Amelia Neely	BSA Staff and Botany 360 Committee		Q4 – 2021	Q4 – 2021
14, 15	14.4, 15.1	Botany 360 Ad Hoc Committee meets at least twice to coordinate PD opportunities (mostly virtual)	Heather Cacanindin	Chairs of PUI, Publications, Education, Policy, Early Career PD, plus Amelia, Catrina, Amy, student reps		Q4 - 2021	Q2 - 2022
15	15.1	Develop a Board orientation with supporting documentation for new Board members	Heather Cacanindin	BSA staff and BSA President and past President		Q1- 2022	Q3 - 2022
15	15.3	Update botany.org with Council meeting agendas, minutes, and Board meeting minutes from the last 4 years	Amelia Neely and Heather Cacanindin	Rob Brandt		Q4- 2021	Q3 -2022
15	15.2	Incorporate a professional development goal into each staff member's annual review and discuss their professional development needs during review discussions	Heather Cacanindin, Amy McPherson, Catrina Adams			Q1 - 2022	ongoing