

## Societies Consortium Members

### Strategic Direction-Aligned 2020 Work Plan Priorities & Budget

*The Executive Committee and Education Counsel may refine Work Plan elements as needed.*

A. Member Engagement & Convenings Community Building	9/16/19 Convening Report	1/9/20 Members Call	Leadership Council
<p><b>1a. Virtual “discussions” (4) on “hot” topics</b> Society speakers, focus on society experience with case studies; topic recommendations from the field; sessions to be recorded and posted on the website;</p> <p><b>1b. Virtual “workshops” (3) on Consortium resources</b> Focus on implementation issues and hurdles including legal/policy guidance. Answer questions, support implementation; share related society experience; sessions to be recorded and posted on the website;</p> <p><b>1c. Encourage “sharing of inclusive practices that work,”</b> (in conjunction with “hot” topics). Members share practices/models/trends using the Consortium template; EC vetting for any facially problematic practices. To be posted by searchable topic (with society contact information).</p> <p><b>Note:</b> The website will be enhanced for search functionality.</p>	<p>High priority</p> <p>Case studies by Evolution Societies, at convening and by them, AGU and AERA in Nov. 2019 web discussion were well-received</p>	<p>High priority for <b>66%</b> on the call: 1a &amp; 1b (as a combined topic)</p> <p>Member comments also want 1c, with 1a and 1b</p>	<p>High priority</p> <p>Also, re: 1c, post shared practices on the website by topic as a searchable resource. Include contact information to connect on similar issues, share ideas</p>
<p><b>2. Helping similar societies connect and collaborate to problem-solve:</b> Societies peer-connection tool around “issues of interest” and policy implementation, via the Consortium website, with a searchable function.</p>	<p>See 1a, 1b, 1c</p> <p>Seek virtual networking opportunities</p>	<p>High Priority for <b>58%</b> on the call: Generally connecting societies for problem-solving (no specific options)</p> <p>High Priority for <b>20%</b> on the call: affinity groups</p>	<p>Strong need for societies to connect online on common issues and initiatives. Chat function ideal. Not sure Members would complete their match app profiles.</p>
<p><b>3. Compendium of resources</b> Outreach to obtain and posting of Member- and Consortium- identified resources on the website in a searchable framework; some vetted, some not, source identified.</p> <ul style="list-style-type: none"> <li>• Includes creating vetting criteria/process and targeted vetting.</li> <li>• Includes outreach for (a) experts on an array of subjects and (b) existing survey instruments for societies’ use with their Members.</li> </ul>	<p>Seek referral to experts and trainers in a variety of areas. Suggest Consortium trained/shared experts (ombuds investigators, restorative justice facilitators)</p>	<p>See #1c; several comments note need for information on available experts in the field</p>	<p>High priority</p>

<p><b>4. Annual Member convening and workshop;</b> 1 day convening + additional ½ day workshop for interested societies on an issue of high need (TBD, but e.g., investigations). In-person design; but we will try to accommodate limited need for call-in.</p> <p>Also <b>Member end of year call.</b></p> <p>Both to be recorded and posted for Members.</p> <p><b>Report out on Convening.</b></p>	<p>Overwhelming support (&gt;90%)</p>	<p>High priority for <b>35%</b> on call</p>	<p>High priority (including + ½ day optional training segment for interested societies)</p>
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Subtotal

\$145K

<p><b>B. Consortium Model Policies, Tools, and Guidance</b></p>	<p><i>9/16/19 Convening Report</i></p>	<p><i>1/9/20 Members Call</i></p>	<p><i>Leadership Council</i></p>
<p><b>1. Guidance/Policy/Process:</b> <i>How to investigate incidents and conduct concerns</i></p>	<p>Recognized need in comments</p>	<p>Policies/Tools/Guidance generally is a high priority for <b>88%</b> and investigations guide is among top 3 priorities for <b>92%</b> on the call</p>	<p>High priority</p>
<p><b>2. Consequences continuum</b> Matrix re: misconduct and traditional and alternative/restorative remedies.</p>	<p>Recognized need in comments</p>	<p>Among top 3 priorities for <b>62%</b> of Members</p>	<p>High priority</p>
<p><b>3. Society survey instrument for use with Members</b> To use with their membership focusing on type/frequency of harassment experienced by Members and participants at events:</p> <ul style="list-style-type: none"> <li>• Collect and make available existing instruments (included in A.3)</li> <li>• Follow progress of AGU/UIUC/Sloan survey instrument (in development) and facilitate access for Consortium Members.</li> </ul>	<p>Area where Members seek support: additional surveys</p>	<p>Among top 3 priorities for <b>52%</b> on the call: Survey instrument</p>	<p>Affirmed as a good idea: Survey instrument</p>
<p><b>Note:</b> In addition to the above resources, we have drafted a <b>model general conduct and ethics code</b> and will soon finalize this resource, to complement the model meetings conduct code delivered in 2019.</p>			

Subtotal

\$75K

C. Field Engagement & Convenings Community Building	9/16/19 Convening Report	1/9/20 Members Call	Leadership Council
<p><b>1. Exploring how to share information about incidents and create shared investigative resources/services among Societies and IHEs</b></p> <ul style="list-style-type: none"> <li>Working with the Consortium Advisory Council, Leadership Council and Exec. Comm. identify issues/challenges; options for range of possible solutions; affected interests, stakeholders, relationships;</li> <li>Outreach to expanded interest groups: e.g., NASEM Action Collaborative leaders and possibly some IHEs; possible engagement with AAU, APLU and some of their IHEs to surface issues and ideas;</li> <li>Baseline policy and legal research to inform issues, range of solutions, possible means/structures/ continuum of engagement (not a white paper on the many issues and options, but threshold review, identification and outline, key pros, cons);</li> <li>Begin to surface a range of options for possible consensus paths forward in future years</li> <li>See slides 18-20 attached for clarity on content.</li> </ul>	<p>Strongly recognized need</p> <p>Applies among societies and among societies with IHEs and others in the field.</p> <p>Alignment of high-level conduct expectations across settings is important for climate/culture change.</p>	<p>Priority for <b>65%</b> on the call</p>	<p>High priority; strongly affirm need for Consortium to facilitate a collaborative effort by societies and IHEs.</p> <p>Until that's accomplished, suggest a "white paper" on complexity of issues/ what to avoid when information sharing.</p> <p>Also raised the possibility of the Consortium "offering" investigative services.</p>
<p><b>2. Capstone exploratory meeting of ~30 Societies, IHEs and other stakeholders for broader input on issues, interests, and a range of options for solutions, structures for engagement, etc.—a priority need if we are to complete preparatory work and be positioned to build consensus and move forward in the next year(s).</b></p>	<p>N/A</p>	<p>Priority for <b>46%</b> on the call</p>	<p>N/A</p>

Subtotal

\$70K

D. Optional Initiatives Tied to Differing Readiness, for Interested Societies.	9/16/19 Convening Report	1/9/20 Members Call	Leadership Council
General concept	N/A	Wanted by <b>79%</b> on the call	High Priority
<p><b>1. Optional Field Collaboration: Supporting ethical conduct and needs of students, post-docs, etc.—</b> <i>(Approach will be refined with the Exec. Comm.)</i></p> <p>Involves the following optional initiative for interested societies that volunteer to participate, with the resulting resource made available to all Members:</p> <p><b>Orientation Tool: Expected Conduct and Navigating Breaches</b>—for use with societies’ members in all roles and meaningful engagement of students in tool development:</p> <ul style="list-style-type: none"> <li>**Addressing expected conduct for everyone at meetings and in fieldwork</li> <li>**Guiding leaders on planning in advance for how to address misconduct to protect students and other vulnerable populations</li> <li>**Guiding vulnerable populations on navigating breaches/conduct issues</li> <li>**Including case studies to help operationalize</li> <li>**Volunteering societies to access their student and post doc organizations to help identify participants for a Consortium informal working group to advise on this tool’s design and help develop case studies</li> </ul>	Strongly recognized need: engaging students to change forward-looking climate and culture.	<p>Priority for <b>68%</b> of Members on the call (4<sup>th</sup> highest)</p> <p>Comment notes to add other vulnerable populations too.</p>	<p>Strongly recognized need</p> <p><b>Note:</b> Also a top priority for the Advisory Council.</p>

Subtotal

\$50K

E. Manage Consortium’s Governance for Forward Momentum/Strategic Direction and Member Needs	9/16/19 Convening Report	1/9/20 Members Call	Leadership Council
<p><b>1. Strategic Communications</b> AAAS/AAMC/AGU (others contribute) as experts to develop a Consortium strategic communications plan—guide effective storytelling on the website, etc.;</p> <ul style="list-style-type: none"> <li>• Website development, maintenance, and ongoing support;</li> <li>• Present Consortium at ≤5 conferences (≤2 outside of D.C. or Boston area) to advance mission and interest</li> <li>• Provides substance that Members can access for their own storytelling</li> </ul>			

<p><b>2. Strategic Directions Overseen by Exec. Comm.</b></p> <ul style="list-style-type: none"> <li>• <b>Strategic Plan Lite (retain expert consultant; EdCounsel to manage administration, planning/follow up and Member input/polling)</b></li> <li>• <b>Build-out Framework to include: Benchmarks for success at serving Consortium Members’ needs and advancing overall Consortium mission</b></li> </ul>			
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Subtotal

\$55-60K

<b>F. Manage/Administration for Governance, Members Services, Resource Production, All Consortium Activities, Communications</b>	<i>9/16/19 Convening Report</i>	<i>1/9/20 Members Call</i>	<i>Leadership Council</i>
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<p><b>1. EdCounsel’s services as the central hub to support the 123-member Consortium’s governance, provide Member services, and facilitate and support all Consortium activities and communications including, e.g.:</b></p> <ul style="list-style-type: none"> <li>• <b>Senior Administration responsibilities for all Consortium activities;</b></li> <li>• <b>Landscape analysis and work plan development</b> with leadership and Member engagement to finalize;</li> <li>• <b>“Member satisfaction” polling and engagement/interviews</b> (EdCounsel— plan and conduct an electronic polling and plan, support, tabulate, report on Member engagement by Exec. Comm. and some Leadership Counsel members)</li> <li>• <b>Targeted strategic outreach for new Members;</b></li> <li>• <b>Onboarding all new Members</b></li> <li>• <b>General Member engagement on discrete issues/needs</b> and follow-up as warranted;</li> <li>• <b>General guidance to Members on current developments</b> including legislative, regulatory and policy developments; brief written general overview of key developments; and identification of issues for Consortium focus;</li> <li>• <b>Managing coordination with AAAS as Fiscal/Licensing Agent;</b></li> <li>• <b>Plan, coordinate, facilitate and provide substance for meetings,</b> including agendas, pre-reads, follow-up materials, and more for:</li> </ul>			
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<p>&gt;Executive Committee monthly meetings and annual working retreat (focus on governance, strategic direction, operations oversight, value of deliverables and services for Members);</p> <p>&gt;Leadership Council monthly meetings and special projects (focus on usability/value of resources/services for Members);</p> <p>&gt;Advisory Council monthly and special meetings (x2 sub-groups—focus on student interest and information sharing/IHEs-societies)</p>			
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Subtotal

\$22,500/quarter

Total Work Plan Budget

\$500-505K  
(includes \$15K out of pocket cost for convenings and the like)

### Deferred Items for Future Consideration

<b>A. Member Engagement &amp; Convenings Community Building</b>	<b>9/16/19 Convening Report</b>	<b>1/9/20 Members Call</b>	<b>Leadership Council</b>
<p><b>1. Short video about the Societies Consortium</b> Include goals, strategies, resources; for use by Members at annual meetings, on websites, etc.</p> <p><i>(Likely deferred, at least until the strategic communications plan is completed and implemented so that communications priorities can be established.)</i></p>	<p>N/A</p>	<p>Member comment, endorsed by several others</p>	<p>N/A</p>

<b>B. Consortium Model Polices, Tools, and Guidance</b>	<b>9/16/19 Convening Report</b>	<b>1/9/20 Members Call</b>	<b>Leadership Council</b>
<p><b>1. Society self-assessment tool</b> To assess quality of policies/action viz research-based effective practices.</p> <p><i>(Likely deferred. But survey instruments for use by societies are included in A.3 of the Work Plan)</i></p>	<p>Area where Members seek support</p>	<p>Among top 3 priorities for <b>45%</b> on the call</p>	<p>Originated as a need by the Leadership Council: way to assess the quality—not the mere existence—of foundational policies and to create baselines for measuring progress</p>

<b>2. Guidance on new Title IX regulations</b>  <i>(Wasn't a high enough priority for Members. A high-level general update, without analysis, will be provided as part of EdCounsel's overall senior administration and Member support function.)</i>	N/A	Among top 3 priorities for <b>34%</b> on the call	N/A

<b>D. Optional Initiatives Tied to Differing Readiness, for Interested Societies.</b>	<b>9/16/19 Convening Report</b>	<b>1/9/20 Members Call</b>	<b>Leadership Council</b>
<b>1a. "Advanced" versions of policies/strategies for society climate/culture change</b>	N/A	N/A Options for different initiatives not provided	N/A Options for different initiatives not addressed
<b>1b. "Basic" support/workshop for society senior administration and governance board leaders</b>  Elevate level of engagement in policy development, community building, action on the issues  <i>(D.1.a and D.1.b likely will not be separate deliverables in 2020, but will be infused in other deliverables—e.g., potentially, some advanced and basic sessions at the Members' Annual Convening and in some web-based workshops.)</i>	High priority	N/A Options for different initiatives not provided	Identified as important and needed—including with examples from Leadership Council members

<b>E. Manage Consortium's Governance for Forward Momentum/Strategic Direction and Member Needs</b>	<b>9/16/19 Convening Report</b>	<b>1/9/20 Members Call</b>	<b>Leadership Council</b>
<b>1. International Affiliate Structure</b>  <i>(The international nature of science, and the international membership of U.S.-headquartered societies, is well recognized. The possibility of creating international affiliates of the Societies Consortium when capacity permits is of interest. In the meantime, both Consortium leadership and Members are encouraged to communicate about the Societies Consortium and engage on the issues with international colleagues.)</i>			