

SICB STRATEGIC PLAN

OCTOBER 22, 2024

OUR FORMAT:

1. **Bold Step** – Broad long-term outcomes that are reasonable, but also a stretch (think 5 years)
 - a. **Strategy** – Multi-year outcome or initiative that defines the bold step, often includes quantitative metrics (Note: they start with an action verb)
 - i. **Objective** – High-level plan for achieving the strategy
 1. **Tactic** – Specific action to achieve objective; Please note that specific actions will be incorporated once this initial draft plan is approved by the Executive Committee.

BOLD STEP 1: CAREER SUPPORT & MENTORSHIP

SICB will create and assess comprehensive, society-wide, mentoring programming that meets the diverse needs of all members, especially focused on early career stages.

Strategies:

1. Establish a universal mentorship program that ensures every SICB member has the opportunity to both mentor and be mentored in a meaningful way.
 - a. Establish best practices for mentoring at SICB, and communicate these to all divisions and committees (Years 1-2)
 - b. Support all divisions (and relevant committees) as they develop, establish, or strengthen their divisional mentoring plan (Years 2-3)
 - c. Provide mentor training, at multiple career stages, for participants in mentoring programs (Years 2-5)
2. Expand professional development opportunities for all members across all career stages.
 - a. Establish best practices for professional development for all career stages (Year 1)
 - b. Synergize with journals as they strengthen professional development opportunities and create positive early publication experiences for early career members (Years 1-2)
 - c. Support relevant divisions, committees, or other member groups as they develop, establish, and strengthen in-person or virtual workshops that enhance professional development (Years 2-4)
3. Create and fund postdoctoral awards while strengthening support for existing student awards to foster early-career development.
 - a. Establish awards that support and recognize postdoctoral members (e.g., talk awards, travel awards, etc.) (Years 1-2)
 - b. Establish early career awards for papers published in society journals (Years 1-2)
 - c. Establish a fund that supports postdoctoral development and recognition (Years 2-5)
4. Develop an intensive leadership training plan to cultivate a diverse and inclusive pipeline of future leaders.

- a. Identify best practices for developing society/academic/STEM workforce leadership (Year 1)
 - b. Adapt leadership training model for SICB members of all career stages (Years 2-3)
 - c. Launch the SICB Leadership Academy (Years 4-5)
- 5. Forge meaningful partnerships to support and promote non-academic career paths.
 - a. Create a codified process to establish MOUs with academic societies, NGOs, businesses, or other institutions to support new partnerships. (Years 1-2)
 - b. Establish partnerships with educational organizations (e.g. SABER) (Years 1-5)
 - c. Establish partnerships with industry organizations (Year 3-4)
 - d. Institutionalize job fair activities in the exhibit hall at all annual meetings. (Year 4-5)

BOLD STEP 2: BUILDING A SCIENTIFIC CULTURE OF BELONGING FOR ALL

SICB will be recognized as a society where diverse populations integrate with and enhance innovative scientific creativity for the benefit of its members and society, broadening participation for all.

Strategies:

1. Implement comprehensive training and education programs to broaden participation and instill inclusion and a sense of belonging within SICB. By 2030, we will hold no fewer than 5 yearly opportunities for training and education with a goal of increasing the number of members trained by 10% a year.
 - a. Develop and provide workshops on cultural change and leveraging diverse populations to advance scientific research. Year 1 and 2 to develop and apply for additional funding to continue development in years 3-5 (BioLEAPS)
 - b. Emphasize and demonstrate how broadening participation training improves scientific outcomes and benefits the entire community. (Year 2)
2. Establish at least 2 NEW significant, transparent, accessible support mechanisms for groups not currently well-supported.
 - a. Foster open communication channels to address and support inclusion needs within the organization. (Year 1)
 - b. Assess and ensure that the annual meeting is accessible and welcoming for all members. (Years 1 - 2)
 - c. Increase sustainable financial support programs for members in need of financial assistance attending the annual and regional meetings. (Years 2 – 3)
 - d. Form strategic partnerships with other societies and groups to share strengths and amplify these efforts. (Years 3 – 5)
3. Integrate these considerations into all society activities, such that by 2030, all SICB committee charges, bylaws, and process documents will include an inclusive perspective.
 - a. Incorporate these ideas throughout the SICB bylaws. (Years 1 – 2)
 - b. Appoint an advisor for the society to oversee initiatives and review current practice. (Year 1 to identify and appoint, years 2 – 3 to review practice, years 4 and 5 to continue with new initiatives)
 - c. Encourage all members to actively promote inclusion and a sense of belonging, providing a cultural framework to guide these efforts. During years 1-5, we will see an increase in support of these values in yearly surveys, and by year 5, there will be an established and self-sustaining culture of inclusion within the society

- d. Actively seek input from young and diverse members to shape SICB's future direction building a sense of belonging. (Years 1 – 2)

BOLD STEP 3: FINANCIAL SUSTAINABILITY

SICB will ensure long-term financial security to support core functions and enable future growth.

Strategies:

1. Optimize journal operations to enhance financial stability so that both journals are profitable by the end of 5 years.
 - a. Develop a plan for sustained *coordination* of the two SICB journals (ICB and IOB) and the Program Committee of the Annual Meeting to clarify distinct sources of journal content and avoid mission overlap (Year 1)
 - b. Determine best steps to take for increasing submissions to both ICB and IOB (Years 1-2).
 - c. Assess impacts of implemented steps on journal submissions and readership (Years 3-4)
 - d. Guide IOB to break-even status (years 3-4) and profitability (Year 5)
 - e. Guide ICB to consistently hit their contractual obligation for the requisite number of articles (Years 2-5)
2. Enhance resource management to safeguard SICB's financial health.
 - a. Review and revise investment and budget policies to ensure reserves keep pace with inflation. (Year 1)
 - b. Establish plan for periodic review and improvement of financial policies. (Year 2)
 - c. Develop and implement a process for evaluating and funding of new initiatives while maintaining fiscal responsibility. (development: Year 1; implementation: Years 2-3)
 - d. Grow the Mangum fund so that it can provide sustainable support for students (Years 1-5)
3. Develop and implement a comprehensive fundraising strategy so that 15% of revenue consistently comes from fundraising.
 - a. Create a strategic development plan to identify new funding sources. (Years 1-2)
 - b. Improve the success of securing additional revenue streams for SICB's initiatives. (Year 3)
4. Improve financial literacy among SICB members and provide financial transparency so that the majority of members feel confident in financial operations of the society.
 - a. Develop educational materials and develop mechanisms to effectively convey SICB's financial operations and needs to reflect strategies 1-3. (Years 1-2)
 - b. Implement programs to foster a better understanding of the society's financial structure among members. (Years 4-5)
 - c. Assess member understanding and appreciation of SICB financial management via membership survey. (Year 5; and then annually thereafter – becomes a core service)

BOLD STEP 4: MEMBERSHIP GROWTH & ENGAGEMENT

SICB will expand its membership and intellectual scope while elevating its scientific profile.

Strategies:

1. Support divisions to evaluate and readjust their scientific scope
 - a. Have each division assess its scientific scope in the context of its membership, other SICB divisions, and the scientists that it wants to attract (Year 1)
 - b. Support divisions to implement their restructuring, rebranding, or growth plans (Years 2-3)
2. Grow SICB from regions and communities currently underrepresented at SICB (metric: 5% growth in membership with an emphasis on smaller divisions and 5% growth in membership from target demographics SICB-wide)
 - a. Explore opportunities for additional SICB-sponsored regional meetings in collaboration with established regional meetings (Year 2)
 - b. Form strategic partnerships to broaden SICB's reach and influence. (Years 2-5)
 - c. Develop region-specific recruitment campaigns to attract diverse new members. (Years 3-4)
3. Develop and implement member retention efforts.
 - a. Assess retention across career levels and targeted demographics (Year 1)
 - b. Develop a retention plan to increase retention of member groups identified in Year 1 (Year 2)
 - c. Build member loyalty to SICB journals (ICB and IOB) by establishing career-building opportunities. (Years 2-3)
 - d. Implement year-round programming and resources to maintain engagement between annual meetings. (Years 4-5)
4. Elevate SICB's scientific profile. (metric: increased journal submission and citations, particularly from scientists outside of SICB, increased SICB press coverage, increased new memberships)
 - e. Enhance and reevaluate SICB's brand (e.g., name, tagline, logo) to emphasize its role as a leader in integrative biology. (Year 1)
 - f. Develop a robust communication strategy to promote SICB science to the broader scientific community and general public. (Year 1)
 - g. Position SICB journals as destination publications in their respective fields. (Years 4-5)