

Five Year Plans for Units within UWBG

Administration:

UWBG administration will continue in the future to provide personnel, payroll, purchasing, travel, and budget management assistance and services to all the units within the Center. Currently, we manage \$2.1 million in total resources, including special projects, and we serve 5 principal investigators, 32 permanent staff, and about 20 hourly staff. As the other UWBG units begin to implement their 5-year plans, UWBG Administration will be there to support those activities.

With our current administrative staffing, which includes a Manager of Administrative Services and one Fiscal Specialist, we are just over the maximum of our benchmarked efficiency of 1.0 FTE per \$1,000,000 operating funds and approx 30 permanent staff. As the other units' funding and staffing grow as needed to implement their 5-year plans, UWBG Administration will need to increase its staff proportionately to meet those needs.

We also expect to improve our reporting efforts so that the Center Director and budget managers have a clearer understanding of the resources they have available and offer greater grant and contract management expertise as required by the College's reorganization of these services.

Curation

One major goal is to organize a geographic information system (GIS) for the UWBG. This would allow for the increase in efficiency in the management of the collections and would be a major thrust in the development of an Integrated Information System. The GIS would allow us to have layers of information (interpretation, types of plants, paths, maps, etc.) that could be used by any number of personnel on staff and for general use by the public.

The Curation staff would like to become more involved in the North American Plant Collection Consortium. The first part of this would be to enhance the *Quercus* collection by developing relationships and exchange opportunities between members and institutions in Mexico. These Mexican species are currently under represented in North American botanical collections.

It is also important for the Curation Office to increase its staff size and operating budget to adequately support the existing collections and to support the new collections as they come on line.

CUH Horticulture

Develop the front along NE 41st Street into a showcase of interesting plants. The current landscape along this area is without a theme and is a hodgepodge of plants. The idea, working with the Curation Committee, is to present to the public and neighbors an aesthetically pleasing landscape showing what the UWBG is about. Another area that is in need of work is the west side of the Miller Library. Like the front border this has had no theme and is in dire need of plants. Working with the Curation Committee this area is to be developed to enhance the landscape around Merrill Hall with collection material.

The Native Plant Propagation Program was created to engage the local youth in helping to propagate native plants for ongoing project development at the UWBG. This has been a very successful program and it is important to continue this work. The need for sustainable funding is critical and will be sought as a goal. There is also a need to increase the visibility and recognition of the program. One final aspect to be worked on is the development and improvement of the nursery at the WPA.

WPA Horticulture

UWBG plant collections and to a much broader extent, our region's PNW forests and urban landscapes are being threatened now, more than ever, by the introduction of exotic insect, disease and weed pests; therefore, it is imperative that the WPA horticulture staff be as proactive in its current IPM program, as possible.

Pest monitoring is the best defense against future attacks by unwanted insects, diseases and weeds. WPA horticulture staff, in conjunction with WSDA entomologists, has embarked on an ambitious monitoring program designed to alert the horticulture community at large in the event that an exotic pest has arrived at our doorstep. Our intent is to increase monitoring of all vulnerable core plant collections that are currently threatened by these new pests. For example, the Viburnum leaf beetle, *Pyrrhalta viburni*, has found its way down from Vancouver, BC and now resides in Whatcom county. If this voracious leaf beetle gains a foothold in WPA, our nation's best Viburnum collection will be hard pressed to survive the onslaught. We know the Viburnum spp. most susceptible, which includes our PNW natives, so we are targeting this group first.

Raison d'être: "By George", I think we've got it!

This quite possibly could become UWBG's greatest marketing tool. UW campus café on Red Square, "By George" is venue to thousands of students, staff and faculty seeking quick dining and UW community news and information. By providing an "eye-catching" display of UWBG plant collections in containers and a kiosk housing most UWBG publications and announcements, we will at last be directly connected to a tangible campus venue, other than our own facilities. As Linda Hanlon, By George supervisor, stated, busloads upon busloads of incoming freshmen arrive daily during the summer months.

UWBG will provide and maintain on a weekly basis (except regular summer watering) 8 lovely planting containers, each showcasing a plant collections sampler, and other attractive amenity plants throughout the year, located in the "By George" courtyard arbor area, outside the café. Also, provide funding and replenishing of an UWBG information kiosk or small board that will contain UWBG publications and announcements.

Facilities and Rental

Create and have in place a marketing plan and develop materials to support the plan. This would be for all the rental facilities and would showcase the UWBG to potential growers, renters, donors and supporters.

Convert the existing Event Management System to the latest version to create efficiencies in the booking and invoicing of nearly 2000 annual events at our two sites. Use the tool for creating reports.

These two ideas will be important in the support of the organization as a whole. The more we can book efficiently and in a timely manner the more income we can derive and have available for the other UWBG programs. These also allow for the safe environment and use of state-of-the-art equipment.

Otis Douglas Hyde Herbarium

As the Washington Park Arboretum moves towards wild-collected material it is increasingly important that specimens be vouchered to document their identity and scientific value. This is the core of the Herbarium's mission and that will remain.

We anticipate increasing our outreach, however. Currently we offer plant identification services for the public and we usually process about 300 requests per year, some simple and some complex. The Master Gardeners also uses us for this purpose. Other ideas to increase our outreach in this area include potentially partnering with nurseries and also having trained volunteers visit residences to provide this service.

We are also committed to following through with our participation in the planned Cultivated Flora of North America, led by the U.S. National Arboretum and the Missouri Botanical Garden. They have indicated we will be taking the lead for the Pacific Northwest, which has a climate in which many species are cultivated. We have been collecting in other gardens to supplement the species found in the Arboretum in developing the collection to support this. However, in order to participate we will need to find funding to add one staff person dedicated to it.

Elisabeth C. Miller Library

The Miller Library is the library for the University of Washington Botanic Gardens and in that role provides library resources and services for the faculty, staff, volunteers, and students of all UWBG units and partner organizations located both at the Washington Park Arboretum and the Center for Urban Horticulture.

The Miller Library also "...exists as a resource for the horticultural public including gardeners, landscape architects, professional horticulturists, garden club and plant society members, and students and faculty of the University..." (from the Statement of Understanding between Elisabeth Carey Miller and the University of Washington, June 22, 1988).

Our five year vision is to continue to meet the needs of these stakeholders and fulfill elements of the UWBG and CFR strategic plans by:

Continuing to provide quality reference services, including the Plant Answer Line; book and periodical collections including curriculum and children's collections; digital resources, including the Garden Answers Knowledgebase; archives, rare books and other special collections; educational programs, exhibits and library tours.

Fully developing the Pacific Northwest Horticultural Archives, as begun by the 2008 Miller Foundation special grant for this purpose, making it the premier Pacific Northwest horticultural history depository, with clear guidelines for acquisitions, preservation, dissemination, usage and collaboration.

Installing an Integrated Library System to replace manual circulation system with automation. Have one web accessible system to manage patron records, circulation records and collections holdings, including books, periodicals and potentially other special collections such as archives and digital resources

Establishing an Image Collection, including acquisition, collection development, and usage policies and procedures. Curate current photo and slide collections, digitizing and disseminating as determined by collection development policy.

Working toward endowments of staff positions, with a specific goal of establishing and substantially funding an endowment for the Plant Answer Line librarian. Meeting annual giving goals, seeking grants, and donor cultivation to raise more money for both long term sustainability and for immediate use for operations and projects, including those listed above.

Continuing to provide professional services by staff through writing, giving presentations, serving on boards and committees and professional development of staff through attending classes, conferences, meetings and workshops.

Associating with a working group of librarians with collections of value to the College of the Environment, with development and coordination of a plan for jointly providing library services and resources. Be an effective partner with UW Libraries by developing Miller collections to enhance and expand on the holdings at other campus libraries and work to provide better access to these other library holdings at UWBG sites.

Continuing to be recognized as the primary horticultural library of the region by coordinating collection development and archival retention with other educational institutions and public library systems, insuring that regional and historical documents and publications are preserved and available for research.

Continuing successful professional associations, such as with the Council on Botanical and Horticultural Libraries, by hosting the annual meeting in May 2010, and providing access to the collective knowledge and collections of CBHL member libraries for the use of Miller Library stakeholders.

Have begun a capital campaign to expand the Miller Library westward as presented in the Union Bay and UW master plans. This additional space will allow for greater holdings of materials useful to UWBG faculty and students, more room for the Pacific Northwest Horticultural Archives, and expanded area for the children and curriculum collections, with a special emphasis on at-risk and ESL students.

UW Restoration Ecology Network – UWREN

The UW Restoration Ecology Network will expand over the next five years as the College of the Environment develops active solutions to environmental problems. Our goal is to increase student numbers in the restoration capstone sequence to 50 per year; this would allow us to have student teams involved in around eight or nine projects during each academic year. A potential way to support this increase would be to have MEH graduate students acting as project managers for one or two projects each year. The structure of the capstone class is evolving to allow student groups to choose projects, meet clients, and get into the field as early as is possible, certainly no later than the end of the autumn quarter.

The community cooperation that is a critical component of the capstone allows UWREN to integrate student learning into community-based, problem-solving work. Students are motivated by this kind of learning. We continue to provide UWREN as a model of teaching that can be exported to other disciplines by writing book chapters, giving seminars, and showing the results of our restoration work to as many audiences as we can.

As our list of prospective clients grows, we can project our work to places where it is important for the message to be heard, such as in underserved neighborhoods where effective methods need to be introduced, and high visibility sites where the impact can be maximized. In addition, we can choose more interesting kinds of systems to work in, including prairies, oak woodlands, and coastal wetlands.

Because we have operated the capstone class for ten years now, we are cooperating with graduate students to analyze the effectiveness and the trajectories of the different kinds of restoration projects that have been installed by student groups. Very good records of methods and materials used are available for some of the older projects and most of the newer ones, so analysis is facilitated by these data.

A proposal is being submitted to make restoration ecology a transcriptable minor, and the list of electives for the minor are being broadened to make it more attractive to students in design, engineering, social sciences and other disciplines.

Washington Rare Plant Care and Conservation Program (Rare Care)

We intend to continue the work that has led to recognition within the PNW and throughout the country of UWBG as a leader in plant conservation and recovery research and activities. This is the core of our mission.

We will do this through graduate student research, participation on species recovery teams, and research and monitoring conducted by staff and volunteers. We want to have an annual scholarship that we can award to graduate students working on plant conservation related research. This will encourage more students to undertake these topics.

We will also expand the monitoring program to 200 populations per year. This will allow greater security for rare species. Our faculty, students, and staff will also continue to play an active role in developing and assessing their status and the threats to them.

Much of our work in the next five years will include building the collection in the Miller Seed vault to about 150 species, with multiple populations. As we move towards climate change this resource may be all that stands between recovery and extinction for some species. We will also be active in conducting experimental reintroductions in the state.

Education & Outreach

The overarching goal of the Education and Outreach Unit is to provide the highest quality public education, interpretive, and communication programs and materials that further the mission of the UW Botanic Gardens. We will do this by fostering an appreciation of the plant world and instilling a stewardship ethic to promote sustainable practices among visitors and program participants.

We will continue to provide leadership & expertise in plant science, horticulture, & related environmental education issues to audiences of all ages and the community through strategic partnerships.

In K-12 education, we plan to expand programs to middle school & high school audiences, tie in with service learning opportunities, and improve connections internally with restoration projects on the grounds and the academic restoration programs. We will pursue funding to provide scholarships to make programs affordable for all schools, in order to conduct outreach in an equitable way and reach diverse audiences. Our adult public education programs will focus on increasing knowledge and skills in sustainable landscape and ecosystem management. Emphasis will be on building self-sustaining programs that have demonstrated appeal; tap into our research areas and staff expertise; and further knowledge of sustainability issues.

Through communications planning and oversight for the organization as a whole, we will promote a cohesive image and messaging on UW Botanic Gardens to market programs & facilities, and to raise awareness of and build support for the organization. We will explore the use of innovative approaches to reach new & diverse audiences.

We will work with facilities staff and management to improve the workspace at the Arboretum for education staff and volunteers.

Union Bay Natural Area

See Appendix 12