

 **Dashboard Progress of Strategic Plan Objectives**

As of February 2026

Not Started	In Progress - On Track	In Progress - Delayed	Completed	Changed
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<p>Objective 1: Inspire ISPE members and leaders to engage with emerging and innovative topics – to learn about the topic, advocate scientific policy, facilitate collaboration, and to drive application and integration into practice</p>							
<p>Goal 1.1: Throughout 2024-2029, continue transparent calls for leaders and members to engage in strategic efforts</p> <p>Goal 1.1 Progress</p>  <p>Not Started Complete</p> <p>Responsible Committee: Public Policy</p>	<p>Tactic 1.1.1 Engage ISPE communities and members to lead strategic efforts through a transparent solicitation to all members</p>	<p>Tactic 1.1.2 Organize joint meetings among leaders of SIGs, RIGs, and other communities as appropriate to promote collaboration in leading strategic efforts</p>	<p>Tactic 1.1.3 Create opportunities for leadership through a special call for mid-career members</p>	<p>Tactic 1.1.4 Provide feedback to the ISPE communities and members on all ongoing strategic efforts and the lead groups involved</p>			
<p>Goal 1.2: Throughout 2025-2029, >50% of plenaries, symposia/workshops at each meeting, webinars, and engagements with collaborating organizations and at least two pre-conference courses per year are related to emerging and innovative topics and/or strategic efforts</p> <p>Goal 1.2 Progress</p>  <p>Not Started Complete</p> <p>Responsible Committee: Education</p>	<p>Tactic 1.2.1 Solicit a society-wide call for pre-conference course content related to an ISPE strategic effort.</p>	<p>Tactic 1.2.2 Revised Tactic: Develop a plan for plenaries, symposia, and workshops on topics related to strategic efforts at ISPE-sponsored meetings by designating a strategic effort topic within the annual solicitation for plenary topics and listing strategic effort topic(s) as a special area of interest in the call for symposia and workshops.</p>	<p>Tactic 1.2.3 Leverage ISPE strategic liaisons to develop a webinar with a collaborating organization related to a strategic effort</p>	<p>New Tactic: 1.2.4 Develop preconference program that includes courses related to strategic efforts</p>	<p>New Tactic: 1.2.5 Solicit webinars related to strategic efforts.</p>		
<p>Objective 2: Share past successes, expertise, and innovation while leading novel integrations of epidemiology and public health in the development, research, and use of medical products and interventions</p>							
<p>Goal 2.1: By 2025, establish a communication plan which emphasizes publicizing achievements aligned with this strategic plan, internal and external to ISPE</p> <p>Goal 2.1 Progress</p>  <p>Not Started Complete</p> <p>Responsible Committee: History & Archives</p>	<p>Tactic 2.1.1 Reserve and use a designated space within the quarterly newsletter to ISPE members to communicate achievements related to the strategic plan</p>	<p>Tactic 2.1.2 Learn from the experience of the History and Archives Committee about how they have highlighted past achievements and how that can be used going forward for this plan</p>	<p>Tactic 2.1.3 Provide annual updates to membership through presentations at the annual and regional ISPE meetings (via Presidential address or organized symposia). These presentations can highlight major achievements from the strategic plan</p>	<p>Tactic 2.1.4 Leverage existing strategic partnerships to disseminate achievements related to this strategic plan (e.g., through conference presentations/symposia, joint publications, etc.)</p>	<p>Tactic 2.1.5 Organize an ongoing special collection in PDS to highlight relevant strategic plan achievements throughout the year</p>	<p>Tactic 2.1.6 Plan bi-annual LinkedIn spotlights related to achievements for the strategic plan</p>	
<p>Goal 2.2: By 2029, develop at least 5 position statements from ISPE showcasing expertise and innovation in pharmacoepidemiology</p> <p>Goal 2.2 Progress</p>  <p>Not Started Complete</p> <p>Responsible Committee: Publications & Communications</p>	<p>Tactic 2.2.1 Develop a subgroup within the ISPE Board that will lead and organize the identification, development, selection, direction, and dissemination of the ISPE position statement initiatives.</p>	<p>Tactic 2.2.2 Establish an annual call for ISPE Position Statements (within the current ISPE Manuscript Initiative) where ISPE Working Groups could apply for funding that is in line with the strategic plan and relevant to external audiences.</p>	<p>Tactic 2.2.3 Pursue ISPE endorsement and joint publication between PDS and another relevant journal to expand the reach of the position statements</p>	<p>Tactic 2.2.4 Create a press release and wider dissemination strategy for ISPE endorsed policy</p>	<p>Tactic 2.2.5 Host one ISPE webinar annually following the publication of ISPE position statements to enhance dissemination</p>		
<p>Objective 3: Maximize utility and flexibility of organizational structure and activities to achieve mission and vision in a timely and efficient fashion</p>							
<p>Goal 3.1: By 2026, complete a review of the organization structure and activities of ISPE; by 2028, implement any needed modifications to enhance future opportunities to achieve mission and vision</p> <p>Goal 3.1 Progress</p>  <p>Not Started Complete</p> <p>Responsible Committee: Executive</p>	<p>Tactic 3.1.1 Onboard the new management company and identify major pain points</p>	<p>Tactic 3.1.2 Compile a list of ISPE activities noting (a) who is responsible for each activity; (b) timing of each activity; (c) assessment of whether the activity is optimally aligned with the responsible group.</p>	<p>Tactic 3.1.3 Develop a more detailed organizational chart, including communication pathways between groups</p>	<p>Tactic 3.1.4 Revised Tactic: Identify gaps (gaps and prioritization analysis), via survey that all community leaders will be invited to contribute; prioritize gaps based on finalized list of gaps.</p>	<p>Tactic 3.1.5 Finalize list of recommended changes and develop outcome indicators for each change</p>	<p>Tactic 3.1.6 Develop a timeline for implementation</p>	<p>Tactic 3.1.7 Successfully implement the needed modifications of the organizational structure</p>
<p>Goal 3.2: Revised: Implement onboarding for members and leaders to facilitate clear understanding of expectations, provide transparency and information flow, and encourage engagement that is aligned with ISPE mission, vision, and strategic plan.</p> <p>Goal 3.2 Progress</p>  <p>Not Started Complete</p> <p>Responsible Committee: Strategic Planning</p>	<p>Tactic 3.2.1 Review current onboarding process (e.g., who receives onboarding, timeline during the year and who is responsible for each onboarding, location of onboarding materials)</p>	<p>Tactic 3.2.2 Revised tactic: "Develop central repository for editable onboarding materials for new leaders/strategic liaisons, board members, and FISPEs and SISPEs, accessible throughout the year. Upload non-editable versions of onboarding materials on the ISPE website and in the ISPE meeting App to be accessible by all ISPE members"</p>	<p>Tactic 3.2.3 Revised tactic: "Identify gaps and potential areas of improvement (e.g., clarify what it means to be on the board, etc.) through review and via feedback from targeted surveys or online questionnaires to collect feedback from ISPE members who recently received onboarding."</p>	<p>Tactic 3.2.4 Revised tactic: "Finalize/develop new onboarding material for FISPEs and SISPEs, also considering the feedback received from above surveys."</p>	<p>Tactic 3.2.5 Develop updated slide decks, as needed, incorporating feedback and addressing identified gaps and areas of improvement on an annual basis</p>	<p>Tactic 3.2.6 Consider whether it is appropriate for any of (or all) these activities to transition to the management company</p>	

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Objective 4: To identify and utilize opportunities to diversify financial and resource investments to further the ISPE mission and strategic activities that are aligned with our future vision.

<p>Goal 4.1: By 2029, at least 40% of revenue generation is through channels not yet included in ISPE portfolio</p>  <p>Not Started Complete</p> <p>Responsible Committee: Finance</p>	<p>Goal 4.1 Progress</p> <p>Tactic 4.1.1 Compile a list of options for additional funding/revenue that other professional societies and organizations allow (e.g., ISPOR, DIA, SER) such as sponsored activities, endowments, grants, etc</p>	<p>Tactic 4.1.2 Analyze and use report to determine next steps regarding new channels of funding/revenue</p>	<p>Tactic 4.1.3 Get approval from Board on proposals for new funding channels.</p>	<p>Tactic 4.1.4 Task relevant ISPE committees/communities with implementing</p>	<p>Tactic 4.1.5 Develop a timeline for implementation</p>	<p>Tactic 4.1.6 Successfully implement the new channels</p>
<p>Goal 4.2: By 2026, improve ISPE technology resources and practices to streamline communication and procedures</p>  <p>Not Started Complete</p> <p>Responsible Committee: Executive/Impact</p>	<p>Goal 4.2 Progress</p> <p>Tactic 4.2.1 Onboard the new management company and identify major pain points of technology</p>	<p>Tactic 4.2.2 Prioritize key technology challenges and develop proposals on the solutions to technology challenges that include proposed budgets. This includes exploring options to improve the online member platform (ISPE exchange) and/or transition to another platform with more capabilities.</p>	<p>Tactic 4.2.3 After each technology upgrade/change/solution is implemented, develop metrics that demonstrate measurable improvement</p>	<p>Tactic 4.2.4 (New): Provide a one page document regarding ISPE-wide technology platforms to be used.</p>		

Objective 5: Increase opportunities for engagement and enhance leadership capacity for scientific exchange, collaboration, and communication globally and across disciplines

<p>Goal 5.1: By 2025, intentionally incorporate capacity-building into at least 90% of strategic efforts</p> <p>Revised Goal: Intentionally incorporate capacity-building within and across ISPE communities, and into all ISPE strategic activities.</p>  <p>Not Started Complete</p> <p>Responsible Committee: Global Development / Strategic Planning</p>	<p>Goal 5.1 Progress</p> <p>Tactic 5.1.1 RIGs, SIGs, and Open Committees will include a breakdown of student and early career professional participation in annual reports</p>	<p>Tactic 5.1.2 RIGs, SIGs, Committees, Councils will include a breakdown of early career professional participation in annual reports</p>	<p>Tactic 5.1.3 Create an annual award to ISPE RIGs, SIGs, and Committees that demonstrated successful recruitment and member retention outlined in their annual report to the Board</p>	<p>Tactic 5.1.4 RIGs, SIGs, Committees, Councils will report detailed updates on their efforts to attract and increase membership among ISPE members, with a focus on capacity-building</p>	<p>Tactic 5.1.5 Encourage RIGs, SIGs, Committees, Councils to develop targeted outreach campaigns during ISPE's annual meeting to boost participation and recruit new members</p>	<p>Tactic 5.1.6: Ensure capacity-building requirements are included in strategic effort guidelines and champion responsibilities.</p>	<p>Tactic 5.1.7: Revise initiative funding proposal guidelines to include capacity-building elements.</p>
<p>Goal 5.2: By 2026, establish virtual meeting engagement practices for conferences and ISPE community meetings</p>  <p>Not Started Complete</p> <p>Responsible Committee: Sustainability</p>	<p>Goal 5.2 Progress</p> <p>Tactic 5.2.1 The P&CC will revise their policies to promote active engagement on social media during ISPE events, e.g., paid ads for annual meeting.</p>	<p>Tactic 5.2.2 Develop a hybrid component for the annual meeting, ensuring that both in-person and virtual attendees can fully participate in discussions, presentations, and networking opportunities</p>	<p>Tactic 5.2.3 Create a subcommittee within Meetings Oversight Committee, specifically tasked with identifying and implementing strategies to boost engagement for virtual attendees. The subcommittee will experiment with various formats such as breakout sessions, networking lounges, and live chat rooms to keep virtual attendees engaged</p>	<p>Tactic 5.2.4 Create virtual discussion fora for members to discuss research papers or other pressing topics throughout the year</p>	<p>Tactic 5.2.5 Require all communities to incorporate virtual components into their activities, allowing for distant live participation during ISPE meetings when the IT capacity exists at a reasonable cost and the expenses are affordable to ISPE (the potential negative financial consequence is acceptable to ISPE)</p>		
<p>Goal 5.3: By 2029, award at least 5 new FISPE to members from Africa, LATAM, and Gulf regions</p>  <p>Not Started Complete</p> <p>Responsible Committee: Fellowship & Awards</p>	<p>Goal 5.3 Progress</p> <p>Tactic 5.3.1 Recruit at least two FISPE volunteers to mentor candidates from Africa, Latin America, and Gulf regions via RIGs—providing guidance on criteria and applications—and require RIGs to promote the FISPE program to near-eligible members in these regions with clear communication and mentorship to encourage applications</p>	<p>Tactic 5.3.2 Encourage RIGs to identify potential FISPE candidates early and work with them to ensure they meet the necessary qualifications through involvement in ISPE activities and leadership roles</p>	<p>Tactic 5.3.3 Ensure that the FISPE criteria, application guidelines, and related policies are translated into key languages spoken in Africa, LATAM, and the Gulf regions</p>	<p>Tactic 5.3.4 Explore the possibility of customized or reduced fees for ISPE annual meetings and memberships for members from Low-Income and Lower-Middle Income Economies defined by World Bank. Create a discount option for membership when five or more new members from the same region join ISPE together</p>	<p>Tactic 5.3.5 Ask the Membership Committee and the Student Council to form a subcommittee focused on the engagement and recruitment of members from underrepresented regions, particularly in Africa, LATAM, and the Gulf. This subcommittee will develop strategies to attract new members from these regions and ensure their long-term involvement in ISPE activities, including support for FISPE candidacies</p>		

Objective 6: Create diverse development opportunities for all stages of career, with emphasis on creating new opportunities for early and mid-career while maintaining opportunities for students

<p>Goal 6.1: By 2026, develop and implement quantified expectations for involvement in at least 3 activities per year to maintain "active" FISPE status</p> <p>Revised Goal: Establish a FISPE pledge framework that encourages engagement and deepens commitment to advancing society's mission, vision, and values through meaningful service and contribution.</p>  <p>Not Started Complete</p> <p>Responsible Committee: Strategic Planning</p>	<p>Goal 6.1 Progress</p> <p>Tactic 6.1.1 Revised tactic: "Generate an initial list of opportunities for FISPE engagement based on historical data and input from ISPE Community Leaders. The list should include specific details on time and level of commitment."</p>	<p>Tactic 6.1.2 Survey FISPEs to collect feedback on the proposed list (see Tactic 6.1.1) and finalize list of opportunities for engagement</p>	<p>Tactic 6.1.3 Revised tactic 6.1.3: "Focus groups with FISPEs to gather more detailed feedback and plan for implementation."</p>	<p>Tactic 6.1.4 Revised tactic: "Develop communication strategies to engage FISPEs include plan, communication of expectations, and implementation of the pledge framework for FISPE engagement."</p>	<p>Tactic 6.1.5 Update the opportunities pathway to include additional information for ISPE members, including FISPEs to become actively engaged</p>	<p>Tactic 6.1.6 New tactic 6.1.6 "Create a standardized process for streamlined communication of need for FISPE engagement from ISPE communities"</p> <p>Revised tactic: Ensure capacity building requirements are included in strategic effort guidelines and champion responsibilities.</p>	<p>Tactic 6.1.7 Revised tactic: Evaluate the of implementation of the FISPE engagement plan</p> <p>Revised tactic: Ensure capacity building requirements are included in strategic effort guidelines and champion responsibilities.</p>	<p>Tactic 6.1.8 (New): Build recognition framework to celebrate FISPE engagement</p>
<p>Goal 6.2: By 2025, identify opportunities for increasing engagement in ISPE by career stage</p>  <p>Not Started Complete</p> <p>Responsible Committee: Membership</p>	<p>Goal 6.2 Progress</p> <p>Tactic 6.2.1 Update the opportunities pathway to include additional information for all ISPE members to become actively engaged</p>	<p>Tactic 6.2.2 Assess success of the initial (2024-2025) pilot peer mentoring program through a pre- and post-evaluation survey of participants</p>	<p>Tactic 6.2.3 Plan for full implementation of the peer mentoring program (2025-2026 and beyond) informed by the feedback received from earlier participants</p>	<p>Tactic 6.2.4 Provide opportunities for in-person networking during ISPE sponsored mtgs to increase engagement for early career, mid-career, and senior members of the Society (can be developed around existing programs: Mentor Match, Peer Mentoring, FISPE engagement)</p>	<p>Tactic 6.2.5 Capitalizing on the existing ISPE mentoring program: proposal for a new ISPE award for mentorship excellence</p>	<p>Tactic 6.2.6 Develop a formal leadership development program for emerging leaders, including workshops, webinars, and shadowing opportunities with current ISPE leaders, ensuring a sustainable pipeline of capable future leaders for ISPE committees (RIGs, SIGs, Committees, Councils)</p>		

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<p>Objective 7: Develop and deploy engagement strategies to better include diverse perspectives and geographic regions into the field of pharmacoepidemiology</p>									
<p>Goal 7.1: By 2025, update strategy for ISPE meetings: (a) Modify ISPE Annual Meeting location parameters – rotate between more than just North America and Europe; (b) Designate funding and calendarization for set number of regional meetings per year; (c) Designate track at ISPE Annual Meeting for regional interests</p>	<p>Goal 7.1 Progress</p> <p>Not Started Complete</p> <p>Responsible Committee: Scientific Meetings Oversight</p>	<p>Tactic 7.1.1 Propose a new ISPE annual meeting calendar, considering globalization</p>	<p>Tactic 7.1.2 Designate a track for regional interests at ISPE annual meeting</p>	<p>Tactic 7.1.3 Initiate a formal process for submitting regional meeting proposals, including feedback to the submitters</p>	<p>Tactic 7.1.4 Collaborate with regional pharmaceutical societies, universities, and governmental health bodies to expand outreach and ensure local relevance</p>	<p>Tactic 7.1.5 Enhance assessment at the end of each regional meeting to guarantee success and avoid greater financial loss and share information with Board/Exec. Propose a standardized evaluation framework to be used.</p>	<p>Tactic 7.1.6 Compare ISPE's regional meetings with similar organizations (e.g., ISPOR, ISOP) to identify opportunities for improvement and innovation with an annual cadence and feedback to the Board/Exec</p>	<p>Tactic 7.1.7 Explore opportunities to offer CE credits or certifications for attendees, making regional meetings more attractive to healthcare professionals</p>	
<p>Goal 7.2: By 2029, increase (a) Number of new members who do not have degree in epidemiology, (b) Number of members who study medical interventions/products other than medicines, and (c) Number of members outside of North America or Europe by at least 20% each</p>	<p>Goal 7.2 Progress</p> <p>Not Started Complete</p> <p>Responsible Committee: Development</p>	<p>Tactic 7.2.1 Raise awareness of ISPE and the opportunities ISPE offers around the globe, e.g. through webinars at national/regional level in local language and information at conferences related to the field (e.g. leverage liaisons)</p>	<p>Tactic 7.2.2 Ensure that the ISPE Annual Meeting and regional conferences feature specific sessions and tracks dedicated to all medical interventions and to professionals from emerging markets.</p>	<p>Tactic 7.2.3 Offer the possibility to become a member or renew membership in all ISPE meetings.</p>	<p>Tactic 7.2.4 Establish a membership incentive program for existing members to refer new members from all medical interventions or from underrepresented geographic regions (specify)</p>	<p>Tactic 7.2.5 Leverage the expertise of FISPEs to act as ambassadors in regions where ISPE membership is low.</p>	<p>Tactic 7.2.6 Develop formal partnerships with organizations that focus on medical interventions (to be specified).</p>		
<p>Objective 8: Engage external partnerships to ensure that ISPE as an organization is included in global conversations about conduct of pharmacoepidemiology studies and translation of results into public health policy and clinical practice.</p>									
<p>Goal 8.1: By 2026, develop and implement plan to increase advocacy globally that accounts for differing context and needs Revised Goal: Develop and implement plan to increase advocacy globally that accounts for differing context and needs</p>	<p>Goal 8.1 Progress</p> <p>Not Started Complete</p> <p>Responsible Committee: Public Policy</p>	<p>Tactic 8.1.1 Establish a working group to develop and implement a plan to oversee engagement with strategic liaisons, increase advocacy and interactions with external partners globally. Working group will report to the Exec (in lieu of Board) and to Board twice per year (April & August).</p>	<p>Tactic 8.1.2 Initiation of an audit, gap and needs analysis of ISPE's ongoing global partnership activities and identify relevant partners for the society. This will align with existing partnerships to evaluate value and ensure adoption of processes.</p>	<p>Tactic 8.1.3 Development of plan for society to increase global strategic partnerships. The developed plan will consider i) a partnership model for each category of partner (e.g. medical society, patient advocacy groups) ii) a communications plan to ensure increased communication within and beyond the society on partnership activities, including utilizing social media, newsletters and the ISPE website. An external partner's page on the ISPE website is recommended to advertise current partners and facilitate contact details for requests directly to the society from new partners.</p>	<p>Tactic 8.1.4 Implementation of plan; Clear objectives and roadmap will be set. Select key partners in currently underrepresented regions or subregions to test/pilot strategies. Progress will be tracked through regular monitoring of efforts. Feedback mechanism will be established from external partners.</p>				
<p>Goal 8.2: Complete at least one activity each year (2025-2029) that is aligned with ISPE mission, vision, and strategic efforts in at least 90% of ongoing external partnerships</p>	<p>Goal 8.2 Progress</p> <p>Not Started Complete</p> <p>Responsible Committee: Executive</p>	<p>Tactic 8.2.1 A 'Strategic Liaison pack' with relevant materials and guidelines etc. (ISPE slide deck, rules on using logo's, a social media cheat sheet etc.).</p>	<p>Tactic 8.2.2 Training provision. i) Provide training on advocacy, outreach and engaging with policy makers for strategic liaisons. ii) Upskilling of the wider society on engagement and advocacy, providing training via webinars, workshops etc.</p>	<p>Tactic 8.2.3 Consider opportunities at ISPE meetings to invite and include global external partners (symposia, workshops, pre-conference courses etc), subject to approval by the Exec.</p>	<p>Tactic 8.2.4 Consider opportunities for liaisons to attend external meetings/ conferences to present e.g. on behalf of ISPE globally</p>	<p>Tactic 8.2.5 Encouragement of ISPE sponsored manuscripts to include identified external partners and thus in these instances, consideration of non-ISPE members (as coauthors), where appropriate. Review of ISPE sponsored manuscript guidelines and identification of topics required to consider the above.</p>	<p>Tactic 8.2.6 Identify a strategic liaison champion. This may be 2-3 board members (with Exec sponsor) or other relevant champions e.g. FISPE</p>	<p>Tactic 8.2.7 Ensure appropriate reporting mechanisms in place for monitoring activities with liaisons and partners. Reporting will continue to the board (as per current guidelines) and to champion(s), and Exec. Champions will provide support & guidance to liaisons for integration of activities into ISPE's mission & strategic efforts.</p>	<p>Tactic 8.2.8 Increased dissemination of information on external partnerships and how to get involved. The establishment of an award mechanism to recognize the sustained work of strategic liaisons e.g. recognition and promotion of activities as part of FISPE recognition and sustained status and consideration of a specific award.</p>