



Society for Reproductive Investigation

2020-2023 Strategic Plan Summary



SRI Annual Meeting in Paris

OVERVIEW

The Society for Reproductive Investigation (SRI) Councilors, committee chairs, and staff convened in 2019 to establish a three-year strategic plan. Through a review of the SRI membership survey and annual meeting evaluation results, the plan outlined below was created to provide guidance into the activities of the SRI to ensure that every action is aligned with the goals and mission of the society. The participants identified nine primary domains along with the goals and actions that are aligned with each domain.

As part of the process, new mission and vision statements were approved to better reflect the purpose and objectives of the society.

MISSION

To advance reproductive and women's health care through (1) outstanding basic, translational, and clinical science, (2) training and mentoring future generations of investigators, (3) advocacy targeting funding agencies, policy makers, donors and the community and, (4) promoting women's health globally.

VISION

To lead outstanding multidisciplinary basic, translational, and clinical research, mentorship and training, and advocacy in reproductive science and research and women's health.

IMPORTANT DEFINITIONS

DOMAINS

Ways in which SRI meets the goals and objectives of the strategic plan and fulfills its mission.

DRIVERS

External elements the Society should be aware of and work towards combating to secure a successful future.

Domain 1: Science and Research

Cultural and internal drivers for this domain include the value of research quality at the annual meeting; the shift in research being interdisciplinary-crosscutting; and a poor understanding of reproductive research within the community as a whole.

Over the next three years, SRI has identified the following goals to meet the objectives of this domain:

- Establish the SRI as the primary meeting that serves to bridge the best basic, clinical and translational research in reproductive science and medicine
- Co-sponsor symposia at two sister society meetings each year
- Create online resources and forums for both research techniques and career development to include “challenges from the lab” and interviewing tips

Domain 2: Meetings

While SRI prides itself on the quality of science presented at the annual meeting, it recognizes that there is always room for improvement.

External drivers that may impact this domain include restrictions on attendees attending multiple meetings and the value of overall research quality at the meeting.

Over the next three years, the SRI will look to improve meetings and increase overall attendee satisfaction in the following ways:

- Ensure the SRI meeting is approachable and welcoming for members and potential members alike by survey of attendees
- Continue to incorporate innovative annual meeting sessions to include reproductive immunology, artificial intelligence, modeling and technique-focused sessions, and CRISPR
- Increase number of female attendees 10% annually by providing resources and support specific to the needs of women and families
- Create more opportunities for non-US and non-European participation at the annual meeting by providing options for online participation, as well as travel grants
- Increase early career faculty and trainee development by creating cross-cultural sessions and career-level specific committees to address challenges facing each group

Domain 3: Communication and Community

The SRI leadership appreciates the fact that its members are the cornerstone of the Society. Drivers for this domain include changing demographics of membership; increased specialization/loss of MD/orphan specialties; increasing presence and importance of social media network/virtual accessibility; and the importance of having a society that is approachable and welcoming for everyone.

SRI strives to improve communication and build community amongst the members by:

- Increasing membership engagement through volunteer opportunities, providing global training, and maintaining connections between annual meetings
- Providing expanded career development opportunities by growing the mentorship program through providing resources for mentor/mentee pairs throughout the year
- Increasing the number of clinician members by engaging members of sister societies such as ASRM, SMFM, and SSR for example

Domain 4: Journal, Publications, and Online Resources

Another primary fixture and offering of the Society is the journal, *Reproductive Sciences*. Drivers for this domain include an increase in contributions to science and open access from Asian countries, the importance of impact factor in submission decisions, and integration of the Journal with the society.

The leadership hopes to address these drivers by:

- Increasing the *Reproductive Sciences* impact factor 5% annually
- Integrating the journal better with the society through electronic journal clubs and by creating a section for young investigators
- Increasing marketing and better integration of SRI and *Reproductive Sciences* on social media
- Increasing translational and clinical research submissions to *Reproductive Sciences*
- Increasing the number of Associate Editors from China and other Asian countries, in addition to Europe and South America

Domain 5: Trainee Education Services

Trainee members and annual meeting attendees are the next generation of researchers and clinicians that the leadership is passionate about mentoring. Drivers for this domain include changing demographics of membership; a poor understanding of reproductive research resulting in less people entering this specialty; increased importance of social media network/virtual accessibility; and the importance of offering an approachable and welcoming environment.

The leadership hopes to address these drivers by:

- Addressing the changing demographics of the membership by providing resources and ensuring that SRI is meeting its members needs through all stages of their career
- Establishing SRI as the driver of training strategies by providing more training materials and resources, increasing volunteer opportunities for trainees and creating online resources such as webinars and training guides as well as a new online forum for members to address career development and research questions
- Increase engagement on SRI's social media platforms through Annual Meeting and *Reproductive Sciences* campaigns in order to identify eager participants and increase informal interaction with members

Domain 6: Diversity

SRI is unequivocally dedicated to diversity, equity, and inclusion in all aspects of the Society. Drivers for this domain include the changing demographics of membership; the importance of a society that is approachable and welcoming for everyone; the importance of global representation.

Goals outlined in the strategic plan include:

- Establishing partnerships with international organizations such as IFPA and DOHaD
- Increasing membership from Asia by 10%
- Creating relationships with regional societies (SGO, ASRM, SMFM, AUGS, etc.) by contributing to and publishing guidelines for care and research
- Ongoing engagement and education of the SRI community about the importance and need for diversity and inclusion, and the related barriers by creating tools for enhancing cultural humility and balancing power relationships in the workplace
- Outreach to, and interaction with, In Training and Early Career members as part of a deliberate effort to increase both participation and efficacy
- Creation and maintenance of an inclusive and welcoming internal and external environment by continuing to increase diversity on SRI Council and committees

Domain 7: Advocacy

Advocacy on behalf of the patient, clinician, and researcher is an extremely important core value of SRI. Drivers for this domain include a poor understanding of reproductive research and development of research that is more interdisciplinary-crosscutting.

The leadership would like to refocus this core value in the following ways:

- Support advocacy efforts such as the Women First Research Coalition
- Endorse position papers
- Advocate for an increase in visibility and funding for reproductive science and medicine in general through legislative activities and training
- Address misunderstandings/misconceptions of the public of what reproductive science entails through increased general communication about reproductive medicine, communication with media outlets, and engagement of universities local to the annual meeting venues
- Lead implementation of research and clinical evidence-based guidelines by drafting position papers on different therapies and endorsing guidelines from related organizations

Domain 8: Financial Resources of SRI as a Non-Profit Business

The SRI Council and staff recognize that, while the Society is a non-profit, it should still function as a business, however, there are some factors affecting the non-profit business including: a reduction in membership as a trend across medical societies; limited resources from universities and organizations to attend meetings; increasingly limited resources for funding and grants; opportunities to engage membership; opportunities to partner with other organizations to meet mission goals.

SRI plans to safeguard the financial resources by:

- Enhancing operating revenue by increasing revenue 5% annually
- Managing expenses by establishing a policy that international annual meeting budgets do not exceed 10% of a North American meeting
- Building resources to fund goals related to mission, including raising \$50,000 annually to fund the Foundation through various campaigns and activities outlined in the development plan
- Establishing long-term goal of increasing SRI's financial reserves to \$10M
- Following the pre-established budgeting calendar to include three-year forecasting

Domain 9: Global Women's Health

To achieve the fourth pillar of the SRI mission to promote women's health globally, the leadership wishes to address the importance of SRI's global representation as well as continuing to increase the research quality presented at the meeting.

SRI Leadership plans to address this domain by:

- Create taskforce of active global members
- Invite fellows who are engaged in global women's health
- Invite program directors engaged in global women's health