



2025 – 2027 STRATEGIC PLAN

EXECUTIVE SUMMARY:

This strategic plan builds upon the Vision, Mission, Core Values, and Core Activities of the PNS' first established strategic plan in 2019. The plan identifies 5 strategic goals with associated tactics laid out over 3 years, including responsible parties, resource implications, and performance measures. This roadmap will guide the Board, Special Interest Groups (SIGs), and Committees to collectively achieve the mission of the PNS.

2025-2027 STRATEGIC GOALS:

Strategic Goal #1: Strengthen Organizational Sustainability and Strategic Focus

Strategic Goal #2: Advance Research, Education, and Collaboration

Strategic Goal #3: Increase International Outreach and Global Impact

Strategic Goal #4: Support and Develop Early-Career Professionals

Strategic Goal #5: Strengthen Partnerships and Advocacy



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VISION

To provide and advocate for the highest quality of care for patients with peripheral nerve diseases around the world.

MISSION

To improve the lives of people with peripheral neuropathies.

CORE VALUES

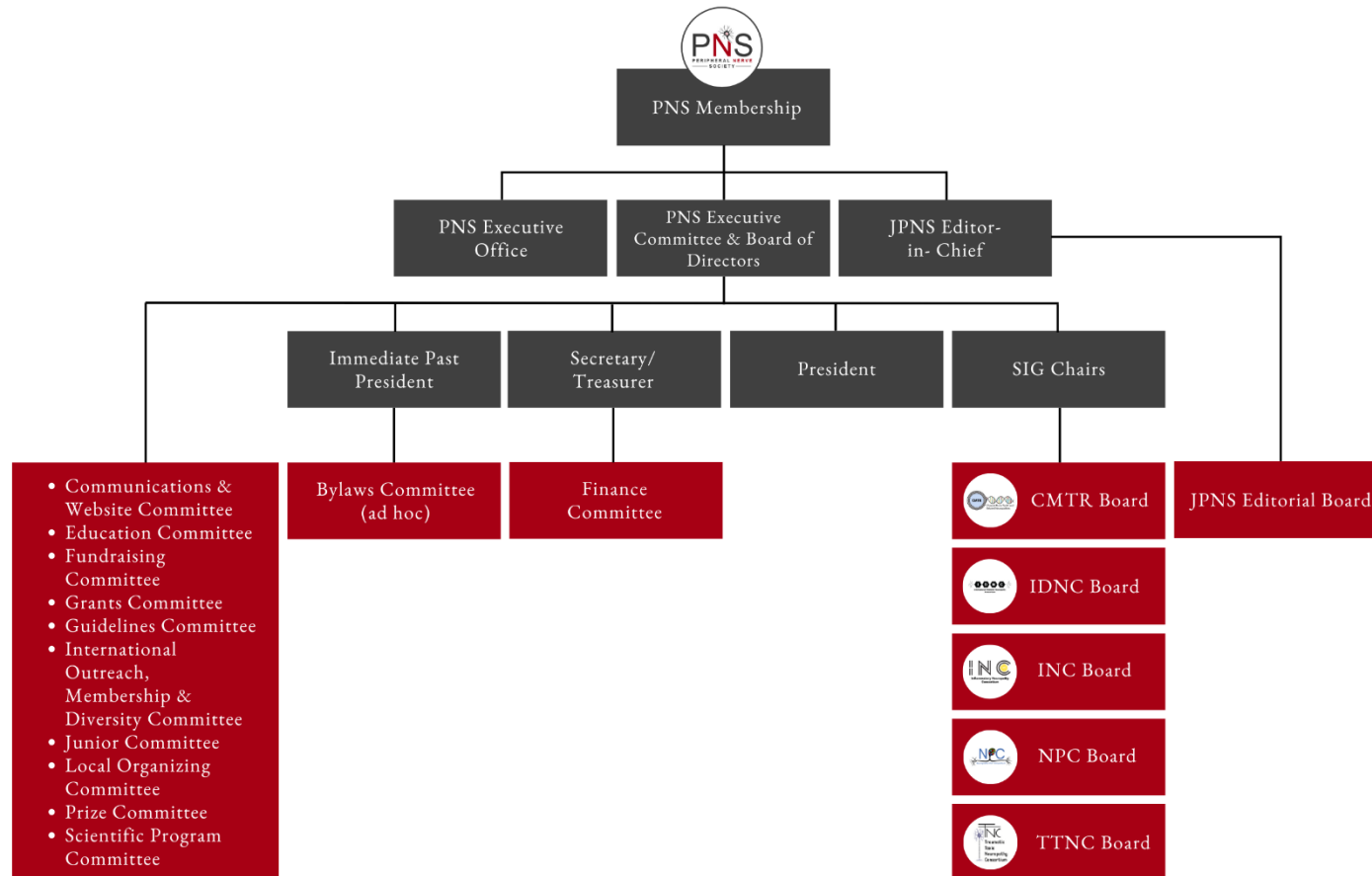
1. Be the organization for scientists and clinicians to come together to discuss, investigate and learn about peripheral nerve diseases
2. Advocate for basic and clinical research in peripheral nerve disease.
3. Support standards of care for peripheral nerve disorders.
4. Promote and develop careers in peripheral nerve research and clinical care.
5. Foster global engagement, education and training in peripheral nerve diseases including in under resourced countries.

CORE ACTIVITIES

1. Organize the Annual Meeting.
2. Support Special Interest Groups (SIGs) activities.
3. Develop education and training opportunities.
4. Develop and promote guidelines related to peripheral nerve diseases.
5. Collaborate with partners to advance research and clinical care in peripheral nerve diseases.
6. Publish the Journal of the Peripheral Nerve Society.

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PNS ORGANIZATIONAL STRUCTURE:



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TACTICS TO ACHIEVE STRATEGIC GOALS ORGANIZED BY YEAR

Status Scale

 moving ahead	 complete	 discussing/planning	 waiting for action	 clarification needed	 removed
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2025

Strategic Goal #1: Strengthen Organizational Sustainability and Strategic Focus

Tactic	Responsible Parties	Performance Measures	Resource Implications	Status
1) Form a PNS Optimization Taskforce charged with improving organizational structure and efficiency.	Optimization Taskforce led by PNS President and President-Elect. Taskforce recommendations to be Board approved.	1) Achieve a reduction in redundant processes, with detailed findings and recommendations to be presented to the Board by May. 2) Successfully implement the taskforce's recommendations following required Bylaws revisions pertaining to organizational structure changes.	Volunteer and staff time.	 complete
2) Evaluate the feasibility of appointing PNS & SIG Board Liaisons to all standing committees to enhance cross-functional collaboration.	President & President-Elect to conduct feasibility study with Executive Office SIGs to make their Board appointments, in consultation with	1) Complete feasibility study with Executive Office, with recommendations submitted to the Board by May. 2) Make committee appointments in tandem with the next PNS Call for Committee Involvement.	Volunteer and staff time.	 waiting for action

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	President & President-Elect	3) Improved communication between groups.		
3) Update existing committee charges with clear guidelines on Board expectations and annual reporting requirements.	Optimization Taskforce led by PNS President and President-Elect Taskforce recommendations to be Board approved.	Distribute revised Committee Charges to all committees by September, in alignment with the start of new committee terms.	Volunteer and staff time.	 waiting for action
4) Require SIG & Committee Chairs or Vice Chairs to verbally report once annually to the PNS Board, during a standing monthly Board call.	SIG & Committee Chairs	100% of SIG & Committee Chairs to give annual Board reports.	Volunteer and staff time.	 discussing/planning
5) Increase the frequency of Board Meetings from bi-monthly to monthly, ensuring up to 11 meetings per year.	Board	Set new meeting dates with Board.	Volunteer and staff time.	 complete
6) Develop clear parameters for which types of activities the Society will fund annually.	Finance Committee with Board approval	Clear funding parameters developed and approved by May, with the new funding application to be released by June.	Volunteer and staff time.	 complete
7) Develop formal guideline protocol (addressing recent treatment advances that justify the development of new guidelines).	Guidelines Committee with Board approval	Formal guideline protocol developed & approved by end of year.	Volunteer and staff time.	 discussing/planning
8) Develop standard for guideline cost estimation tied to the number of PICO (Population, Intervention, Comparison, Outcome) questions submitted as part of the protocol.	Guidelines Committee with Finance Committee and Board approval	Formal guideline standard for cost estimation developed & approved by end of year.	Volunteer and staff time.	 discussing/planning
9) Establish an annual cap for reserve funding, covering guidelines, grants, and new pilot projects.	Finance Committee with Board approval	The cap for reserve funding is determined and approved by May for the next fiscal year.	Up to \$500,000 USD, to be determined by	

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<i>Reserve funding cap reviewed and adjusted annually based on financial performance and strategic priorities.</i>			committee recommendation.	moving ahead
10) Establish a standardized Annual Meeting structure that future Scientific Program Committees are required to follow.	Optimization Taskforce with Board approval	Defined Annual Meeting structure developed and approved by Board by May.	Volunteer and staff time.	 moving ahead

2025

2025				
Strategic Goal #2: Advance Research, Education, and Collaboration				
Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Refine the applicant criteria for the PNS training grants program to broaden the applicant pool and consider inclusion of non-PNS mentors to promote diverse knowledge-sharing opportunities.	Grants Committee with Board approval	1) Achieve a 50% increase in applications from diverse backgrounds. 2) Assess impact of possible non PNS member mentors.	Volunteer and staff time.	 moving ahead
2) Record PNS Education Course and Plenary Lectures during Annual Meeting and open viewing to non-members following the meeting, to broaden engagement.	Executive Office	Achieve at least a 50% increase in viewership within 6 months of providing access.	Staff time. Recording cost for PNS 2025 - \$5435 USD (<i>cost to vary depending on meeting location</i>)	 moving ahead

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2025				
Strategic Goal #3: International Outreach and Global Impact				
Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Expand travel grants to support at least 40 individuals annually with \$1000 USD grants, prioritizing applicants based on the country's GNI.	International Outreach, Membership, and Diversity Committee with Finance Committee and Board funding approval	Increased geographic diversity of attendees.	\$40,000 USD in annual funding. Additional staff time processing international wires.	 complete
2) Explore the possibility of hosting the PNS Annual Meeting outside North America and Europe, with the first meeting being tentatively held in 2028 (with potential plans to recur every five years thereafter).	Executive Office with LOC proposals presented to Board	1) Conduct and complete a feasibility study, incorporating bids from local organizing committees, within 18 months. 2) Successfully host a meeting outside North America & Europe in 2028.	Staff time. Reserve funds allocated to cover potential financial losses from meeting. Possible travel grant program extension, to support Junior Member travel. <i>Forecasting additional dedicated meeting management</i>	 discussing/planning

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			<i>support hours to be required in 2028 to achieve this priority.</i>	
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2025				
Strategic Goal #4: Support and Develop Early-Career Professionals				
Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Develop plan for showcasing junior member achievements (e.g., awards, papers published, grants received, collaborations with industry and PAGs, and research projects) & annual training grant recipients prominently in the Annual Meeting program and communications.	Junior Committee with input from SIG Chairs & Board on selection.	1) Highlight junior member achievements in Nerve Connect, Peripheral Pulse, social media, and meeting announcements. 2) Slide show of achievements during Saturday Education Course at PNS 2026. 3) Increased awareness of Junior Member achievements.	Volunteer and staff time.	 discussing/planning
2) Assign junior members the responsibility of strategizing new social media content, in partnership with the Communications & Website Committee, while centralizing social media postings to the Executive Office and PNS Social Media ambassador to maintain oversight.	Junior Committee Communications & Website Committee	Increase Junior Membership in the Society and elevate the Society's visibility across various platforms.	Volunteer and staff time.	 discussing/planning
3) Encourage in new grant agreements that grant recipients participate in the Junior Committee as ex-officio	Junior Committee	Collect feedback from training grant recipients and Junior Committee leadership to assess the value of their involvement.	Volunteer and staff time.	 complete

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members at the start of their projects.				
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2025				
Strategic Goal #5: Strengthen Partnerships and Advocacy				
Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Explore joint activities, such as hosting a collaborative meeting with the World Muscle Society (WMS) in 2029.	WMS/PNS Joint Meeting Taskforce with recommendation presented to Board.	Successfully host the collaborative meeting with WMS in 2029, achieving a 75% satisfaction rate from attendees.	Volunteer and staff time. <i>Forecasting additional dedicated meeting management support hours to be required in 2029 to achieve this priority. Pending proposal from taskforce.</i>	 discussing/planning
2) Starting in 2025, hold a joint meeting during the PNS Annual Meeting between PNS and Patient Advocacy Groups (PAGs) to align efforts.	President & President-Elect	Identify and document collaborative action items to pursue with PNS Board post-meeting.	Volunteer and staff time.	 moving ahead

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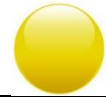
2026

Strategic Goal #1: Strengthen Organizational Sustainability and Strategic Focus

Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Conduct programatic review during bi-annual Board Retreat to assess the value and impact of existing PNS programs. Identify programs to receive continued resources, repurpose underperforming initiatives, and sunset those no longer aligned with strategic priorities.	Board	1) Use annual member survey feedback to determine the value of existing programs 2) Evaluate return on investment: member usage of programs vs. the cost of hosting each program (e.g., money spent and administrative hours)	Volunteer and staff time.	 clarification needed
2) Standardize the governance structure across all SIGs, including focused charters for each SIG.	Special Interest Group Chairs with Board approval	Develop and approve charters for all SIGs by the end of the year, with SIGs following standardized governance structure by 2027.	Volunteer and staff time.	

2026

Strategic Goal #2: Advance Research, Education, and Collaboration

Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Recategorize all on-demand recordings by topic for open-access viewing.	Education Committee	Record the utilization of recordings post-recategorization.	Volunteer and staff time.	
2) Enhance calls for training grants by identifying areas of research interest	Grants Committee with Finance Committee and Board approval.	Identify and publish areas of research	Volunteer and staff time.	

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and increase the annual number of grants awarded.		interest for the next grants cycle.	Funding amount to be defined, based on committee proposal.	discussing/planning
3) Design a short-term Fellowship training program for specific topics, such as electro diagnostics or laboratory techniques for launch in 2027.	Grants Committee with Board approval.	1) Design and approve the short-term Fellowship training program for a 2027 launch date. 2) Track grant recipient involvement in PNS over a 3-year period (PNS membership status, talks given, and committee involvement)	Volunteer and staff time. Funding amount to be defined, based on committee proposal. Software platform investment, to add an additional grants module. <i>Forecasting additional dedicated management support hours to be required in 2027 to achieve this priority. Pending proposal from committee.</i>	
4) Define three research themes for PNS meetings to guide and focus the field's efforts	Special Interest Group Chairs with Board approval.	Ensure meeting sessions align with the selected research themes.	Volunteer and staff time.	

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2026				
Strategic Goal #3: International Outreach and Global Impact				
Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Explore differentiating travel grant amounts based on travel origin and destination (e.g., Europe to Europe, Europe to the USA, or other global regions).	International Outreach, Membership, & Diversity Committee with Board approval.	Increase travel grant applicant pool.	Additional staff time required to track and process international wires or varying amounts. Funding amount to be determined based on committee recommendations.	
2) Develop an open call for regional Centers of Excellence to promote regional expertise and collaboration for launch in 2027.	International Outreach, Membership, & Diversity Committee with Board approval.	Starting in 2027, increase international fellowship opportunities, beyond one fellow annually.	Volunteer and staff time. Funding amount to be determined based on committee recommendations.	
3) Create and maintain a public web listing of PNS Member labs offering free diagnostic tests, including applicant instructions and eligibility criteria.	International Outreach, Membership, & Diversity Committee with Board approval.	Track the number of tests successfully sent abroad annually.	Volunteer and staff time.	 moving ahead

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2026				
Strategic Goal #4: Support and Develop Early-Career Professionals				
Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Explore the feasibility of introducing a new named lecture at the Annual Meeting to spotlight and celebrate a junior member, recognizing them as a PNS rising star.	Junior Committee with Scientific Program Committee and Board approval.	1) Formally establish and announce the new named lecture for the PNS 2027 Annual Meeting. 2) Develop and implement a fair selection process for identifying the PNS rising star to deliver the lecture.	Volunteer and staff time. Plenary speaker airfare and lodging expense.	
2) Allocate up to (4) of the Scientific Program Committee (SPC) roles to junior members.	Scientific Program Committee with Presidential Approval.	Ensure 100% of allocated roles are filled by Junior Members each year.	Volunteer and staff time.	 discussing/planning
3) Appoint (2) ex-officio junior committee members to each SIG Board to enhance their leadership experience	Junior Committee and Special Interest Group Chairs with Presidential Approval.	Ensure 90% participation of appointed junior committee members in SIG Board activities.	Volunteer and staff time.	 discussing/planning



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2026				
Strategic Goal #5: Strengthen Partnerships and Advocacy				
Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Explore partnerships with other scientific organizations to co-develop new research initiatives.	Special Interest Groups with Board Approval.	Launch joint research projects within one year of forming partnerships.	Funding to be determined based on the scope of new initiatives.	
2) Explore joint funding initiatives with PNS Annual Partners to maximize PNS' financial impact.	Finance Committee & Fundraising Committee Proposals to be Board approved.	Fund new projects annually through joint funding initiatives.	Volunteer and staff time.	
3) Partner with organizations, such as the World Federation of Neurology (WFN), to enhance fellowship training in developing countries.	International Outreach, Membership, and Diversity Committee with Board Approval.	Form a partnership with WFN and other relevant organizations to enhance fellowship training programs in developing countries within the next 12 months.	Funding to be determined based on the scope of new initiatives.	



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2027

Strategic Goal #2: Advance Research, Education, and Collaboration

Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Explore development of new open-access online courses, such as a podcast interview series or virtual neuropathy cafés.	Special Interest Groups and Education Committee, with Board approval.	Increased engagement and participation from members and non-members.	Volunteer and staff time. Production costs based on the scope of proposal from each SIG.	

2027

Strategic Goal #5: Strengthen Partnerships and Advocacy

Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Collaborate with current patient advocacy group partners to deliver one-day patient-focused programs on treatment options.	Special Interest Groups with Board Approval.	Organize at least (1) one-day session on treatment options annually, starting in 2028.	Potential funding from PNS to help support the costs of hosting the meeting.	
2) Endorse and support PNS members' participation in advocacy initiatives aligned with PNS's mission to advance neuropathy research and care.	Board with help from Communications & Website Committee	Launch an awareness campaign by the end of year to inform members about advocacy initiatives.	Volunteer and staff time.	



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2028

Strategic Goal #1: Strengthen Organizational Sustainability and Strategic Focus

Tactic	Responsible Parties	Performance Measure	Resource Implications	Status
1) Conduct programmatic review during Strategic Planning Retreat to assess the value and impact of existing PNS programs. Identify programs to receive continued resources, repurpose underperforming initiatives, and sunset those no longer aligned with strategic priorities.	Board	1) Use annual member survey feedback to determine the value of existing programs 2) Evaluate return on investment: member usage of programs vs. the cost of hosting each program (e.g., money spent and administrative hours)	Volunteer and staff time.	