

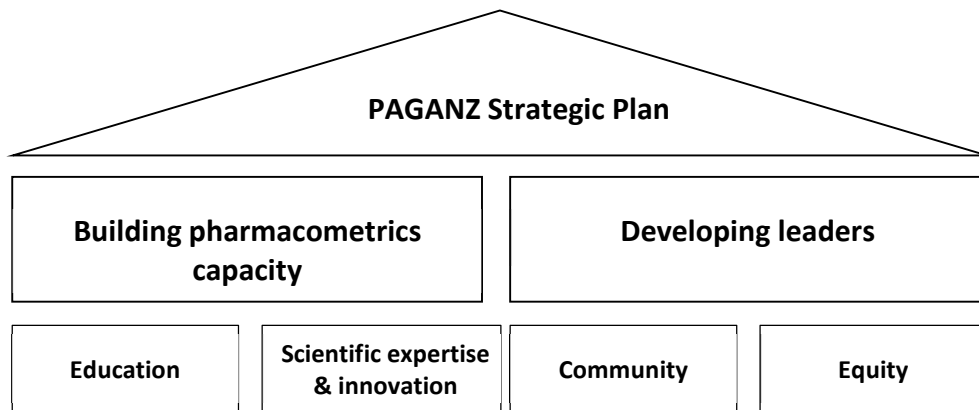
# PAGANZ Five-Year Strategic Plan

Version 1.1, dated 12-03-2024

The [purpose of the PAGANZ Society](#) is to encourage the use and development of pharmacometrics in Australia and New Zealand. We aim to do this through the pursuit of knowledge, training, collaboration, and open-source educational resources.

We have identified the following four core activity areas in our Five-Year Strategic Plan.

- Education
- Scientific Expertise and Innovation
- Community
- Equity



The goal of this document is to outline the objectives of each of the core activity areas, the actions to achieve these objectives, and the key performance indicators that will be measured to ensure these objectives are achieved. How we plan to implement these actions will be detailed separately. This document will guide the actions of the PAGANZ Inc Committee over the next 5 years.

## **1. Education**

PAGANZ values the future workforce in pharmacometrics and related fields and is committed to providing a supportive environment in which continued education is accessible and has real world application.

Objective: To support high quality education to its membership and to those interested in the wider Australasian region.

### Actions

1. Adopt, support or modify a Pharmacometrics curriculum.
2. Ensure that PAGANZ maintains its focus on training beginner and intermediate modellers, with specific attention on bridging the gap between beginners and intermediate levels.
3. Continue to support student attendance at the PAGANZ Annual Scientific Meeting and ensure students have ample opportunity to network and present their work in a collegial scientific forum.
4. Increase awareness of model informed drug development and model informed dosing using target concentration intervention within our membership to strengthen our capacity to meet current academic, industry and clinical needs.
5. Continue to use membership input to guide selection of Intermediate Population Approach Workshop (PAWS) and International Society of Pharmacometrics (ISOP) lecturership.

### Key Performance Indicators:

- Disseminate, on website and through opinion piece (or similar) PAGANZ curriculum recommendations (2 years).
- Hold half-day workshop on model informed drug development and/or model informed dosing every 2-3 years.
- Develop or provide links to educational material that extends beyond beginners PAWS.

## **2. Scientific Expertise & Innovation**

PAGANZ Inc is committed to growing scientific expertise and innovation in pharmacometrics and supporting the continued development of our field and workforce.

Objective: To encourage the use and development of pharmacometrics in Australasia through sharing scientific expertise and promoting innovation.

### Actions

1. Prepare or contribute to position paper/s on behalf of the Society which will increase visibility and allow sharing of scientific expertise and vision for the future.
2. Continue to attract speakers for the ISoP Lectureship and PAWS who communicate innovative approaches to the audience.
3. Encourage a culture of innovation within our community by valuing new methodologies and approaches in our scientific program.
4. Organize joint conferences with other societies to foster collaboration with external groups and to more widely share scientific expertise.
5. Engage with Australasian regulatory groups and provide support for the review of PKPD or PBPK models and similar.

### Key Performance Indicators:

- Co-host meetings with relevant societies at regular intervals (nominally every 4-5 meetings).
- Have a PAGANZ presence at other conferences in the Asia-Pacific Region.
- Introduce sessions on innovation and new methodology in our scientific programs.

### 3. Community

PAGANZ represents a diverse community of learners, collaborators, educators and scientists. Our membership is spread out geographically and the PAGANZ committee recognizes that this has its unique challenges in the establishment and growth of pharmacometrics centres and groups.

Objective: To maintain and strengthen community both within PAGANZ and externally in the wider pharmacometrics field in the Australasian region.

Actions:

1. Foster and develop stronger relationships with industry and regulatory bodies by incorporating talks relevant to drug development and involving more speakers from industry and regulatory bodies in event programs.
2. Consider holding virtual events to increase participation from the wider pharmacometrics community, remove barriers of accessibility and to increase dissemination of scientific expertise.
3. Actively support and encourage the PAGANZ student membership to develop their community in a manner that best serves their needs.
4. Develop mentoring program in which PhD students and early career pharmacometricians can pair with mentors from other groups.
5. Improve communication and awareness of PAGANZ related activities, support and awards to members and potential members of diverse backgrounds and identities.

Key Performance Indicators:

- Member participation from industry and regulatory bodies.
- Member participation from outside of Australia and New Zealand.
- Launch mentorship program within 2 years.

## 4. Equity

PAGANZ Inc commit to building a professional society that is inclusive, equitable and diverse with a culture of kindness, respect and support for others.

Objective: To provide equitable access, participation, and opportunity for success within our community for all members.

*Diversity* is taken to mean diverse in gender, culture, perspective, age and seniority.

*Equity* is taken to mean fair and just access, participation, experiences and success. Equity is everyone's right and achieving equity is everyone's responsibility.

### Actions

1. Collect anonymous, voluntary participant data at the point of registration for meetings, and at membership application.
2. Strive for diversity in keynote addresses, speaker and session chair representation at annual meeting and educational events.
3. Strive for diversity in prize and awards selection committees.
4. Ensure all in-person activities are hosted in spaces that are accessible.
5. Enable remote attendance, where possible, at PAGANZ AGM meetings for those unable to attend in person.
6. Where possible, provide childcare and breastfeeding options, and other support for attendees with caregiver responsibilities at PAGANZ meetings and workshops.
7. Continue to support students financially to attend our meetings in person, with avenues for those from low-income countries<sup>1</sup> within the Asia-Pacific region.
8. Support Welcome to Country, karakia or other culturally appropriate welcome to open meetings for the meeting host location.

### Key Performance Indicators

- Meeting participant statistics to provide current and ongoing status of active PAGANZ membership in terms of backgrounds and identities.
- Uptake of financial support offered by PAGANZ to student member attendees, including statistics in terms of student backgrounds and identities as appropriate.
- Diversity in our membership over the next 5 years, beginning from the start of data collection.

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<sup>1</sup> We define a low to middle income country as per the Organisation for Economic Co-operation and Development (OCED) definition, available at: <https://www.oecd.org/dac/financing-sustainable-development/development-finance-standards/DAC-List-of-ODA-Recipients-for-reporting-2022-23-flows.pdf>