



Society of Toxicologic Pathology (STP)—Strategic Plan

Vision Statement – Be an international leader for improvement of human, animal, and environmental health using an interdisciplinary scientific approach based in pathology and toxicology.

Adopted December 16, 2020

(1) ADVOCACY GOAL

The Society of Toxicologic Pathology will be recognized as a leader in the practice of toxicologic pathology as it relates to human, animal, and environmental health by scientific, legislative and regulatory stakeholders.

Objective:

1. Expand awareness and provide understanding on the practice of toxicologic pathology with other related professions and regulatory bodies.

Strategies

- Provide opportunities to educate, communicate and collaborate with domestic and international regulatory agencies.
- Work with key allied organizations, including but not limited to other toxicologic pathology organizations, consortia (e.g., DruSafe), and advocacy groups (e.g., PhRMA), to make legislative bodies and regulatory agencies more aware of the positive impact of toxicologic pathology and STP on human, animal, and environmental health.
- Organize forums (such as town hall discussions and informational webinars) on emerging, draft, or revised regulations and industry guidelines within our discipline as new technology and safety assessment paradigms affect the practice of toxicologic pathology.

Objective:

2. Partner with key allied organizations within the toxicologic pathology community, scientific consortia and advocacy groups (e.g., BioSafe/DruSafe/PhRMA) to positively influence regulatory policies.

Strategies

- Provide continuing education sessions to regulatory scientists at annual symposia and meetings held through consortia/strategic partnerships to demonstrate the expertise of the profession.
- Illustrate and broadly communicate the standards and best practices of toxicologic pathology and interpretations of regulatory guidance, e.g., through educational forums and publications.
- Drive the changes and alignment of international industry standards through position papers and other publications in collaboration with allied international societies and regulators.

(2) EDUCATION GOAL

The Society of Toxicologic Pathology will be a global leader in providing educational and career development resources in toxicologic pathology to its membership, students, and organizations with common interests.

Objective:

1. Provide high-quality scientific-based continuing education (CE) opportunities and career development resources in toxicologic pathology and related fields.

Strategies

- Provide educational and career development activities for members and allied stakeholders through CE courses, Career Development Presentations, Scientific Presentations (Annual Symposium, Regional Meetings, and Modular Courses) and Webinars.
- Strengthen relationships, liaison roles, and liaison succession with other toxicologic pathology societies (BSTP, ESTP, JSTP, KSTP, IATP, LASTEP, NLSTP, SFPT, STP-I) and organizations with common interests (ACT, ACPV, ASIP, AACR, BDRP, SOT, SPS, etc.).

Objective:

2. Enhance and promote web-based platforms for educational activities and resources.

Strategies

- Improve visibility of and enable on-line access to courses, presentations and other materials from the Annual Symposia, Regional Meetings, Modular Courses, etc.
- Use technology to enhance communications and collaboration within STP membership and between STP and organizations with common interests.
- Develop new virtual offerings and/or web-based courses.

Objective:

3. Disseminate scientific and regulatory expertise and information relevant to toxicologic pathology.

Strategies

- Promote best practice, position papers, and INHAND publications.
- Enhance availability of scientific and regulatory resources online (web-based).
- Expand educational efforts/outreach to organizations with common interests to reach toxicologists, pharmacologists, and regulatory scientists.

(3) INNOVATION GOAL

The Society of Toxicologic Pathology will remain aware, knowledgeable, and responsive to technological advancements that have the potential to evolve and transform the practice of toxicologic pathology.

Objective:

1. Remain on the forefront of emerging technologies that will impact the toxicologic pathology discipline and develop strategies to advance and evolve the STP member knowledge in these areas.

Strategies

- Adapt and respond to the changing education requirements of the STP membership, ensuring that we provide courses and meetings that adequately buttress the varied needs of the membership, from toxicologic pathology fundamentals to detailed scientific and emerging technology education.
- Increase membership awareness and involvement in digital and computational pathology methodologies, including artificial intelligence and machine learning, by incorporation of these topics in annual and regional symposia and continuing education sessions.
- Educate STP members on how to integrate systems biology and big data analysis approaches to enhance and augment the practice and scope of toxicologic pathology.

Objective:

2. Be an international leader in the practice of toxicologic pathology by building partnerships to influence the development, application and regulation of emerging technologies and methodologies that impact the field.

Strategies

- Strengthen collaborations with other scientific societies to develop joint educational opportunities focused on the application of integrative omics and emerging technologies to the practice of toxicology and toxicologic pathology.
- Engage with additional discipline leaders through the Scientific Liaison Coalition to support the 3Rs (Refinement, Reduction, and Replacement) and validation of novel research study designs, microphysiological systems, and additional *in vitro* approaches to comprehensive hazard and risk assessment.

(4) SUSTAINABILITY GOAL

The Society of Toxicologic Pathology will ensure sustainability of the society through sound financial management, enhanced recruitment of new members, and development of the careers of its existing members, while functioning in a manner that promotes a healthy and sustainable environment.

Objective:

1. Ensure the long-term financial stability of the Society in order to support the strategic goals of the STP.

Strategies

- Maintain balance between revenue and annual expenses by prioritizing activities that have the greatest impact on the STP members.
- Forecast future expenses and implement long-term plans to proactively adjust costs and adapt to changing revenue and market trends.
- Continue to monitor revenue and expenses for budget shortfalls, and balance the budget as needed to meet the society's financial requirements to minimize effects on the STP reserve funds.
- Explore opportunities to strengthen financial resources through strategic initiatives (e.g., membership donation drive).

Objective:

2. Sustain and build the membership of the STP by promoting its value as a global leader in the practice of toxicologic pathology, as a resource for education and career development, as a leader in relevant emerging technologies, and as an advocate and source for toxicologic pathology best practices.

Strategies

- Enhance recruitment of new members by targeted promotion of the STP to disciplines and groups which have traditionally either not been exposed to toxicologic pathology or did not recognize its potential value, including those in the toxicology field, veterinarians working in research, and students in veterinary medicine, pathology or toxicology.
- Ensure that STP committees are proactively seeking inclusion of non-pathologists members.
- Collaborate with allied organizations to maintain mutually beneficial associations between industry and academia and actively involve university faculty and encourage them to become STP members.
- Identify opportunities to advocate for and support personal and professional development of STP members.
- Create an inclusive environment by upholding the guiding ethical values and principles embodied in the following STP documents: 'STP Constitution and Bylaws', 'Ethics Policy', 'Non-discrimination and Anti-harassment Policy', 'Privacy Policy and Disclaimers', 'Whistleblower Policy', and 'Working with Animals (3Rs) Policy'.

Objective:

3. Seek opportunities to maximize visibility of STP and membership educational opportunities while minimizing the STP carbon footprint and waste stream.

Strategies

- Collaborate with other related societies to promote shared meetings and educational opportunities which can minimize the environmental impact of individual meetings
- Increase the number of virtual activities, opportunities, and platforms to reduce the STP carbon footprint (e.g., travel) and waste (paper, plastic, etc).
- Strive to select meeting locations and activities that minimize the impact on the environment.