*Note: all text in italics is taken directly from the ANS constitution and cannot be amended

ANS STRATEGIC PLAN 2018 – 2023

ANS Vision

To lead and foster excellence in neuroscience research, teaching & the application of discovery for the benefit of society.

ANS Mission Statement

ANS exists to be the peak body of Neuroscience in Australia & NZ and is seen as the leading regional body on an International level. ANS creates opportunities for researchers & serves the intellectual & operational needs of its members.

ANS Values:

- **Excellence**

ANS supports excellence in research and teaching that leads to new knowledge and societal benefits.

- **Integrity & Ethics**

The highest levels of ethical conduct and integrity are crucial to ANS and its members.

- **Inclusiveness**

ANS is a society that represents educators, researchers (broadly defined), clinicians, engineers and those that support the pursuit of knowledge about the brain and nervous system and its function, at all levels of their career.

- **Creativity**

ANS recognises the creative endeavour of research into neuroscience and brain function and the powerful role creative thinking plays in delivering our vision.

- **Representation**

ANS aspires to represent all areas of brain and nervous system science, education and translation at the highest levels of Government, to funding bodies and to the public, providing expert opinion, leadership and advice.

ANS Objectives

In the following section, we address the objectives of ANS as described in our constitution, and how these may be met between 2018-2023. There are three primary objectives of the Society; Knowledge sharing, Research Excellence, Promotion of Neuroscience.

Knowledge Sharing

The primary object of the Society shall be the advancement of the neurosciences by facilitating the dissemination of information pertaining to neuroscience, in teaching and research, by conducting meetings, seminars and lectures at local and national (country-wide) levels.

To meet this objective, the ANS must encompass members from all areas of brain and nervous

system science and behaviour. The annual meeting must be diverse in scope and of high quality and ANS aims to increase and support local events throughout the year.

Goal 1: To increase the ANS annual membership base and representation.

Mechanism: Over the next 3-5 years ANS aspires to encompass and represent all areas of brain and nervous system science and brain function, as well as neuroscience education and research translation. Those Sectors/Scientists that are relevant to the ANS include, but are not limited to:

- Basic Scientists
- Cognitive neuroscientists
- Computational Neuroscience
- Neuroengineers
- Chemosensory neuroscientists
- Neuroethologists
- Social Neuroscientists
- Neuroethics
- Neurologists
- Neurosurgeons
- Psychiatrists
- Psychologists
- Neuroradiologists
- Teachers/Students/Partner Schools
- Brain science technology companies
- Brain science media communicators

Measures: 1) Increased annual membership base. 2) Increased member satisfaction – to monitor this member surveys will be conducted on a biennial basis. 3) Increased diversity of areas represented as ANS members.

Goal 2: To develop structures to make ANS more efficient & effective.

Mechanism: 1) Engage and maintain the services of a professional secretariat. 2) Develop a new integrated website that will provide a "one stop shop" for members and accommodate registrations for the annual meeting. 3) Establish governance procedures and policies that enable the ANS Council and Executive to be more effective in their roles. 4) Identify and mitigate risks to the Society. 5) Develop new strategies for generating revenue and sponsorship for the Society's functions.

Measures: 1) Increased communication with members through representation on ANS committees and on Council, inclusive of all sectors of our membership. 2) Increased communication directly with the ANS Executive and Council. 3) Increased revenue and sponsorship.

Goal 3: To create a high quality annual conference that showcases neuroscience research, attracts increased delegate numbers and provides a healthy financial surplus to drive down registration costs.

Mechanism: 1) Improve the conference venue selection process such that negotiations are conducted to ensure conference costs are kept to a minimum and financial viability is maintained. 2) Establish an ANS Conference and Program Committee, chaired by the Editor, to replace the current local organising committee. The Conference committee members will have a tenure of more than one meeting, thereby providing more stability for the Committee and allow retention of "corporate memory" related to conference planning and organization. 3) Enable innovative strategies for encompassing a broader representation of science at the annual meeting.

Measures: 1) Review the breadth of neuroscience represented at the annual meeting within 3 to 5 years. 2) An increase in attendance at the annual meeting (with higher attendance by 2023 compared to 2017). 3) A reduction in registration costs, especially for students, by 2023, taking inflation into account. 4) The establishment of vibrant student and ECR participation in all facets of the conference program. 5) Inclusion of joint sessions or events with related Societies.

Goal 4: To create high quality events outside of the Annual Conference and year-round benefits for members.

Mechanism: 1) Provide additional event opportunities for members to attend throughout the year. 2) Encourage members to run events in their local community, sponsored by ANS. 3) Offer logistic and some financial support for such events. 4) Assist with promotion of regional events on the ANS website and social media. 5) Create new learning materials that are useful for ANS members. 6) Engage in neuroscience advocacy that will have flow on effects for members.

Measures: 1) Increase in the number of local events run by members. 2) Increased member satisfaction related to year-round benefits. 3) Increase in website and social media content that is useful for members.

Supporting Research Excellence

An additional object is the actual undertaking of research for the benefit of Australia and New Zealand, by clarifying the actions of the nervous system and how diseases of the nervous system can be treated. This may take the form of presenting novel data at workshops and / or the publishing of novel data generated by members of the Society.

Goal 5: To engage in activities that increase knowledge of the brain, the nervous system and its functions.

Mechanisms: 1) To promote and support ACAN and to investigate developing additional courses of this calibre. 2) To increase information sharing about the research discoveries of our members among researchers as well as the general public.

Measures: 1) Recognition of ACAN as a world-leading research training course. 2）Recognition of ACAN at each Annual Conference. 3) Increase in the number of research discovery articles in our website, newsletter and social media.

Goal 6: To promote excellence in Australasian neuroscience and to ensure the quality of our sector's output.

Mechanisms: 1) To recognise research excellence through awards and honours. 2) To promote our neuroscience research through international organisations. 3) To promote our members through nominations for prizes and awards sponsored by other organisations, including government agencies.

Measures: 1) Increase in the number of awards and honours presented at the annual meeting. 2) ANS sponsorship of medals for neuroscience research excellence under the auspices of other organisations. 3) Increase in the number of neuroscientists that are members of learned academies and recipients of major Australasian and international prizes and awards.

Goal 7: To promote equity and diversity within the Society and across all of our activities and functions.

Mechanisms: 1) Establish an ANS committee for equity and diversity that will oversee all societal activities to ensure that equity and diversity are fully embedded in the Society's activities. 2) The Equity and Diversity committee will have a representative on the ANS Conference and Program Committee. 3) Develop strategies for ANS to best support parents and carers to attend the annual meeting. 4) Raise awareness of issues related to equity and diversity across our sector.

Measures: 1) All activities of ANS take equity and diversity into account, for details see the Committee for Equity and Diversity documentation. 2) Any activities that do not adhere to the principles of equity and diversity are modified or abolished. 3) Increased opportunities for members with caring responsibilities to attend the annual meeting

Goal 8: To support the careers of our members at all career stages.

Mechanisms: 1) Establish an ANS student body and an ANS postdoctoral and research representative body to represent the views of these groups on ANS Council and to provide ongoing support and activities. 2) Create new career opportunities for students and ECR's through a job fair at the annual meeting.

Measures: 1) Increased career development activities of the Society. 2) Increased number and geographic diversity of ongoing and non-conference linked student and ECR activities funded and/or organised by ANS or ANS members, respectively. 3) Increased student and ECR engagement in the organisation and operation of ANS. 4) A student and ECR job fair at the annual meeting by 2023.

Goal 9: To provide leadership in the ethical use of animals in research and the ethical sharing of data derived from human research participants.

Mechanisms: 1) Create an ANS Animals in Research Committee that will oversee the Society's dialogue and activities related to the ethical use of animals in research. 2) Support the work of Society members to advocate for the ethical use of animals in research. 3) Provide leadership amongst scientific societies on these issues and work with learned academies and international organisations to develop policies related to the ethical sharing of data derived from human research participants.

Measures: 1) Increased public awareness of the vital role that the animal experimentation plays in research discovery and translation. 2) ANS members' involvement in the development of policies around the ethical sharing of data. 3) Increased awareness among the membership of appropriate procedures to engage with Government, Universities, Insititutes and the public about research involving animals.

Promotion of Neuroscience

The Society shall engage in the advocacy and promotion of neuroscience for the benefit of its members. This may be by appointing a member of the Society to represent the interests of the Society on Councils or Boards of other societies or to engage in advocacy strategies as required by the Society.

Goal 10: To promote neuroscience to the broader scientific community, Universities, teachers and schools, government, patient advocacy groups, industry and the general public.

Mechanisms: 1) Establish a media and communications working group to devise a strategy for the next 3-5 years to increase the visibility of ANS in these sectors. 2) Increase informative neuroscience content on our website.

Measures: 1) Increased media presence and hits/downloads to the website, Facebook, Twitter and other social media outlets. 2) Increased profile of neuroscientists in the media. 3) ANS is seen as providing reliable and accurate information and is viewed as an authority in the field. 4) Other organisations approach ANS to develop materials utilising the expertise of our members.

Goal 11: To raise the quality of Neuroscience literacy across Australasia

Mechanisms:1) Establish an ANS teaching resource committee that will increase teaching related content and facilitate the sharing of neuroscience teaching resources amongst ANS members, educational organizations and the general public. 2) Continue to develop the ABBC and the NZBBC. 3) Develop new learning content that raises neuroscience literacy in all sectors of the community. 4) Develop engaging and innovative methods for reaching wider audiences with our content.

Measures: 1) Increased participation in the ABBC and NZBBC. 2) Increased neuroscience literacy in the general population as measured by website based surveys of our target audiences. 3) Increased school outreach through talks in schools by ANS members. 4) ANS materials produced for public outreach and for the brain bee.

Goal 12: To attract talented students into the field of Neuroscience research

Mechanisms: 1) Provide incentives for students to join ANS and to attend the annual meeting. 2) Provide career information sessions for students contemplating a career in neuroscience. 3) Investigate additional training courses similar to ACAN on other topics.

Measures: 1) Increased numbers of high school, undergraduate and graduate students at the annual meeting. 2) Increased applications to ACAN or similar courses.