



IDSA Strategic Plan

2025 - 2030

Strengthening the field of infectious diseases, advancing science and advocating for health equity.

September 2024

Introduction

The Infectious Diseases Society of America is the leading medical society representing more than 13,000 ID physicians, scientists and other health professionals devoted to patient care, prevention, public health, education and research in infectious diseases. Since 2020, IDSA's work has been guided by its 2020-2024 strategic plan. Drawing on the growth, strength and diversity of our members and staff, and the lessons learned during the COVID-19 pandemic, IDSA has updated this plan to be better prepared for the challenges of an exciting future.

The COVID-19 pandemic has highlighted the critical role ID experts play in responding to pandemics, including within hospitals, public health departments and the broader community. It also has underscored the need to strengthen the ID workforce as a component of outbreak and pandemic preparedness and the delivery of high-quality patient care.

While the worst of the COVID-19 pandemic is now behind us, the threat of future outbreaks and pandemics looms, due largely to the rise of antimicrobial resistance and climate change, among other factors. These challenges are set within the larger context of an embattled public health and health care environment in which health care inequities persist, misinformation and distrust of science and public health has grown, and the health care workforce, particularly ID, faces shortages and burnout.

Despite these challenges, the opportunities ahead for the field of infectious diseases, public health and patients are great. Advances in science and technology — including artificial intelligence — have opened doors in vaccine development and molecular diagnostics. Extraordinary tools are available to end HIV as a public health threat and eliminate viral hepatitis. Our knowledge base for optimizing antimicrobial use and limiting the development of resistance is growing. Our role in value-based health care delivery is critical and as yet unrecognized. An increased focus on global health security has strengthened international collaboration, contributing to improved preparedness and response.

To address these challenges and maximize opportunities, IDSA has developed a 2025-2030 strategic plan to advance IDSA's mission to bring together the curiosity, compassion and knowledge of our members to strengthen the field of infectious diseases, advance science and advocate for health equity. To develop the plan, a Strategic Planning Advisory Group of the IDSA Board of Directors was assembled in 2024 to review the 2020-2024 strategic plan and accomplishments to date. The group worked with IDSA staff to plan an in-depth strategic planning session with the IDSA Board of Directors, Coordinating Council members and staff leadership. During the session, the group conducted an environmental analysis and developed an updated set of strategic priorities, goals and desired outcomes to advance IDSA's vision, mission, values and brand promise.

The 2025-2030 strategic plan advances much of the work set forth in 2020 but with new goals to achieve within the next five years. It builds on IDSA's strengths as a convener and a trusted source of information and guidance in the field of infectious diseases, and it reaffirms IDSA's commitment to meeting the needs of the ID community and the patients and communities we serve. In keeping with the Society's commitment to health equity and inclusion, diversity, access and equity, the plan integrates the priorities identified in our [IDA&E Roadmap & Strategy](#) as a cross-cutting theme, ensuring this commitment is reflected in our work at every opportunity. This dynamic and flexible strategic plan ensures the Society can respond effectively to changes in the environment as they arise.



Strategic Priorities, Goals and Objectives

Strategic Priority 1: Build and sustain a broad, diverse and valued ID workforce to improve patient care, advance science and promote public health

The pipeline for training ID physicians lags behind other specialties, even as the global need for such expertise rises. Additionally, the rapidly changing health care environment has placed significant pressure on the practice of ID, with significant impacts across all practice settings. Although health care systems, policymakers and the public are more aware of the contributions of ID experts than in the past, ID reimbursement does not yet reflect the true value of ID care. Challenges persist in ensuring adequate staffing of ID services within health care settings.

In the fall of 2023, the IDSA Board of Directors approved a bold new workforce development vision, with accompanying goals and strategies, to recruit and foster the diverse and talented ID workforce we need to effectively respond to infectious diseases threats. Leveraging our robust community of 13,000+ IDSA members, strong ties with the academic medical education community, and comprehensive offering of education and mentoring opportunities, IDSA is uniquely capable of bolstering recruitment and career development of tomorrow's ID leaders. IDSA will ensure the best minds in medicine are brought to the ID profession, are supported in their careers and have the resources they need to provide exceptional ID care and services. We also will seek to expand and promote equitable access to ID expertise, promoting a diverse and culturally responsive workforce to better serve all communities.

Goal 1: Foster thriving careers for ID professionals

ID Physician Compensation

IDSA will build on the work of the Physician Compensation Task Force to improve ID physician compensation through increased physician negotiation education and training and the advancement of value-based payer and provider arrangements. We will continue to collect benchmark data on ID physician compensation and share it with IDSA members to ensure they have the information needed to advocate for their value with hospitals and health care systems. IDSA will continue to ensure the unique needs of ID are well reflected in broader physician reimbursement policy discussions and leverage opportunities to increase ID reimbursement. Expanding on our current payment policy efforts to improve reimbursement for ID care and services, IDSA also will develop and advance a framework for value-based ID care and services that can be used within health care settings and with payers as an alternative to current fee-for-service payment methodologies.



Opportunities for ID Professionals

ID physicians work in a diversity of roles and settings, and they are increasingly specialized in their areas of clinical care. Additionally, ID care has become more team-based, requiring a well-developed ID workforce that includes physicians, advanced practice providers and clinical pharmacists, among other professionals. IDSA will increase our offerings to meet the diverse education and professional development needs of the ID community, ensuring there are more individualized opportunities for ID professionals across career stages, practice types and settings.

Goal 2: Attract and inspire medical students, residents and fellows to pursue a rewarding career in ID

Early Career Recruitment and Engagement

Individuals early in their medical training need exposure to ID to consider it as a career path for the future. IDSA will expand and promote our education, mentoring and engagement opportunities for medical students and residents to increase their exposure to ID and ultimately increase the number of fellows entering the field. IDSA also will advocate for new and increased resources to support ID physician training and early career support for ID clinicians and ID physician-scientists.

Goal 3: Ensure the ID workforce is accessible to, and reflects the diversity of, the communities it serves

Access to ID Care and Services

IDSA will facilitate increased engagement and community-building for ID professionals from a variety of experiences and backgrounds to facilitate increased access to ID experts where they are needed most — including medically underserved areas, health professional shortage areas and other settings serving vulnerable populations. We will embed this goal into our recruitment and engagement efforts as well as in our advocacy work to increase financial incentives and expand access to ID care.



Strategic Priority 2: Promote IDSA as the leader and trusted source for timely, evidence-based infectious diseases content and expertise

Since its inception, IDSA has provided our members, the larger health care community, policymakers and the public with trusted, evidence-based information and guidance to inform practice and policy decisions related to infectious diseases prevention, diagnosis and treatment. Through the high-quality research, guidelines and publications we produce, and our communications and advocacy to extend the reach of this content, IDSA influences clinical practice and policy worldwide. Additionally, IDSA provides an increasingly robust offering of education and training opportunities for ID professionals across a variety of career trajectories and settings. Although IDSA is a recognized leader and authority in infectious diseases, limited awareness of the contributions of the ID field continues in comparison to other fields. In an era of mis- and disinformation and a waning trust in science and public health, it is critical IDSA double down on efforts to increase our reach and impact among members, policymakers, other decision makers and the public.

Goal 1: Increase recognition of IDSA and the IDSA brand

Communication and Outreach

IDSA will further elevate our outreach to policymakers, decision makers and the media to enhance understanding of infectious diseases issues and their impact on public health, and to drive adoption of evidence-based approaches to addressing them.

Membership Growth

IDSA will welcome all in the ID community, allowing us to further enhance our expertise and knowledge base, our advocacy influence, and our impact on patient care and public health.

Goal 2: Expand the reach and impact of IDSA's products and services

Expanded Reach and Impact of Our Offerings

Recognizing the value of IDSA's offerings in reducing the impact of infectious diseases worldwide, IDSA will aim to reduce the time required to bring practice-changing data into guidelines and increase their dissemination and adoption; increase the reach and impact of IDSA's journals; and expand our education and training opportunities at **IDWeek** and other venues.



Priority 3: Expand IDSA’s leadership in preventing, preparing for and responding to infectious diseases threats to protect our communities

IDSA plays a crucial role in providing infectious diseases education and guidance to ID and other health care professionals. We also serve as a credible convener in bringing together the clinician, scientific, public health and patient communities with policymakers and other relevant stakeholders to prevent and reduce the impact of infectious diseases. From the earliest stages of an infectious disease outbreak, IDSA members and the larger health care and public health communities rely on IDSA for trusted information on what is known about transmission, prevention and response. IDSA also is frequently called upon to provide expert information to policymakers, the media and the public on all aspects of those outbreaks from epidemiology to prevention and treatment.

In addition to reducing the impact of current infectious diseases, IDSA is committed to responding to the most urgent infectious diseases threats of today, addressing emerging infections and preventing future threats. A central focus of this work involves reducing the impact of AMR. IDSA is working on several fronts to counter AMR, helping to advance the United Nations Declaration’s commitment to a 10% reduction in global deaths caused by AMR by 2030 against the baseline of 2019. IDSA also is committed to developing the ID community to effectively prepare for and respond to future threats.

Goal 1: Reduce the impact of antimicrobial resistance

The ID Drug Pipeline

To ensure patients have the necessary arsenal of antimicrobial drugs, diagnostics and vaccines to address current and future AMR threats, IDSA has long advocated for incentives to strengthen and sustain the pipeline of these products. IDSA will continue to advocate for implementation of these incentives with particular focus on increasing the number of novel, clinically meaningful antibiotics and antifungals in the pipeline.

Antimicrobial Stewardship

IDSA will continue to lead advances in antimicrobial stewardship through our education, guidelines and quality improvement initiatives. In addition, IDSA is committed to increasing antimicrobial stewardship staffing and resources among hospitals. We will continue to develop and advance policy solutions to support the implementation of stewardship and the expansion of stewardship to outpatient settings.



Goal 2: Position the ID workforce for effective outbreak and pandemic preparedness and response

ID Professional Education and Training

IDSA will improve the readiness of the ID clinician community to effectively prepare and respond to emerging infectious diseases threats by leveraging the lessons from COVID-19 to enhance existing resources and build new offerings.

Collaborative Partnerships

IDSA will seek to strengthen and increase collaboration between federal, state and local public health, the ID clinical community, community-based organizations and industry to improve outbreak preparedness and response. IDSA will work with partners to advocate for evidence-based, sufficiently resourced outbreak preparedness and response policies.