



Federation of European
Microbiological Societies

Connecting People. Sharing Knowledge.

[Our Strategy 2020-2024]

Introduction from the President



FEMS was founded in 1974 to encourage scientific collaboration, facilitate international communication and support meetings, training, and research among European microbiologists. Since then, our activities have expanded but these same core principles underpin everything we do.

Although the field of microbiology and the number of events and publications has grown since then, we have retained our distinct identity as a not-for-profit organization that maintains our core values of scientific integrity and editorial independence. We still use our revenues to support microbiology and invest in microbiologists. We continue to promote diversity and inclusion. This document reaffirms our intention to hold these values dear while we adapt as circumstances change. We plan to build on these foundations as we expand our work to raise the profile of microbiology, both among the public and policymakers, and by connecting research with industry, regulatory authorities and governments.

I look forward to celebrating our 50th anniversary with our community in 2024, able to look back on five decades of connecting people and sharing knowledge.

Prof Hilary Lappin-Scott OBE

Introduction from the Managing Director



This Strategic Plan is a reiteration of the reasons FEMS was founded and how we can still apply these to today's scientific landscape. It outlines the goals we want to accomplish but also describes the value we place on achieving these in a fair, open and inclusive way.

It details the challenges we need to consider as a not-for-profit Federation and that our Members and all microbiologists in general face in the coming years. Our responses are outlined in a series of priorities all of which are designed to promote microbiology and support microbiologists in Europe and beyond.

It is on the basis of these overarching priorities that we will consider and evaluate individual initiatives, investments and decisions to meet these objectives, and budget, plan and track our progress to ensure they are delivered. These priorities therefore collectively set the parameters that will inform our decision-making for the next 5 years.

Matthew Harvey

OUR Commitment

Who we are and what we do:

We advance the visibility and reputation of microbiology by helping to connect people and share knowledge, without borders or barriers.

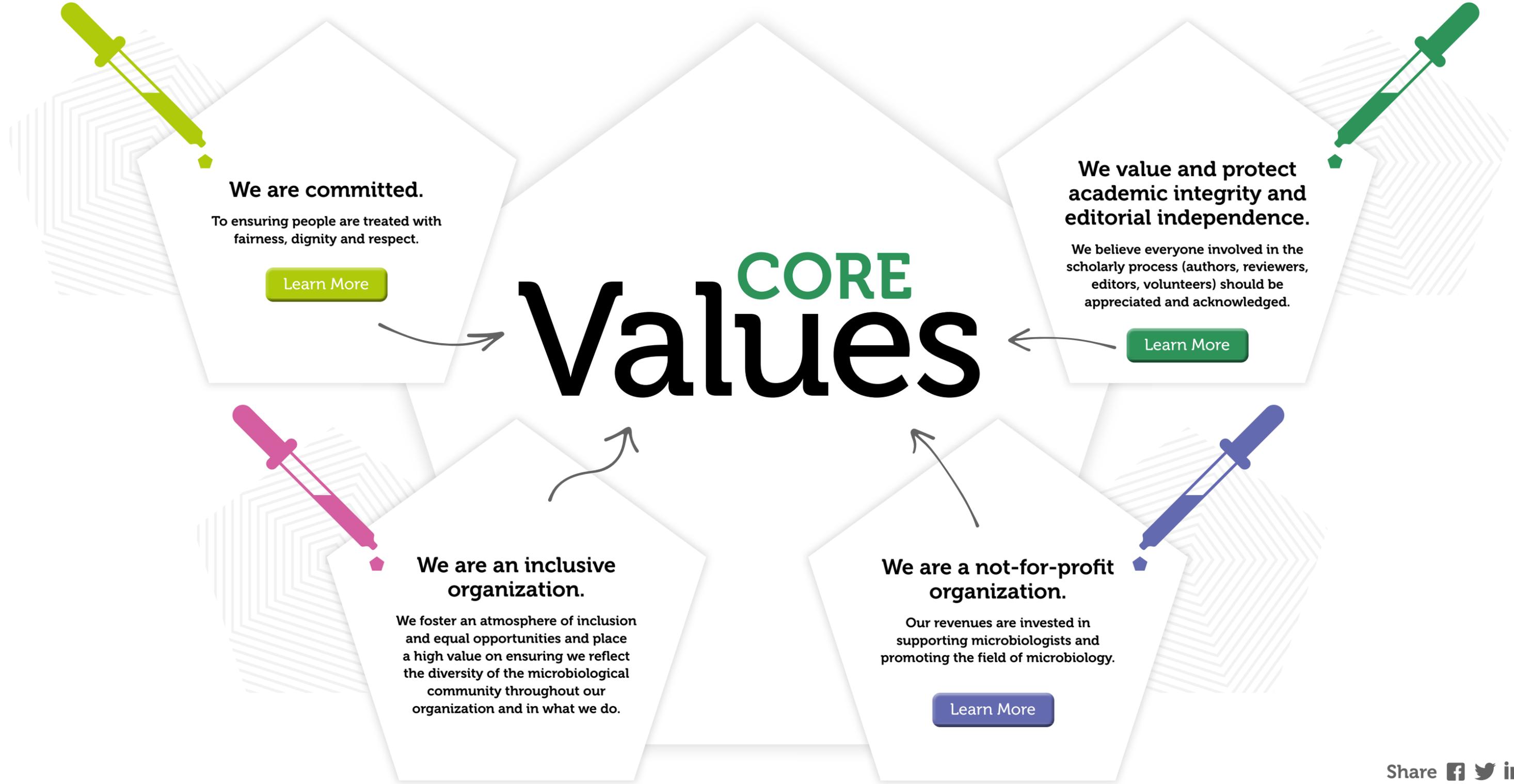
The Federation of European Microbiological Societies (FEMS) is a coalition of more than 50 Member Societies from 38 countries, a diverse network of 30,000 individual microbiologists. Our commitment is to help support microbiologists do their work, promote the best in microbiological research and knowledge to the world and bring microbiologists together to share that knowledge.

As a not-for-profit organization, we reinvest our revenues into supporting microbiologists throughout their career, publishing and promoting scientific research in our journals and organizing events to bring scientists together. Our Members are vitally important to our work, and we seek to support them do their work to jointly advance microbiology.



Federation of European
Microbiological Societies

Crucial to FEMS success are our core values:



OUR Vision



Cross Border

High quality scientific research that is accessible and more easily shared across borders with no barriers to knowledge exchange.

+

A connected, collaborative community of microbiologists sharing experiences, knowledge, research outcomes and best practice.

Combine

engaged and educated professionals, and public awareness of the role of micro-organisms in daily life and their benefits, beauty, and risks.



Continued Professional Development

Researchers able to travel and work without hindrance, encouraging and enabling collaborations and careers to develop.



+

Converse

Meaningful dialogue between scientists and policy makers at national and European level.



Change

Support for microbiologists to develop the skills and knowledge to keep up to date with recent developments, in a changing world and changing research environment.



+



OUR Challenges

Micro-organisms play an essential role in humans, animals, plants, the environment and industrial processes and have significant impact in a changing world. The challenges we face, alongside our Member Societies, are constantly changing and evolving.



Changing Landscape

The scholarly publication landscape is rapidly changing as publishers and authors move to an Open Access platform, with a corresponding decline in the traditional subscription-based model. This has the potential to significantly reduce our income and the extent to which we can support our community.

[Learn More](#)



Open Communication

As a membership organization we need to continue to ensure that we support Member Societies and their members. Understanding their needs and demonstrating how we contribute to their goals is an essential task that asks for a custom approach. We also see a challenge in communicating and engaging with our membership as we seek for their contributions and conviction of the benefits of working collectively.



Ensuring Value

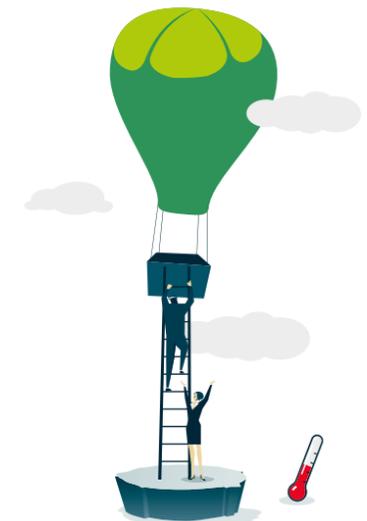
FEMS is a pan-European organization but with a world-wide audience. Our authors, reviewers, editors, Directors and Congress attendees come from around the world. We must value our audiences by ensuring we bring benefit and provide services to all.



Building Trust

Sub-standard research, misreporting, poor journalism and fake news have all contributed to a decrease in the trust of experts. This is also being contributed to by research presented in predatory journals and conferences. Highlighting the risks of all these must be on the agenda to restore trust in science and researchers.

[Learn More](#)



Influence Policy

Microbiology can play a vital role in tackling global climate change and its consequences. FEMS must urge policy makers to respond to the scientific evidence underlying climate change and its impact on temperature, sea level, ice cover and fauna and flora.

OUR Priorities

MICROBIOLOGY COMMUNITY

Publications

High quality scientific research that is accessible and more easily shared across borders with no barriers to knowledge exchange.

1. We will adapt to the changing scholarly publishing landscape and ensure our journals meet the needs and expectations of researchers as authors and readers.
2. We will connect our publications across our diverse activities to broaden and diversify the audience of our publications and maximise their impact.
3. We will maintain our reputation for scientific integrity and work to increase the impact of the world class science found within our journals.
4. We will strive to enable the next generation of microbiologists by assisting and supporting early career scientists as authors, reviewers and editors.



Membership

A connected, collaborative community of microbiologists sharing experiences, knowledge, research outcomes and best practice.

1. We will increase our communication with our Member Societies and their members and seek to strengthen our conversation and communication with them, including representing FEMS at more of their events and meetings.
2. We will celebrate and share the achievements of our Member Societies and their members to help strengthen the visibility and impact of microbiology.
3. We will seek opportunities to work with our Member Societies and their members to collaboratively organize events such as our Congress of European Microbiologists and Conference on Microbiology.
4. We will also facilitate and encourage interaction between member societies and foster collaborations to enable global responses to global issues.
5. We will clearly articulate and demonstrate the value of being a member of FEMS and communicate this with existing Member Societies and their members as well as those considering joining our network.



Events



A connected, collaborative community of microbiologists sharing experiences, knowledge, research outcomes and best practice.

1. We will continue to create a sense of community at our events and value both scientific and social opportunities and strengthen networking and participation at events organized with and by our Member Societies.
2. We will focus on attracting the highest profile and most engaging speakers from across the world to share the most up to date experiences, knowledge and research.
3. We will increase the capacity for our events programme and expand the opportunities we create for microbiologists to attend.
4. We seek to achieve events which offer value but are also financially self-sustainable.

Grants & Awards



Researchers able to travel and work without hindrance, encouraging and enabling collaborations to produce global responses to global issues.

1. We will ensure that our grants offer significant benefits to our Member Societies members and beyond and remain relevant to the changing needs of those they support.
2. We will work to create a network of grantees to ensure microbiologists can continue to be supported by FEMS grants and their peers throughout their professional career.

Industry and Business

Support for microbiologists to develop the skills and knowledge to keep up to date with recent developments, a changing world and changing research priorities. Engaged and educated professionals, and public awareness of the role of microorganisms in daily life and their benefits, beauty, and risks.

1. We will create increased connections between research and industry, acting as a bridge to facilitate increased communication and collaboration.
2. We will expand our definition of research and training to include industrial placements, re-defining our grants to reflect this.
3. We will help graduates be equipped for employment and assist with finding jobs within industry and business.
4. We will assist industry to find the best employees for the roles they are seeking.
5. Our events will increasingly provide a forum for conversations between researchers, students, industry and business.

OUR Priorities

MICROBIOLOGY IN THE WORLD

Education and Development

Support for microbiologists to develop the skills and knowledge to keep up to date with recent developments, a changing world and changing research priorities.

1. We will use our publications and events as tools to offer microbiologists opportunities for continued professional development and offer workshops that offer parallel personal development in the additional skills required to become an effective researcher.
2. We will aim to improve bachelor's level teaching of microbiology by offering resources and training to educators.
3. We will use International Microorganism Day, (17 September), as an opportunity to promote the diversity of microorganisms and the varied roles they play in everyday life, to the wider public.

Influencing Policy

Meaningful dialogue between scientists and policy makers at national and European level.

1. We will begin to deliver evidence-based science into the political and policy-making process.
2. We will begin to advocate for the importance of microbiology to be considered when formulating policy, in conjunction with the European Academy of Microbiology.



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For more information on our strategy please contact:

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Or visit our website: www.fems-microbiology.org