



OHDSI Workgroup Objectives and Key Results (OKR)

Early-Stage Researchers WG

Leads: Harry Reyes Nieva, Benjamin Martin, Shounak Chattopadhyay



Mission Statement

To create an inviting venue for junior OHDSI community members early in their careers to navigate OHDSI's resources, ask questions, present their research, find mentorship through networking, and seek insight on their career trajectories.



Early-Stage Researchers WG 2025 OKR #1

Objective: Align WG activities with needs, priorities, and goals of ESR membership

Key results:

1. Develop and conduct an annual survey to identify and examine OHDSI ESR membership needs, priorities, and goals.
2. Create a strategic plan and roadmap outlining how WG activities will address identified needs and priorities.
3. Report survey results at upcoming ESR monthly meeting and re-evaluate OKRs accordingly.



Early-Stage Researchers WG 2025 OKR #2

Objective: Foster mentorship and engagement with more experienced researchers

Key results:

1. Host monthly online talks from experienced researchers, making sure to diversify speaker background
 - All speakers scheduled with date, meeting link, and flyer 2+ weeks prior to each event
 - Greater than 30 participants at each event
2. Organize online and in-person Meet-the-Mentor roundtables
 - Identify a limited set of mentees to be matched with a mentor in advance
3. Develop a Mentor and Membership Directory for matchmaking



Early-Stage Researchers WG 2025 OKR #3

Objective: Facilitate involvement, visibility, and networking opportunities for ESR

Key results:

1. Create onboarding roadmap for trainees in different disciplines and career paths (Informatics, Epidemiology, Medicine, Statistics, etc.)
2. Have at least 5 presentations/posters at OHDSI symposia from ESRs
3. Spotlight ESR members with research in-progress presentations during online monthly meetings



Early-Stage Researchers WG 2025 OKR #4

Objective: **Expand** the group leadership structure and better support **global participation**

Key results:

1. Recruit dedicated members to organize monthly series, mentor/mentee directory, and outreach
2. Identify representatives to liaise with regional chapters
3. Expand ESR WG membership to include active members from at least three regional chapters.



Early-Stage Researchers WG 2025 OKR #5

Objective: Grow OHDSI network and ESR WG membership

Key results:

1. Develop ESR WG promotional materials
2. Advertise OHDSI and ESR WG to institutions and organizations that have not previously participated in OHDSI
3. Distribute OHDSI and ESR promotional materials at non-OHDSI scientific fora, in particular, those that cater to ESRs



ESR Meeting Details

- Monthly Meetings

- 1st Thursday of the month at 2:00-3:00PM Eastern Time

- Next meeting: Thursday, March 6th, 2-3PM EST on MS Teams
- Future meeting times may change to better accommodate time zones that span ESR global membership

- Co-leads:

- Shounak Chattopadhyay (shounak.chattopadhyay@ucla.edu)
 - Benjamin Martin (bmarti86@jh.edu)
 - Harry Reyes Nieva (harry.reyes@columbia.edu)
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