

Board of Trustees (BOT)
Resolution BOT-202311-15

BOT Face-to-face Meeting, Seoul, Korea

November 8-9, 2023

Resolution BOT-202311-15. 2024 Institutional Objectives

The Board approved 2024 institutional objectives.

	2024 INTERNATIONAL VACCINE INSTITUTE OBJECTIVES	Weight (%)	Target Date	Overperformance
1	Securing at least \$60 M new Grant value while delivering on existing grant portfolio.	45%	Q4	
	A) Excellent execution of existing grant portfolio, inclusive of: THECA, STIA, HPV, Fleming, COCOA, GCCDP Grants.	20%		Definition: 100% - targets achieved to the satisfaction of funders; 1% additional for every project granted additional funding (Max 25 or 125%)
	B) Prepare for the future: at least 20 new grants or \$60M in grant funding in 2024;	25%		Definition: total grant value if IVI is the functional lead (ie, such as Cambridge grants, or Chikungunya); IVI portion if IVI is a part of another institute's grant; For every \$5M over \$60M total, 2.5% additional (Max 31.25 or 125%)
2	Secure \$8.4M (CER/Constant Exchange rate) in state funding and increase international outreach	10%	Q4	For every \$1M over 8.4M, 2.5% additional (Max 15%)
	A) Secure the current core unrestricted funding support at 2023 local currency level	10%		
3	Maintain an unrestricted cash balance above \$8.5M	10%	Q4	
4	Creating a World Class International Organization	30%	Q4	
	A) Significant engagement leading to increase in signatories and state funders	10%		5-8% if no change but effort; 0.5% for each signatory, 2% for each non G7 funder, 3% for G7 funder (max 15%)
	B) Ensure optimal global deployment (member states, sites, HQ, GHI) and Global Council support to maximize IVI's potential and impact on Global Public Health	10%		5-8% if no progress; + 2% per European/UK grants secured from office or leveraged funding, + 1% if 15 or more staff in Sweden or +2% if more than 20 staff located in Sweden ; +1% for each funded office outside of Sweden and Korea; (max 20%)
	C) Capacity Building/Development Assistance - Establishment of Africa IVI and projects around it	10%		1 Tech Transfer initiated, 2 site assessments for Vaccine Manufacturing, 2 biomanufacturing introductory courses (1% each). 0.5% for each additional TT, 0.25% for additional didactic courses or site assessments. Maximum 8%
5	Fostering Employee Growth and Development in Workplace	5%	Q4	5%: 75% completion of management courses/equivalent and/or attendance at Journal Club and Science Meeting; general improvement on employee survey; 1% additional for successful implementation of system for employee grading/progression.

/End