

# 2013 Report of the Membership Advisory Task Force

## Enhancing Transparency in the Membership Process

**Background:** The Membership Advisory Task Force was originally formed in 2010 with the mission of promoting the application of promising early career researchers for membership in the ACNP, to enhance the experience of individuals who are new members in the College, discuss international involvement of colleagues and make the overall process of membership more transparent. There are currently 19 members of the Task Force that include Associate and Regular Members.

**Methods:** Over the past three years, the Task Force has had monthly conference calls to discuss issues relevant to Associate members, newly appointed Regular members, and potential applicants for membership. The Task Force was faced with the charge of conducting a survey to evaluate how changes made over the past year have impacted the Associate Members' perception of the College. The Task Force has worked directly with other ACNP committees and leadership to provide feedback from surveys and recommendations for changes that are considered necessary to enhance the experience of ACNP membership.

**Results:** In 2013, the Task Force reviewed summary statistics from the past 3 years focusing on the membership application process including the number of new applicants, the rate of success of applications, and the demographics and achievement standards typical of a successful application. These data indicate a competitive application process that is indicative of a progressive change toward membership diversity (see figures below). Results from the annual survey targeting Associate Members and non-member ACNP meeting attendees indicate that the majority found that membership would be valuable as a professional and intend to apply for full membership in the future.

**Discussion:** Changes will be implemented in the next few years, in part due to the recommendations made by the Membership Task Force. **Specifically, there is a plan to increase the number of international members, increase interest among past travel awardees to apply for membership into the College and to continue providing transparent quantitative metrics to individuals interested in applying to the College.** The Task Force appreciates the continued support of leadership and look forward to enhancing the experience of ACNP membership in the future.

### 2013 Survey Results

#### Past Travel Awardee Results

- 69% of current associate members and 24% of current regular members were recipients of a past ACNP travel award.
- Only travel awardees from the past 3 years (n=160) were invited to take the survey; 108 of them (68%) responded.
- 59% of these past travel awardees anticipate eventually achieving full membership status, even if it requires several rounds of application.
- Among those who have not yet applied for membership, the most common reason (endorsed by 98%) was "being too junior" to qualify

#### Associate Membership Results

- 65% (59 of 91) associate members completed the survey. Respondents were 64% male and 34% female; Most fell in age range 36-41 yr
- The majority (56%) had PhDs; 12% had MDs, and 22% had both degrees; 73% have children; 72% have spouse with full-time employment
- The top reasons endorsed for attending the meeting are networking and quality of research and science.
- 98% of respondents intend to apply for full ACNP membership; 77% anticipate eventually achieving that status, even if several rounds of application are required.
- Top preferences for the location of the meeting were Puerto Rico (30), Florida (25) and Hawaii (19).
- When asked what would make ACNP more appealing, "Lower cost of dues and meeting registration" was the item most often endorsed

#### Nonmember Recent Meeting Attendee Results

- 1295 Individuals who attended the meeting in the past 3 years but who are not associate members were invited. 191 (15%) responded.
- 22% of these respondents identified themselves as past travel award winners (received more than 3 years ago)
- 54% intend to apply for membership in the future, and 52% of this group anticipate eventually achieving full membership status, even if it requires several rounds of application.

### Associate Members' Responses to Survey

	Very High	High	Indifferent	Little	Very Little
I feel it is easy to contact someone when I have a question about ACNP	33%	24%	40%	3%	0%
I have visited the ACNP website to address questions regarding the organization/membership	25%	47%	15%	10%	2%
I believe that full/regular membership would be valuable to me as a professional	65%	33%	2%	0%	0%
I am familiar with the steps taken by ACNP to make the selection process more transparent	18%	41%	22%	13%	6%
How would you rate ACNP in terms of how welcoming you feel the College is for potential members?	20%	43%	32%	5%	0%

	Yes	No	Unsure
Do you intend to apply for ACNP full membership in the future?	98%	0%	2%
Do you anticipate you will achieve full membership the first time you submit an application?	32%	10%	58%
Do you anticipate you will eventually achieve full membership status, even if it requires several rounds of application?	77%	2%	21%

### Summary of Task Force Activities

- The Task Force has implemented an annual survey to past travel awardees, associate members, and non-members to provide feedback regarding their perceptions of gaining membership into the College and obstacles to accomplishing this goal.
- A summary of the data and reactions from the 2012 Annual Meeting and poster session and membership FAQs have been posted on the website.
- A career development session is being held at the 2013 Annual meeting focusing on "Funding Strategies in the Current Climate." The goal of this session is to examine how investigators can obtain research funding and gauge expectations regarding funding to plan for the most successful individual career trajectory.
- The Task Force discussed ways of developing a program with the Education and Training Committee to engage past travel awardees in the College and increase attendance at subsequent meetings.
- A report was generated and provided to Council regarding issues facing international scientists considering membership application, highlighting possible barriers for that group
- The 2013 Annual ACNP meeting will continue to include a welcome reception for new Associate members to promote collegiality and interaction with current members and ACNP leadership.

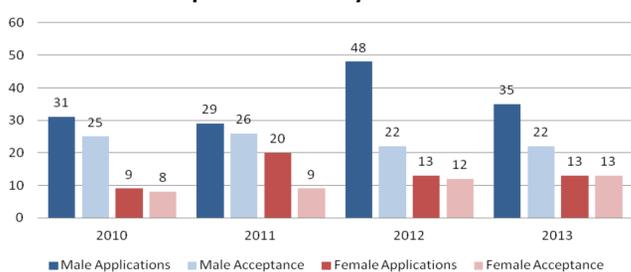
### 2013 ACNP Website Information for Associate Members

- Spring 2013 - Highlights from the Membership Advisory Task Force Committee
- Spring 2013 - Associate Member Reception at the 2012 Annual Meeting
- An interview with ACNP leadership regarding the membership process was posted on the Associate Member webpage and printed in the newsletter. This interview addressed recently implemented initiatives regarding membership as well as:
  - advice regarding the membership application process
  - reasons why applicants are not accepted into the College

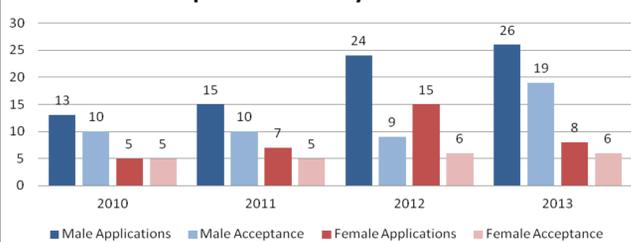
### Membership Application Statistics 2010-2013

#### Number of Accepted Members By Year and Sex

##### Number of Accepted Full Members per Year and by Gender

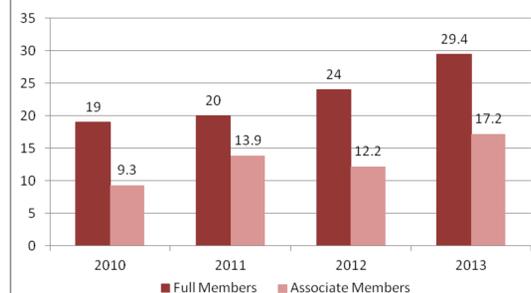


##### Number of Accepted Associate Members per Year and by Gender

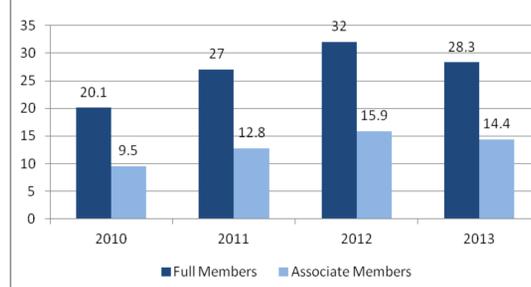


#### Mean H-Index of Accepted Members

##### Mean H-Index for Female Members

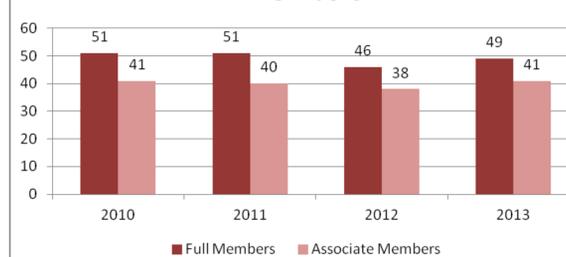


##### Mean H-Index for Male Members



#### Mean Age of Accepted Members

##### Mean Age of Accepted Female Members



##### Mean Age of Accepted Male Members



### Acknowledgements

Task Force Members wish to thank ACNP Council for the development and support of the Membership Advisory Task Force. We are delighted that in response to concerns from ACNP leadership, and with input from the membership and a pool of potential members, changes have been implemented to the ACNP to encourage active participation of early career members who represent future members of the College.

### Membership Advisory Task Force

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