



MEMORANDUM

Date: December 3, 2016

To: ACNP Council

From: Carlos Bolanos-Guzman, Chair ACNP Minority Task Force

Re: 2016 ACNP Minority Task Force Report

This report summarizes the ACNP Minority Task Force's 2016 work. The Task Force members included Carolyn Rodriguez (Co-Chair), Victoria Arango, Deborah Deas, Francis Lotrich, Marcelo Wood, Carlos Zarate, Richard de la Garza, Xavier Castellanos, Julio Licinio, Dominique Musselman, Debra Bangasser, Lawrence Brown, Ariel Deutch, Jack Henningfield, Ilan Kerman, Zachary Rodd, Alicia Smith, ad hoc member Mark Chavez and council liaison Maria Oquendo.

Below is a summary of our 2016 charges and actions.

1. Collaborate with the Education & Training Committee to modify the mentor-mentee mentee guidelines developed in 2015.
Action: The universal mentor-mentee guidelines document has been finalized with the Education and Training Committee, Women's Task Force and this task force.
2. Replace URM attendee breakfast with a luncheon on Sunday.
Action: The URM attendee luncheon to be held on Monday, December 5th. The task force determined the theme of the luncheon will be History, Hope and the Future. The task force confirmed speakers would conduct five to seven minute overviews of their careers followed by Q & A panelist format. The luncheon speakers will be Xavier Castellanos, Carlos Zarate, Maria Oquendo, Victoria Arango and Carolyn Rodriguez.
3. Continue to provide information to College members on importance of including underrepresented minorities in the College including: panel mini-panel and study group presentations; nominations for membership; and nominations to leadership positions.
Action: The statistics for the College are updated below.
4. Survey mentees and mentors about their 2015 experience and plans for continued interactions throughout 2016.

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(14-16)

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(15-17)

Maria A. Oquendo, M.D.

(15-17)

Antonello Bonci, M.D., Ph.D.

(16-18)

Rita J. Valentino, Ph.D.

(16-18)

Ronnie D. Wilkins, Ed.D.

Executive Director

ACNP EXECUTIVE OFFICE

5034A Thoroughbred Lane

Brentwood, TN 37027

Tel: (615) 324-2360

Fax: (615) 523-1715

acnp@acnp.org

www.acnp.org

Action: The group chose not to conduct a survey after the 2016 Annual Meeting as they did not want to duplicate the efforts of the Education and Training Committee mentee survey.

5. Evaluate success of 2015 annual meeting task force events.

Action: The task force agreed that activities for URM attendees at the meeting were improved from previous years. In 2016, the group will have a lunch rather than a breakfast as this will likely increase attendance.

6. Consider developing a Google Hangout sessions for URM in the College and field. Teleconferences could be on: how to join the College, how to publish and grant writing.

Action: The ACNP URM Networking Group was launched. This group includes past travel awardee and attendees of the ACNP Annual Meeting who are under-represented minorities looking for a venue to discuss neuroscience findings, as well as topics related to their scientific career (e.g., getting published and promoted), balancing life and work, etc. Since the program launch there have been 6 postings, 61 views and 2 responses.

Topics of Posts on URM Networking Group included the following:

- *SPIRE is a training program that balances research, training, and professional development. Analysis of Postdoctoral Training Outcomes that Broaden Participation in Science Careers*
- *Broadening the Representation of Academic Investigators in Neuroscience (BRAINS)*
- *Learning to Thrive- Building Diverse Scientists' Access to Community and Resources through the BRAINS program Without special programs and awards for minority researchers Science by any means necessary*
- *One of the goals of SBIR and STTR programs is to encourage participation and innovation and entrepreneurship by women and socially and economically disadvantaged individuals. - Despite SBIR/STTR awardees being eligible to apply for a diverse supplement, they have very low rates of participation in the program.*
- *Challenges to the Career of early and mid-career scientists*
- *Early-Career researchers need fewer burdens and more support Young, Talented and FED-UP*

7. Inform College members on a regular basis of the importance of including underrepresented minorities in the College. Information on important topics of diversity and efforts underway by the College to increase diversity can be disseminated by:
- The ACNP website
 - ACNP Journal
 - Contracting via email/main NIH Institute Directors, Training Directors, Chairs of Psychiatry and Neuroscience Departments

The task force should make recommendations to Council of how to do this.

Action: The task force has done this by working with other committees, posting information on the ACNP website and through its activities at the Annual Meeting.

8. Promote more about the Travel Award program to chairs of psychiatry, pharmacology, etc. in the US.

Action: Letters and Travel Award flyers were sent to chairs of psychiatry on March 17th encouraging nominations of URM candidates. The total URM submissions for 2016 were (11%) as compared to (13%) in 2015, (9%) 2014, years 2013- 2010 (13%), 2009 (18%) and 2008 (12%).

9. Create and maintain a database that monitors diversity and tracks progress of underrepresented minorities throughout the different levels of the College over the years. Suggested data to collect on diversity would include:

- i. Number of individuals in the College with information on diversity at all levels within the college (Travel awardees, Associate Members, Full Members, Nominating Committee, Council and President)
- ii. Number of individuals in the College with information on diversity and how members progress throughout the ranks of the college.

Action: The Executive Office continues to keep the database current and provides the below report to Council each December. See below.

10. Number of individuals in the College with information on diversity submitting Panel, Mini-Panel and Study groups, acceptance and rejection rates.

Action: See below report.

11. The task proposed the creation of a mentoring award, much like the Julius Axelrod Award, to recognize an ACNP member who has made an outstanding contribution to neuropsychopharmacology by mentoring and developing young underrepresented minority scientists into leaders in the field.

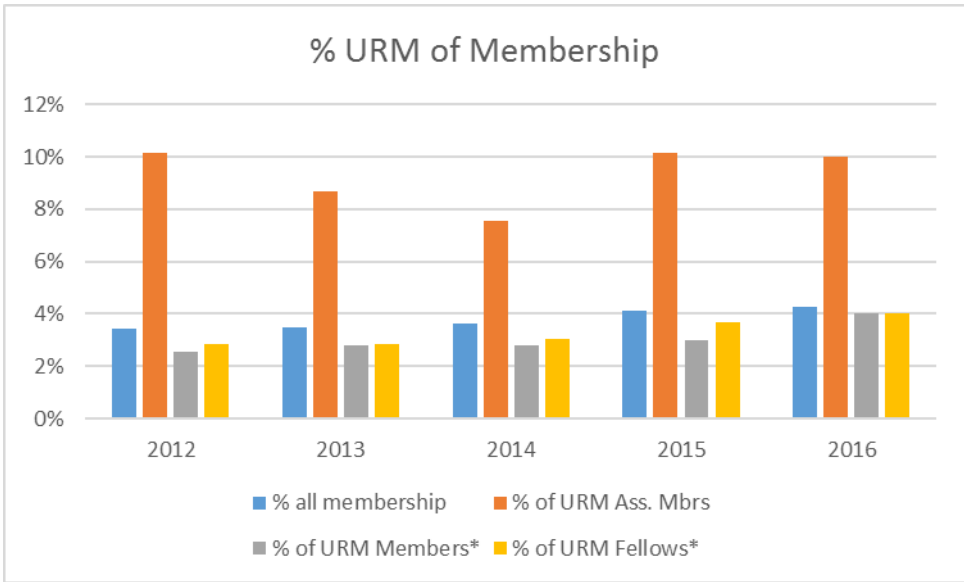
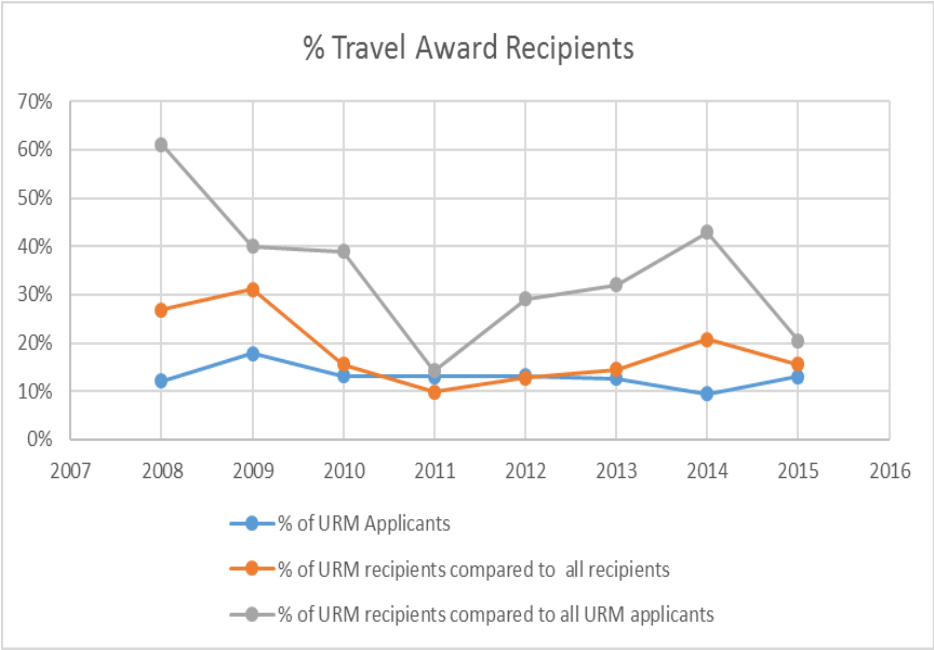
Action: Council approved a URM award in November 2016. Council will

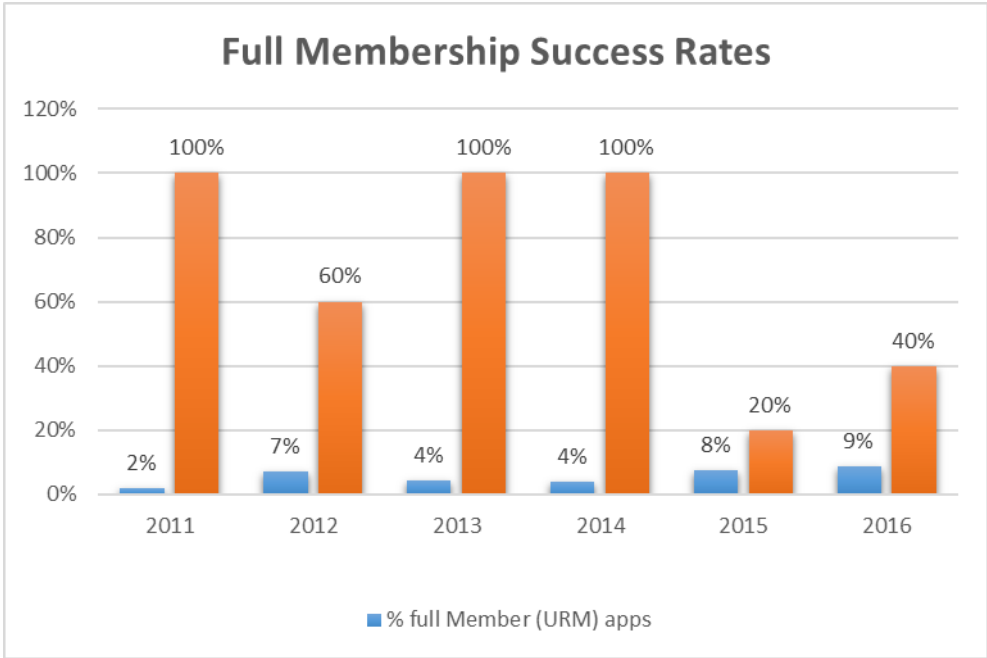
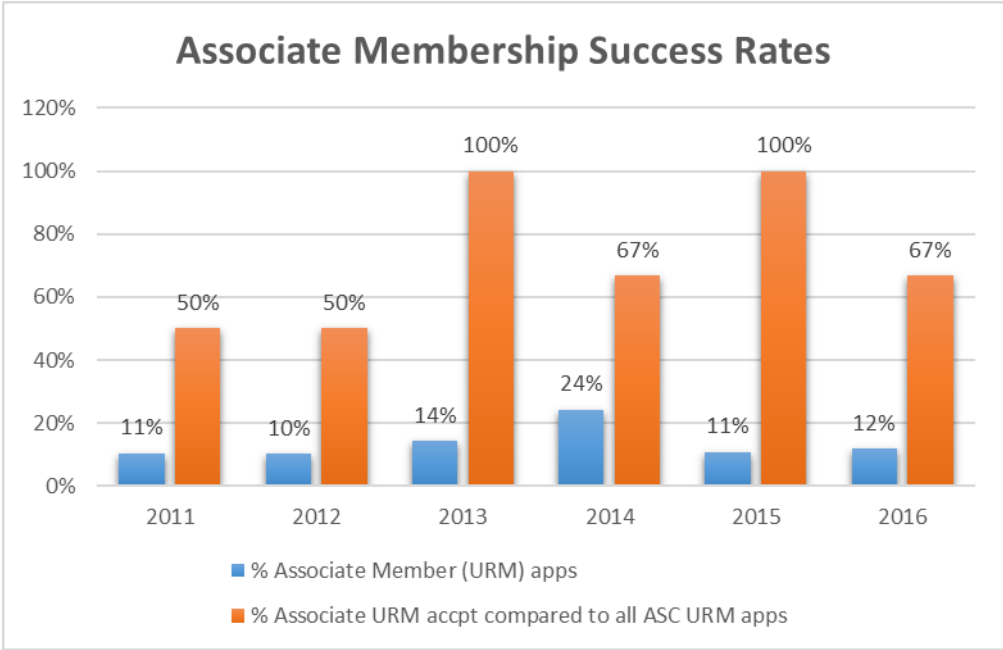
discuss and determine the official name of the mentoring award.

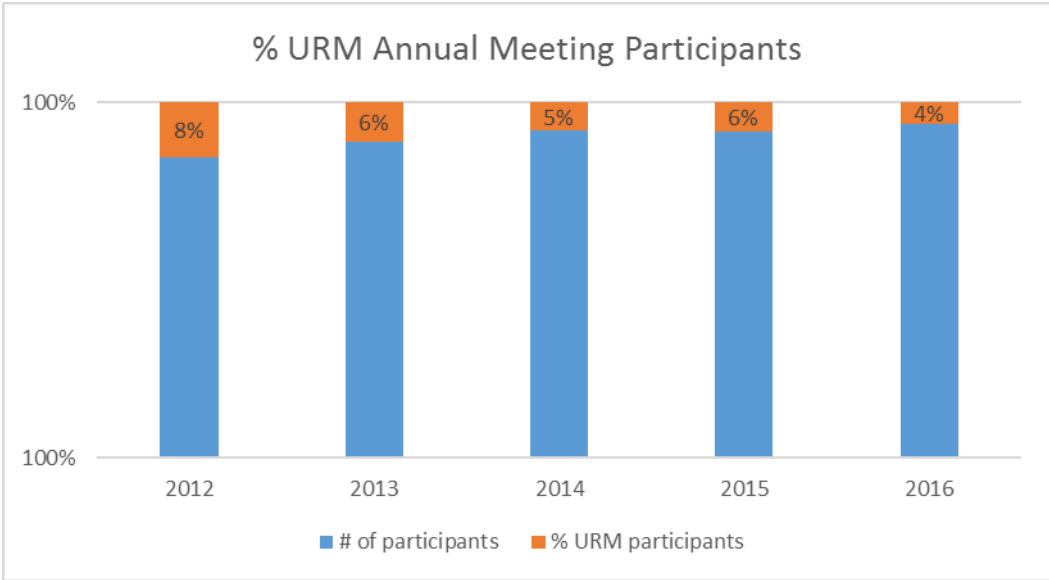
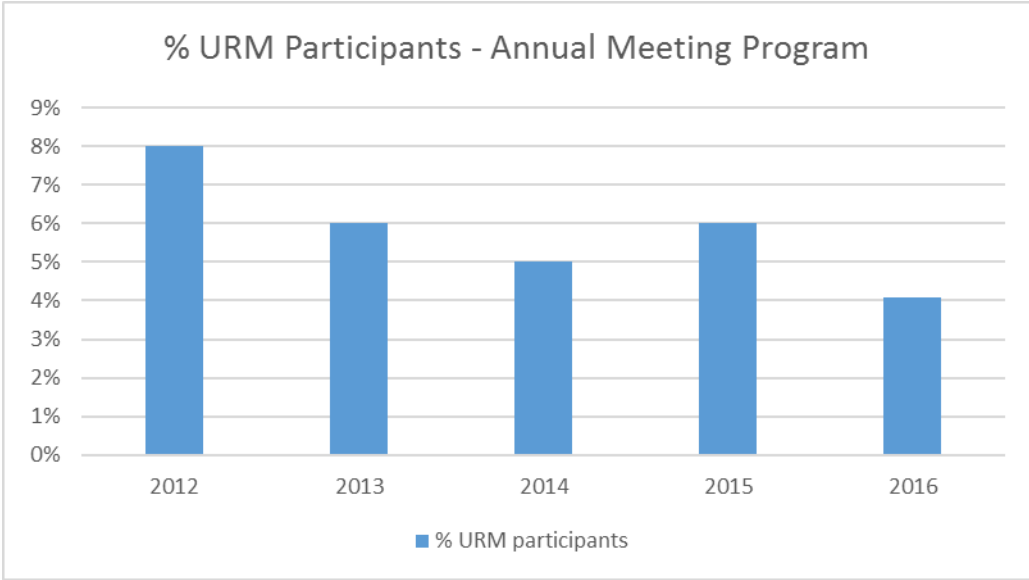
URM College Statistics for 2016

The following data updates under-represented minority data for the College from 2011-2016. Below are highlights from the attached charts and graphs.

- From 2011 to 2016 the total percentage of URM members has risen by 1% from 3% to 4%.
- The percentage of URM Associate Members in relation to total associate membership has ranged from 8% to 10% over the past five years. It is currently 12%.
- Of the 430 full Members and Members Emeritus, 3% are URMs. The percentage of URM full Members has remained steady since 2012.
- The percentage of URM Fellows and Fellows Emeritus in relation to all Fellows and Fellow Emeritus has risen from 2% to 4% over the past 5 years. The increase in URMs in this category of membership is due to the increase in the number of promotions from Member to Fellow since the promotion criteria was changed in 2011.
- From 2008-2016, the percentage of URM Travel Award recipients ranged from 11% to 61% when compared with all URM applicants.
- When compared with all travel award recipients over the same 5-year period, 10% to 31% of recipients were URMs. The higher recipient rates in 2008 27% and 2009 31% were due to the Minority Faculty Fellowship Award which was supported by an educational grant from Eli Lilly and Company.
- URM participants in the Annual Meeting program account for 5% to 8% of the total speakers over the past four years. Data prior to 2012 was not recorded. The Program Committee continues to encourage submissions from URM researchers.
- URM applications for associate membership continue to be higher URM applications for full membership. Between 2011 and 2016, applications for associate membership range from 10% to 14% of all applications received for associate membership (none were received in 2014). During the same period, applications for full membership ranged from 2% in 2011 to a high of 9% in 2016 when compared with all applications received for full membership.
- From 2011 to 2016, the acceptance rate of URM applicants into associate membership averages 75%. The acceptance rate for URM applicants into full membership averages 76%.







Accompanying document:

1. Minority Task Force 2016 Universal Mentor-Mentee Guidelines