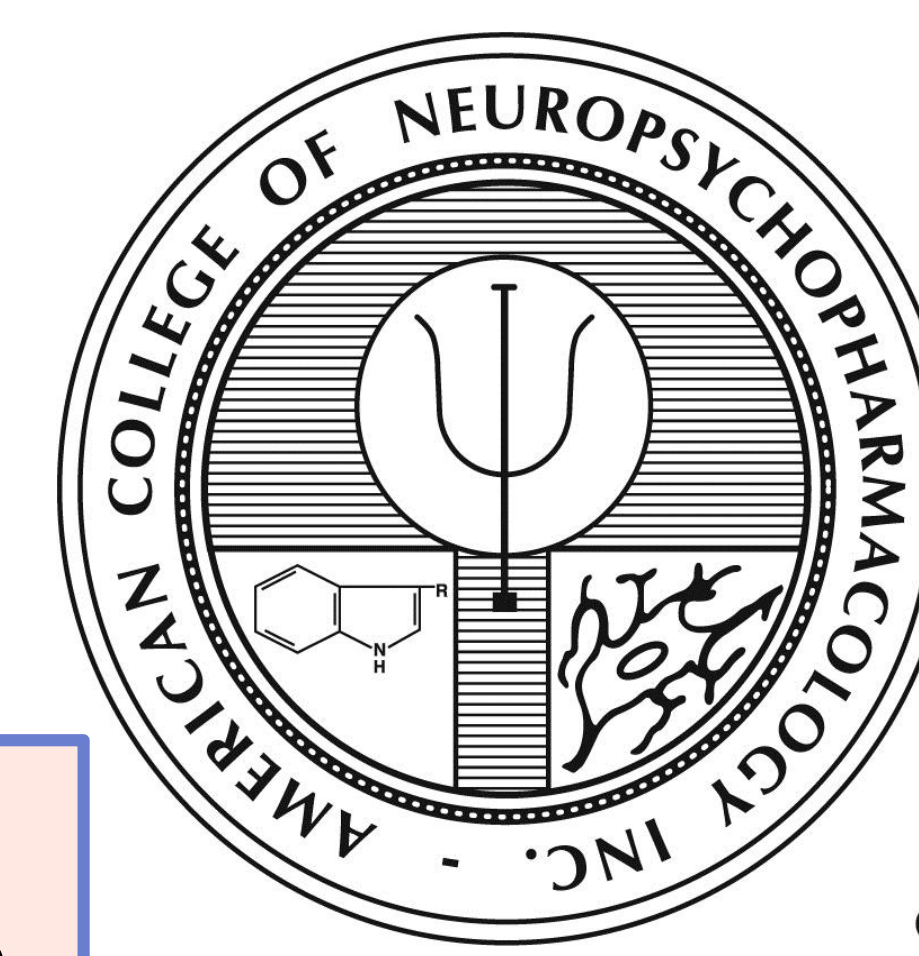




Promoting Transparency in the ACNP Membership Application Process



2014 Membership Advisory Task Force Report

Mission and Goals:

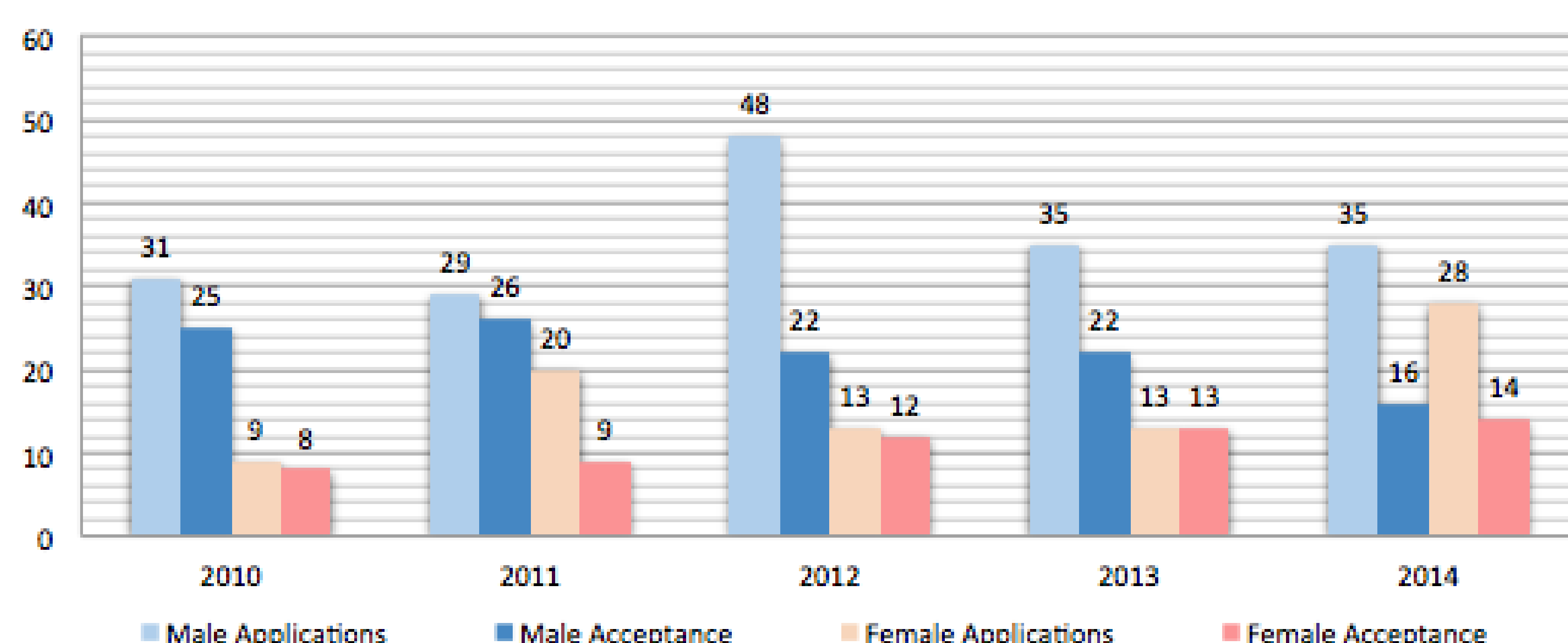
- Reach out to early career researchers who might consider membership in ACNP; track interest among past travel awardees
- Enhance the experience of individuals who are new members in the College
- Increase transparency of the overall membership process
- Develop ways to increase mutual exposure and exchange of ideas between new members and Council Members within the organization

Methods:

- Develop programs to engage Associate Members and past ACNP travel awardees
- Conduct annual surveys to evaluate impact of new initiatives and changes over the past year
- Prepare and disseminate information relevant to prospective ACNP Members on website and through personal communications
- Interview Council Members and Membership Committee Members to capture various perspectives on issues of concern to Associate Members

Membership Application Statistics 2010-2014

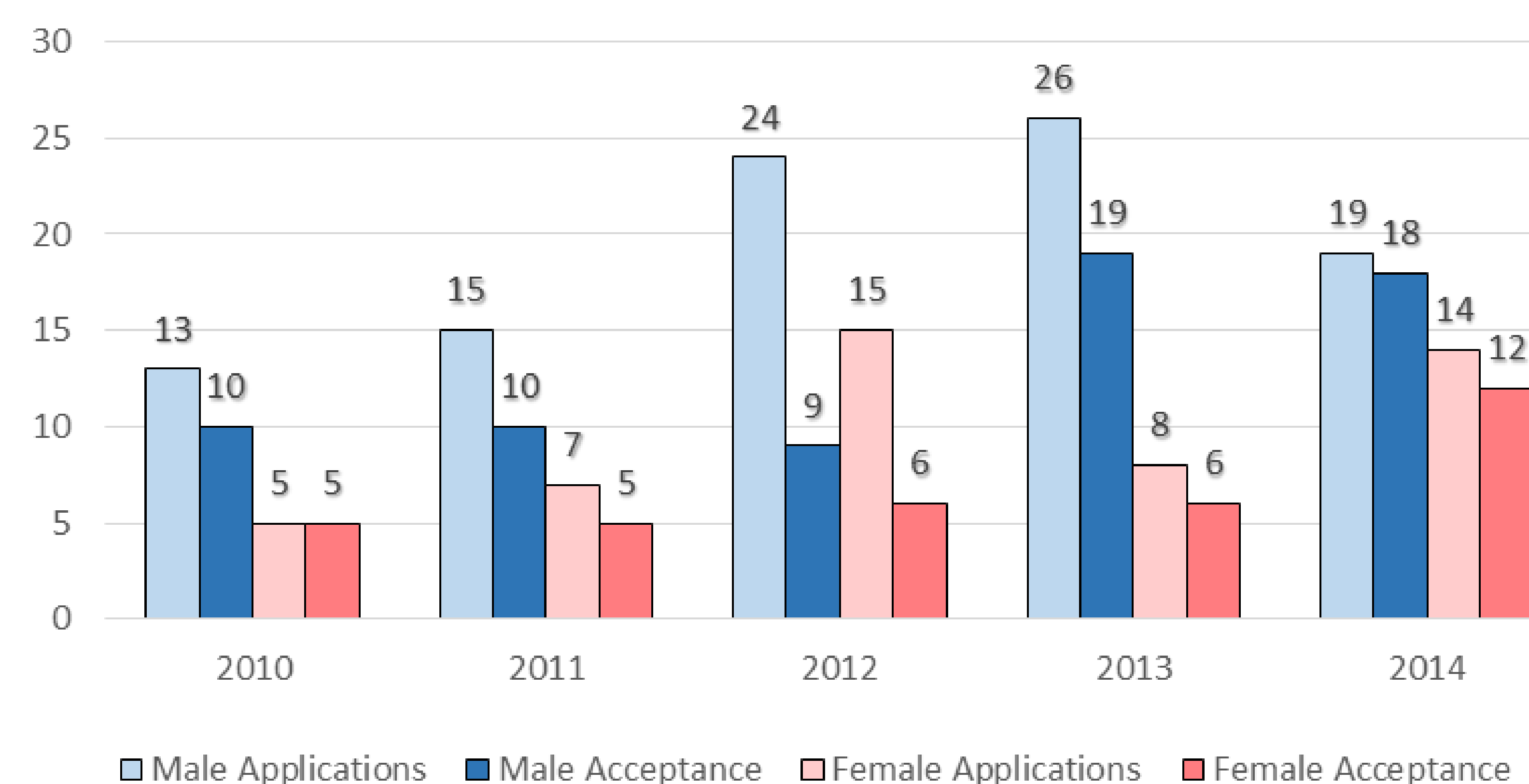
Number of Full Members Applications/Acceptance by Gender



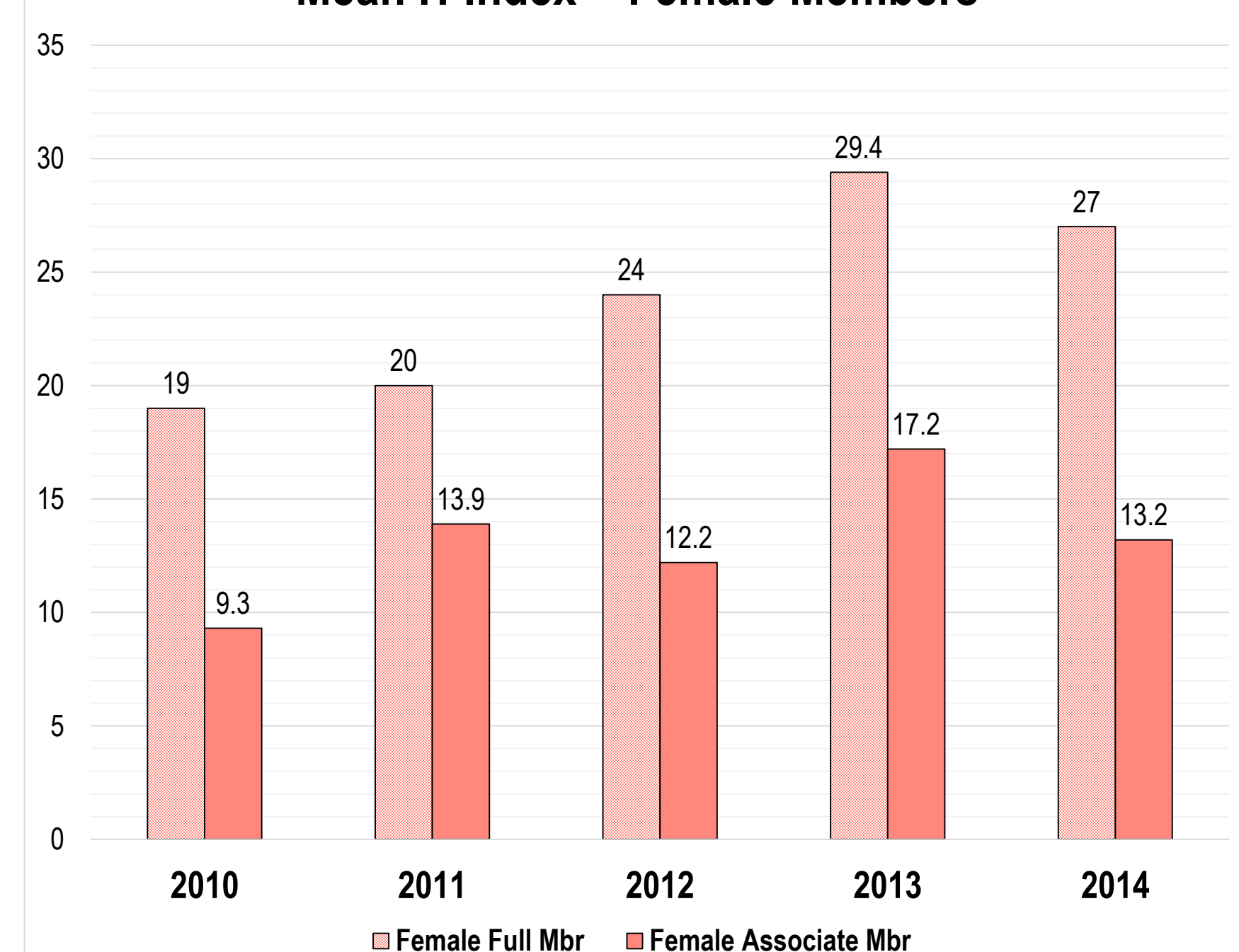
CONSIDERATIONS:

- Size and quality of applicant pool can vary from year to year
- There are a limited number of member slots to be filled each year. ACNP Bylaws are designed to preserve the small, intimate nature of the organization.
- The number of available membership slots was up for 2014 applicants, thanks to work from the Bottleneck Task Force
- Number of Female applicants may be increasing due to recent policy change allowing members to nominate more than one candidate when the second nominee is a female or minority

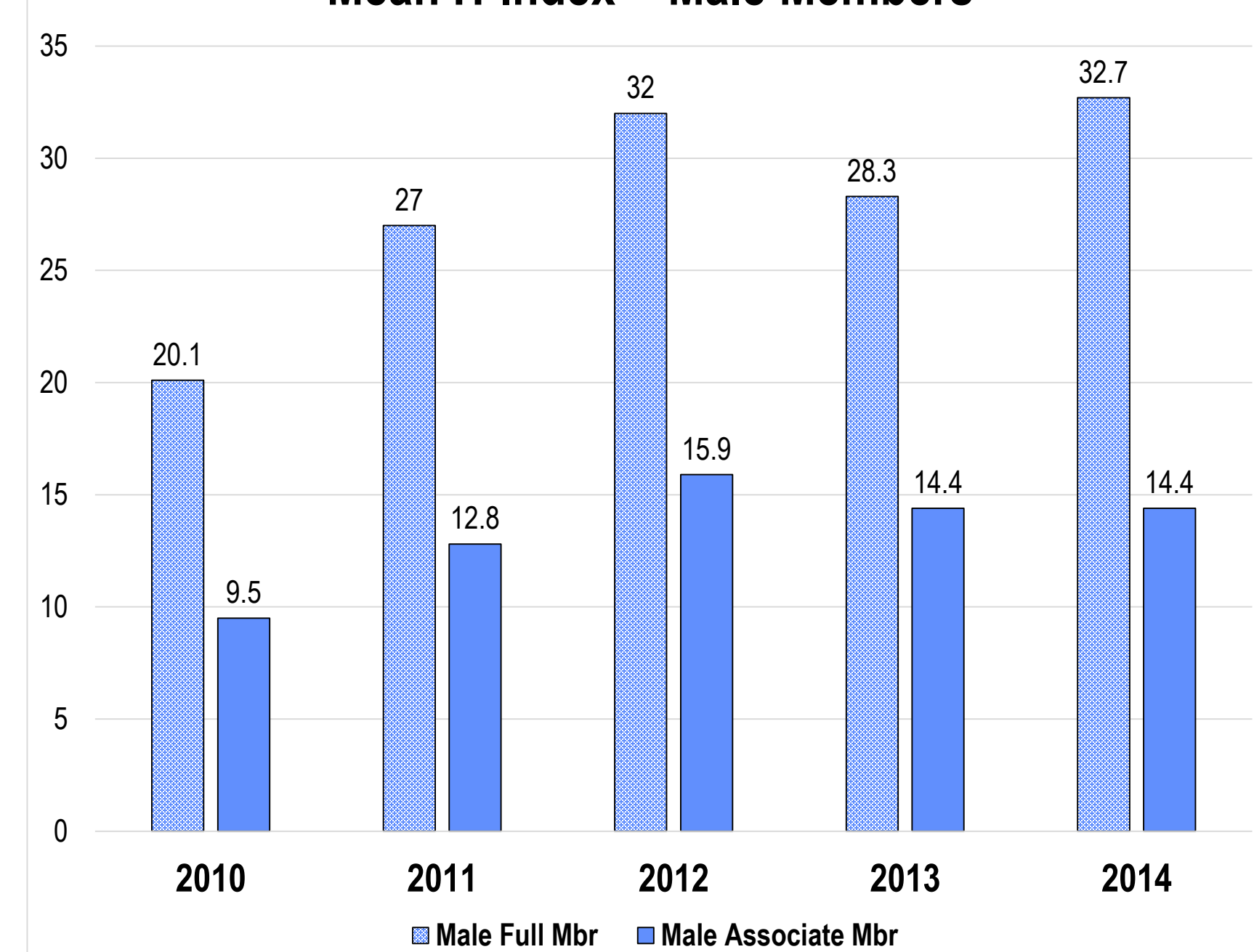
ASSOCIATE MEMBERS Number of Applications / Acceptance by Gender



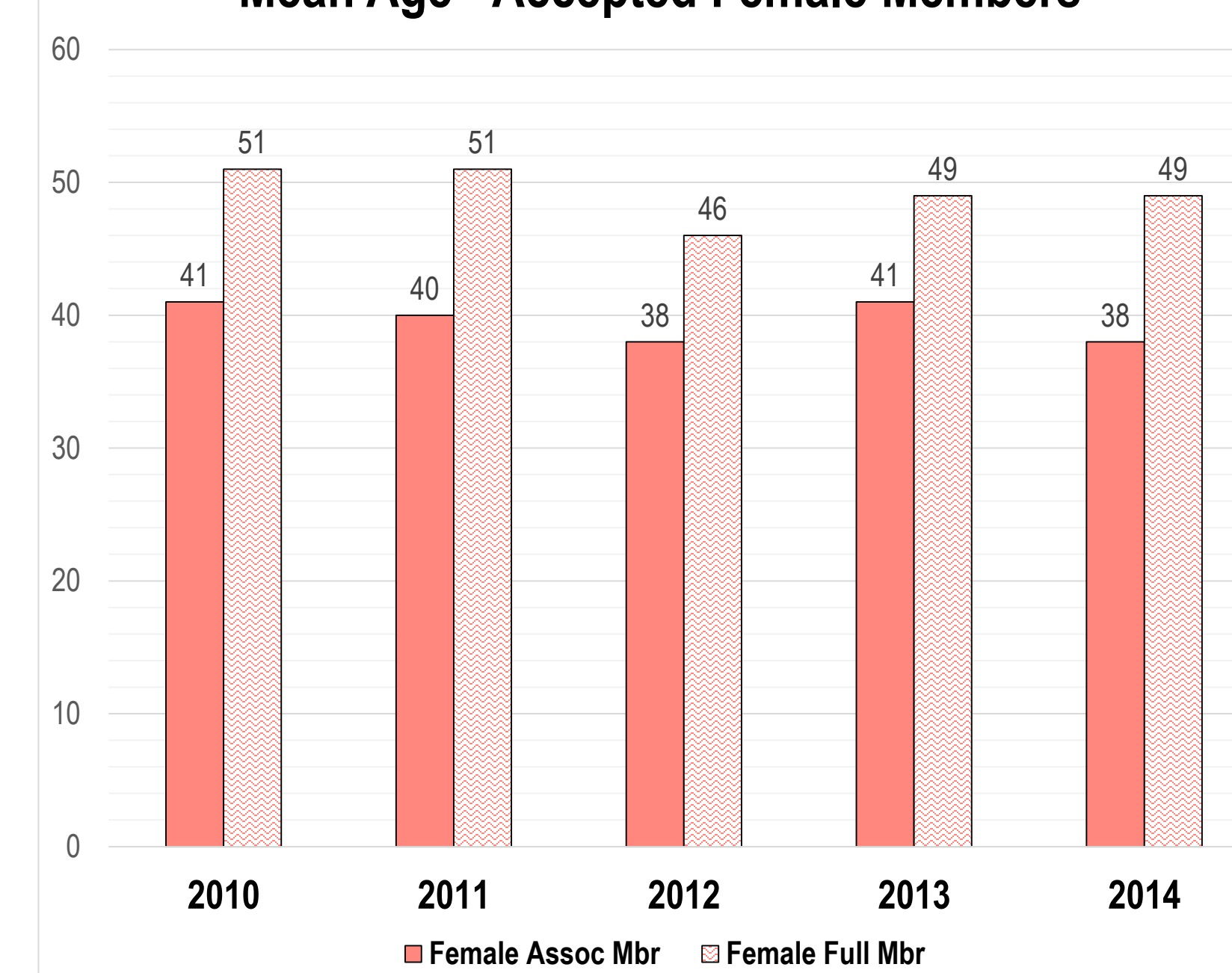
Mean H-Index - Female Members



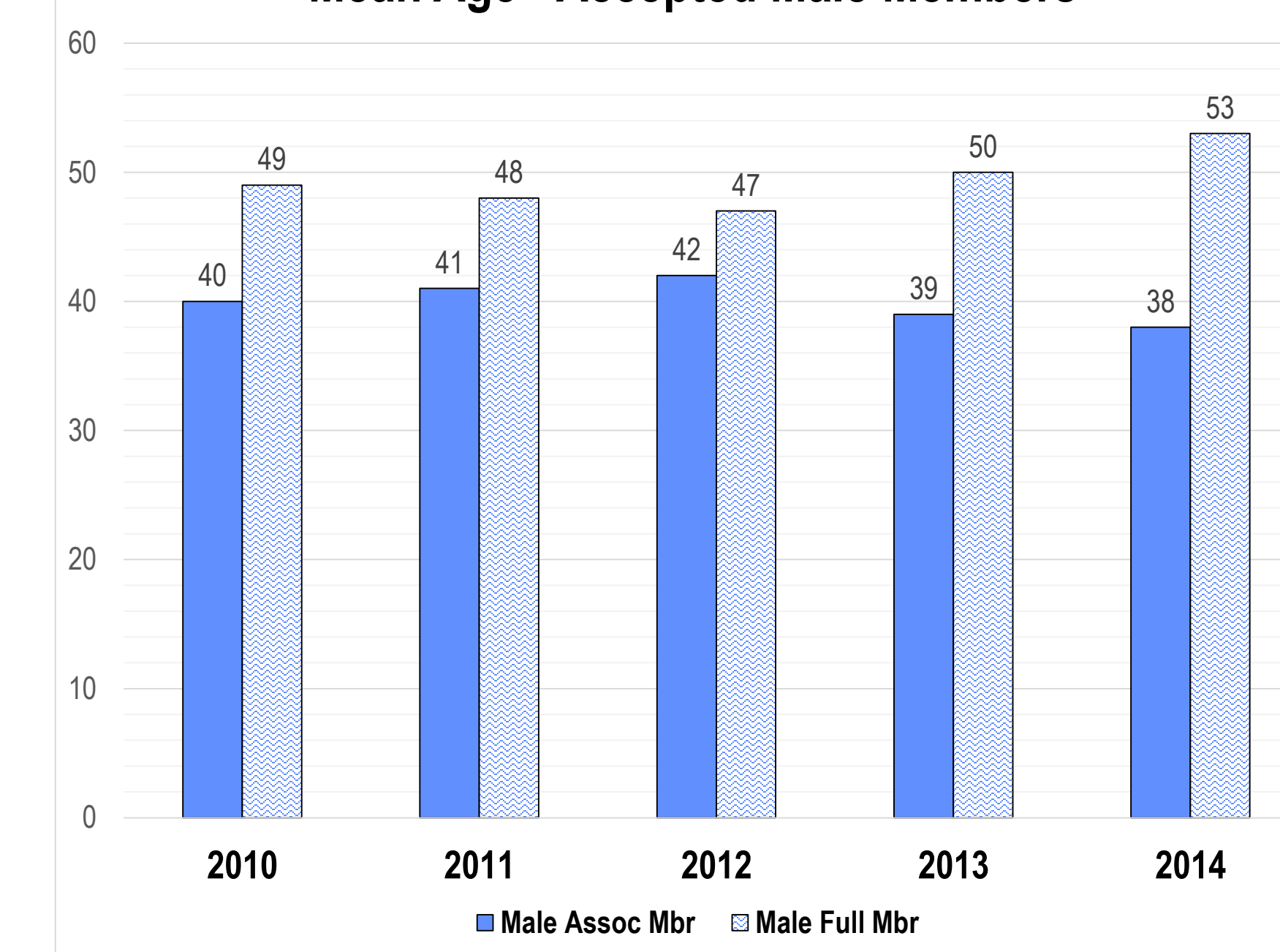
Mean H-Index - Male Members



Mean Age - Accepted Female Members



Mean Age - Accepted Male Members



Summary of Task Force Activities

- Present posters at Annual Meetings to share Survey Results and Statistics about recent membership classes
- Develop and write information pieces such as membership FAQs, for posting on the website and to be included in the printed Bulletin.
- Individual email correspondence with past Travel Awardees to follow up after annual meeting and to introduce/reinforce role of Membership Advisory Task Force
- Interview Council Members and Membership Committee Members to capture various perspectives on issues of concern to Associate Members
- Plan and implement Career Development Sessions during 2013 and 2014 Annual Meetings with focus on topics selected by Associate Members

2014 Panel Session: "What is Academic Career Success Today?"

- Host Reception during Annual Meeting to welcome Associate Members, enhance networking opportunities and promote access to Council
- Report to Council about the perceptions and needs of individuals considering membership application, identifying strategies to address issues or possible barriers

Survey Data 2014

| | Percent with Affirmative Response ("Very Much"/"Much" or "Yes") | | | |
|--|---|--------------------|---------------------------|---------------------------|
| | 2012 Assoc Members | 2013 Assoc Members | 2012 Past Travel Awardees | 2013 Past Travel Awardees |
| I feel it is easy to contact someone when I have a question about ACNP | 55% | 75% | 65% | 72% |
| I have visited the ACNP website to address questions regarding the organization/membership | 72% | 71% | 59% | 59% |
| My own academic institution places high value on ACNP membership status when evaluating faculty or promotion. | 70% | 52% | 38% | 54% |
| I am familiar with the steps taken by ACNP to make the selection process more transparent | 75% | 67% | 58% | 58% |
| How would you rate ACNP in terms of how welcoming you feel the College is for potential members? | 63% | 55% | 57% | 66% |
| Do you intend to apply for ACNP full membership in the future? | 98% | 95% | 96% | 82% |
| Do you anticipate you will achieve full membership the first time you submit an application? | 32% | 26% | Not asked | 20% |
| Do you anticipate you will eventually achieve full membership status, even if it requires several rounds of application? | 77% | 79% | Not asked | 53% |

Membership Advisory Task Force

Lisa Monteggia, Chair
Christina Barr, Co-Chair
Vaishali Bakshi
Jennifer Bartz
Elisabeth Binder
Katherine Burdick
Linda Carpenter
Raymond Cho
Cynthia Crawford
Erica Forbes
Marlene Freeman
Margaret Haney
Paul Holtzheimer
Gregory Light
Daniel Mueller
Philip Szeszko
Karen Szumlinski

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.