



# ACNP Bulletin

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## The Making of a Program

*Bita Moghaddam, Ph.D., Program Committee Chair*

The ACNP annual meeting has been a favorite of mine to attend since I was a postdoctoral fellow. What sets it apart from other meetings is the blend of basic and clinical cutting-edge science that is presented by both emerging and established leaders in our field. I was honored and delighted when President Raquel Gur asked me to chair the Program Committee this year. She outlined the 2015 President's Plenary and other invited lectures in the August ACNP Bulletin. Here I provide a summary about the competitively chosen portion of the 2015 program.



The selection process for Panels and Study Groups has become incredibly competitive in recent years. This is both because of an increase in the total number of submissions and in the overall scientific quality of proposals. This bodes well for the College as it reflects increasing interest from outstanding scientists to participate in the program of the annual meeting. But the greater competition makes the selection process more challenging for the Program Committee. I saw my primary responsibility as the Chair to ensure that the competition was fair and not biased by individual views and preferences, including my own.

The selection process involved assigning three reviewers from the Program Committee to each proposal who independently reviewed and scored the proposal using a NIH grant review-like scoring system. The reviewers were chosen primarily based on their technical and/or disorder area expertise. The conflict criteria for reviewers paralleled those enforced by NIH for grant reviews and the identity of reviewers for each proposal was not disclosed until the Committee began the discussion of that proposal. Of note, given that the Chair and Co-chair of the Program Committee choose the reviewers, the Council adopted a policy this year that these individuals cannot be involved in Study Group or Panel proposals. During the Program Committee meeting, the Committee voted to accept the proposals that scored in the top 30% (with all three scores being in the 1-2 range) without review. The bottom 25-30% (which typically received scores  $\geq 4$  from the three reviewers) were rejected without review unless someone from the Committee confidentially asked the Chair to discuss them. The remaining proposals had mixed or middle-of-the-pack scores. All those were discussed and voted on by the entire Committee.

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## The Making of a Program

*(continued from page 2)*

The resulting program organically ended up being balanced in terms of basic, translational and clinical areas of research. The topics, as expected, focus primarily on substance abuse, schizophrenia, and mood disorders, which reflect the primary interests of the membership. Within these general areas, we will have greater emphasis on development ranging from perinatal to adolescence, and on sex differences this year. New twists on long-studied pharmacology (such as hallucinogens and bupropion) are also covered on several panels. I am particularly looking forward to the panels covering newer areas of research relevant to mental health such as glymphatic pathways, inflammation, and gut-brain interactions.

Similar to last year, Panels or mini-Panels will not have a discussant. Panel chairs will have the task of introducing the topic and facilitating Q&A during the time that was allotted to the discussant. This year we are again keeping the Study Groups out of the graveyard shift and in the same morning and afternoon time slots as both Panels and mini-Panels. This change was received well last year and led to much better participation. The Study Groups accepted this year include important topics such as “Reproducibility and Robustness of Experimental Data in the Neurosciences,” “The Future of Sex Difference Research in Neuropsychopharmacology,” and “Training Aspects of International Research Collaborations” to name a few. These sessions should be of great interest to attendees and generate considerable participation and discussion.

The Hot Topics and Data Blitz selections were, similar to previous years, unbelievably difficult given the outstanding quality of over 700 poster abstracts submitted for the annual meeting. A subcommittee of Program Committee members helped me and co-Chair Carlos Zarate to narrow down the list to 12 Hot Topics and 12 Data Blitz presentations. These sessions are a great start to the annual meeting and are one of my favorite parts of the entire meeting because they often include exciting and cutting edge multidisciplinary data being presented by both junior and senior investigators.

In the last few years, the Program Committee has made great strides in increasing the number of women in speaking roles in the program. This year, nearly 90% of submitted proposals included at least one woman which, without any effort by the Program Committee to pick and choose, resulted in all mini-Panels and Study Groups, and all but three Panels, to include woman presenters. Overall, 38% of Panel and Study Group, 70% of plenary and 46% of Hot Topics and Data Blitz speakers will be women. This is a great feat for the College and will be highlighted in an upcoming Commentary in Neuropsychopharmacology. The program, however, still lacks terribly in underrepresented minority scientists.

Finally, this year, for fairness purposes, we avoided scheduling sessions on Thursdays if any of the individuals on that Panel or Study Group had a Thursday speaking role in the last two years. Members of the council also cannot present on Thursdays because they meet that day. Therefore, if you had not presented on Thursdays in the last two years, your Panel or Study Group had a high probability of being scheduled on Thursday. I received an unusual number of complaints from membership about their sessions being scheduled on Thursday. But over 25% of Panels and Study Groups need to be scheduled on Thursday and I invite the attendees to stay for the entire meeting as we have many outstanding sessions lined up on the last day.

The making of our 2015 program was about teamwork. I am indebted to the support I received from Raquel Gur and the amazing ACNP staff, in particular Laura Hill and John White who helped me tirelessly with the process. It was a joy to work with them as was with my co-Chair Carlos Zarate. I also thank the Program Committee, which did an outstanding job during very busy times of the year to review 918 proposals. Last but not least, I thank the membership for submitting the excellent proposals that are the true making of our program. I look forward to #acnp2015 and hope you are too.



## 2015 Neuropsychopharmacology Review Plenary Session: *Impact of Stress on the Brain: Pathology, Treatment and Prevention*

*Chairs: Kerry Ressler, M.D., Ph.D. (McLean) and Jordan Smoller, M.D. (MGH)*

The ACNP special plenary session for *Neuropsychopharmacology Reviews* will be held on Sunday, December 6th, from 8:30am until 11:30am. This year's review issue focuses on advances in our understanding of the impact of stress on the brain: from pathology to circuits, treatment to prevention.

Emerging data from genetics, epigenetics, neural circuits, intergenerational models, animal models, and neuroimaging all suggest that stress affects the brain in a variety of dynamic and often long-lasting ways. The effects of these processes on developmental risk for pathology are particularly notable. Our speakers this year will discuss topics ranging from alterations in neurogenesis and neural structure, development and intergenerational impacts of stress, genetics and epigenetics of stress, and neural circuits mediating the effects of stress across models.

Presentations will focus on innovative research across tractable animal models to human populations, utilizing a wide variety of tools and techniques. Bruce McEwen (Rockefeller) will discuss the effects of stress on neuronal structure and function, spanning the hippocampus, amygdala and prefrontal cortex. Amar Sahay (MGH) will outline the contribution of local circuits and neural pathways linking adult hippocampal neurogenesis with fear generalization. Tracy Bale (U Penn) will examine the concept of intergenerational transmission of risk, with a particular focus on sex-specific transmission of maternal stress, and the roles of placental transmission and neurodevelopment. Elisabeth Binder (Max Planck Institute) will discuss mechanisms of gene x environment interactions in risk for stress-related psychopathology, with a particular focus on *FKBP5*-mediated regulation of hypothalamic-pituitary-axis function, which arguably is the best understood gxe mechanism to-date, with data ranging from epigenetic to genetic to cell-biology and human pathology. Finally, Nim Tottenham (Columbia) will examine the roles of neural development in modulation of emotion regulation and how this is impacted by caregiving.

Together, we hope that this collection of outstanding, thorough, and intersecting presentations will help basic scientists and clinicians alike in gaining a greater appreciation for how the processes of stress, fear, and other negative valence systems interact to create psychopathology. In particular, for the NPPR panel, we've focused on the intersection of development and stress. Furthermore this work displays a broad array of neuroscience perspectives and approaches, demonstrating with fascinating clarity how the brain, when homeostasis / allostasis is dysregulated through the process of stress (whether external or internal), can lead to emotional dysregulation and behavioral difficulties. We hope that this exciting work catalyzes new ideas at the intersection of neuroscience, psychiatry, and pharmacology. Only through such work will new treatments, interventions, and cures be possible for the enormous morbidity and mortality that derive from stress-related disorders.



*Kerry Ressler*



*Jordan Smoller*

### Else Kröner-Fresenius-Stiftung International Research Prize

In 2017, the Else Kröner Fresenius-Stiftung Foundation will award an international research prize in the field of the "biological basis of psychiatric disorders." The prize, *Else Kröner Fresenius Preis für Medizinische Forschung*, is endowed with 4 million euros, 3.4 million euros of which will be dedicated to the future research of the winner.

Candidates must be researchers who have made ground breaking contributions to science in the field of the biological basis of psychiatric disorders and who are in a position to accomplish a world leading program of research over the next 5 years.

Nominations must be accompanied by at least two letters of recommendation from internationally leading researchers in the field from two different countries. The application deadline is January 14, 2016.

For more information, please visit the ACNP website <http://www.acnp.org/programs/awards.aspx> or the Else Kröner-Fresenius-Stiftung website, [www.ekfs.de](http://www.ekfs.de), Call for Nominations: The Biological Basis of Psychiatric Disorders.



## ACNP 54th Annual Meeting, December 6-10, 2015

**Itinerary Planner:** The itinerary planner is available at <https://acnp.societyconference.com/conf/#sessions/conf10002>. The planner allows you to browse the abstracts and plan your time at the meeting.

**Annual Meeting Badges** will be sent to each registered attendee prior to the meeting. Please watch your mailbox and bring your badge to the meeting to reduce your wait time during registration. If you do not have your badge, you will be required to provide identification at registration.

**Childcare:** Childcare options will be available at the Diplomat Resort for all meeting attendees with children one year of age to 12 years of age. More information about childcare times and costs is available on the ACNP website [www.acnp.org/annualmeeting/default.aspx](http://www.acnp.org/annualmeeting/default.aspx) or at <https://form.jotform.com/KiddieCorp/ACNP15>.

**Making Dinner Plans?** Shuttles will run from the Diplomat to the abundance of restaurants on Las Olas Boulevard each evening following poster sessions. Dining guides and shuttle schedules will be available at the registration desk.

**Posters:** The maximum area per poster is **4 feet high by 6 feet wide**. Please remember to bring push pins or tacks to mount your poster on the poster board.

**E-Posters:** All poster presenters will have the opportunity to share their poster with those ACNP members and 2015 meeting attendees who did not have the opportunity to see the poster during the sessions. The E-Poster website will be available for poster presenters to upload and share their poster. This site is only be accessible to ACNP members and registered meeting attendees. Poster presenters should watch for email correspondence on how to upload your poster.

**Free Wireless Access** will be provided throughout the lobby of the conference center.

**Annual Meeting App:** The Annual Meeting program will be available on a free downloadable application for iPhones, iPads, and android phones. The app will be available for download a week prior to the start of the meeting. Watch your email for additional information.

**Meeting Evaluation:** All meeting attendees are urged to complete an evaluation of the meeting. Attendees requesting CME credit **are required** to complete the evaluation. You may complete the evaluation in the ACNP Computer Center located in the Diplomat Ballroom 1&2 Foyer or on-line at [www.acnp.org](http://www.acnp.org) (choose the Annual Meeting tab). The evaluation is available online only. All evaluations must be completed by January 12, 2016.

### Remember — Rubinow is Rock'n Opening Night!

Our own past-president extraordinaire, David Rubinow, and his band mates will provide our opening night entertainment. The six member band features our friend and colleague on guitar playing 50's and 60's rock & roll and Chicago blues. You don't want to miss this one-time event!





## How well is the private sector represented in the College? A report from the Industry Advisory Workgroup to the Strategic Planning Task Force

By Lisa Gold, Ph.D. and Danielle Graham, Ph.D.

ACNP leadership as well as individual members of the college benefit from having a diverse and well-represented membership invested in collaborative relationships across all research sectors: industry, academia and government. A recent update of the ACNP strategic plan includes new objectives designed to increase the number of membership applications submitted by industry investigators as well as to engage and incorporate industry ACNP scientists in membership. Jobs in the private sector have become an important option for early career scientists, as well as more senior and established researchers. Most recently, NIMH announced that Tom Insel, Institute Head for 13 years, was departing to join the Google Life Sciences Team at Alphabet. Industry members (broadly defined here as any private sector role) currently make up about 7% of the College membership (3% of Associate Members, 9% of Members and 7% of Fellows). Over the past 5 years the number of Associate Member applications from Industry scientists was  $\leq 3$  per year, and Member applicants  $\leq 9$  per year.



Lisa Gold

An Industry Advisory workgroup was established to more closely examine the role of industry members in the college and to make recommendations to ensure diversity of membership across all research sectors. The workgroup (*Nicholas Brandon, Lisa Gold, Danielle Graham, Hussein Manji, Patricio O'Donnell, Laura Hill, Sarah Timm, Ronnie Wilkins*) made recommendations for changes to the various application documents to help the Membership committee, and nominators, evaluate the achievements and apply criteria appropriately for industry applicants. "Researchers in Industry contribute to advancing the science in the field, and our sights are set on bringing forth new products that will help patients who are waiting" remarked Hussein Manji. The newly revised forms, implemented recently and used by the 2015 applicants, highlight achievements and contributions within industry that reflect the high scientific caliber worthy of acceptance into the College.



Danielle Graham

In response to a request from Council, an additional task force (*Linda Brady, Jeff Conn, Michael Ehlers, Lisa Gold, Danielle Graham, Hussein Manji Patricio O'Donnell, Laura Hill, Ronnie Wilkins*) was established to draft a statement highlighting the Critical Role of Industry Members in the college. All members, including those from industry, provide service to the college through participation on Committees, presentations at annual meetings, mentorship, and review and publication of novel research in the ACNP journals. In addition, industry members can make unique contributions through:

- Support and leadership of public private partnerships aimed at improving the care and treatment of CNS disorders
- Presentations on new targets, development of new tools and technologies to foster drug discovery and development, model development, biomarker development, translational approaches, medicinal chemistry and results from clinical trials of novel medicines
- Pioneering advances in preclinical, clinical and regulatory science
- Educating non-drug discovery scientists on the issues that are essential for advancing a new therapeutic approach
- Expanding the understanding of career opportunities for scientists and researchers

With this background and awareness it will come down to the members of the college to encourage industry meeting attendees with a strong track record in the field to consider applying for membership.



## How well is the private sector represented in the College?

(continued from page 5)

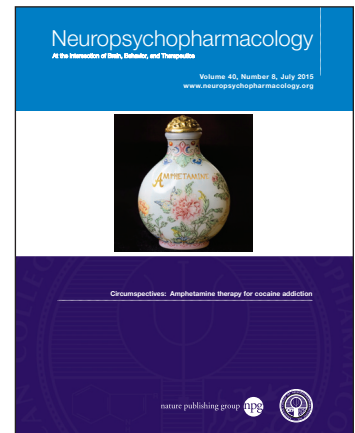
### *The Critical Role of Industry Members in the College*

The ACNP Core Purpose, Core Values, Mission and Vision are agnostic to the research sector. Diversity of Membership across research sectors can help foster a nimble and resilient College that functions at the cutting edge of CNS therapeutics. Membership of individuals employed in industry, broadly defined here as any relevant private sector company, will contribute to the College's mission of new CNS therapeutics. Interactions of College members from the industrial, academic, government, non-profit sectors generates the dynamic atmosphere that defines the Annual meeting and can fortify research and catalyze CNS drug and device development. In addition to the exchange and dissemination of scientific knowledge across the various sectors that contribute to CNS therapeutics development, the College is committed to enhancing the career development of the next generation of outstanding, early-career investigators as scientists and as leaders within our College. Exposure to Industry members during formal College-sponsored networking for early-career investigators as well as informal engagement reflects the breadth of career options for neuropsychopharmacology researchers and may be one of the few accessible venues to meet and seek advice from Industry employees. Industry Members can serve as mentors for those interested in learning more about career opportunities in the private sector. The ACNP Strategic Plan has been updated (July 2015) and new objectives designed to increase the number of industry investigator applications for membership and engage and incorporate industry scientists in membership have been added.

### **Neuropsychopharmacology Update**

*Bill Carlezon, Ph.D. on behalf of the senior editors*

The journal is now publishing its *Circumspectives* feature at a pace of approximately 2 per year. Recognizable by their special cover designs (see accompanying image), the purpose of a *Circumspectives* article is to consider an issue from multiple perspectives, with separate sections in which two thought leaders articulate their individual positions on a topic of great importance to our community of researchers. The distinguishing element, however, is that each piece ends with a “reconciliation” that is co-authored by both and includes ideas or experiments to move the field forward. While originally envisioned as a forum for debates, the individual articles we have received have shown a rapid and appealing evolution. In addition to a “debate”, we have now had features that can be broadly conceptualized as “hopes versus hurdles” and “advantages versus disadvantages”. All fulfill the basic premise of looking at issues from at least 2 perspectives. They are also intended to contain key references on the subject matter, making them convenient source material.



*Used with permission of nature.com*

Over the summer (issue 40.8), we published “Agonist medications for the treatment of cocaine use disorders?”, co-authored by Steve Negus and Jack Henningfield. This article was intended to address the provocative possibility that amphetamine could be used as a medication to treat cocaine addiction. Our most recent article is entitled “Does cannabis cause, exacerbate or ameliorate psychiatric disorders? An oversimplified debate discussed”, co-authored by Margaret (Meg) Haney and Eden Evins. These authors take on the timely—and thorny—issue of whether cannabis or its constituents do more or less harm than good. At the time that this ACNP Bulletin goes to press, the article is freely available on-line, and will come out in print in early 2016. We offer a convenient link that will always bring you to the most updated version of the article available at the time (<http://www.nature.com/doi/10.1038/npp.2015.251>).

We welcome suggestions for future *Circumspectives* topics and authors, which can be submitted to [journal@acnp.org](mailto:journal@acnp.org). Please note that unsolicited articles of this type will not be considered. We hope that you find these articles interesting and useful for your work; the next one is already underway!



## ASSOCIATE & NEW MEMBER CONNECTION

### Membership Advisory Task Force Activities at the 2015 Annual Meeting

*Christina Barr, VMD, Ph.D., Membership Advisory Task Force Chair*

*Vaishali Bakshi, Ph.D., Membership Advisory Task Force Co-chair*

The ACNP Membership Advisory Task Force has a number of activities planned for the 2015 Annual Meeting. We encourage all early-career investigators interested in learning more about the ACNP membership process to join us for this year's **Career Development Session (Tuesday, December 8th from 1:30pm-3:00pm)**, which will focus on the FAQs of applying for associate and regular memberships in the College. The themes of the panel will be to identify qualities of successful applications and to provide information on membership trends in the last several years. The Membership Advisory Task Force has collected and analyzed data from previous years' applications which are regularly presented at a daily poster at the ACNP meetings. Frequent questions by attendees will be discussed, such as how to judge the best moment to apply and how different merits might be weighed against each other (e.g., publications vs. grant track records).



*Christina Barr*

The session will also discuss how to attract and encourage junior scientists and mechanisms through which interested non-members can attend meetings. These include how to 'break the ice' with College members – in other words, advice as to how one can find ways to interact with more senior members of the College will be provided. Also to be discussed is what the College does to promote applications from females and minorities. Given that travel awards serve to facilitate entrance to the ACNP, another emphasis will be to discuss strategies for successful applications for travel awards. Related to these topics, the group will discuss how an applicant for membership/travel award can show commitment to the College (an important criterion for membership) in addition to attending the meeting (since this requires an invitation and therefore can be a 'catch-22').



*Vaishali Bakshi*

Last, but not least, the panel will discuss how membership in the College dovetails with overall career progression and how ACNP membership can be beneficial for one's own career plans. Panelists will be Karen Szumlinski, Greg Light, Victoria Arango, David Goldman, and Patricio O'Donnell. These panelists collectively offer perspectives from the Membership Committee, Education and Training Committee (for travel awards), academia and industry, as well as clinical (M.D.) versus non-clinical (Ph.D.) research paths. The panel also contains senior ACNP Fellows as well as more junior recent Members, so that the changing landscape of what the ACNP is can be addressed. Moderators will be members of the Membership Advisory Task Force, Christina Barr, Vaishali Bakshi, Daniel Mueller and Kay Tye.

The task force will again host an **Associate Member Reception** at this year's Annual Meeting. The reception is scheduled for Sunday, December 6th from 6:15pm-7:00pm, just prior to the Opening Night Reception. The Associate Member Reception will provide a casual opportunity for networking among Associate Members, Membership Advisory Task Force members, and ACNP leaders (including Council Members, Program Committee Chairs, and Membership Committee Chairs). All Associate Members are invited and encouraged to attend. The newly accepted Associate Members ("Class of 2015") will be recognized during this reception, and a booklet will be distributed highlighting each of them and briefly describing their work. We hope this booklet will be a useful vehicle for others to get to know ACNP's newest Associate Members, and also to help them to learn about each other.

**Don't forget to visit this year's Membership Advisory Task Force poster to be presented at each poster session.** The poster includes information on the latest membership statistics for both full Members and Associate Members. The poster also includes the results of the task force's survey of Associate Members and Past Travel Awardees on their impressions of the College and areas in which we can improve.



## Strategic Planning (or Thinking)

Ronnie Wilkins, Ed.D., CAE, ACNP Executive Director

I am sure that we have all heard the story that when General Eisenhower was asked how important was the plan for the D-Day landing at Normandy in WWII his reply was something to the effect that the plan was useless, but the planning was indispensable. I think that might apply to strategic planning in general. We go through a process of thinking carefully about our core purpose and mission, our goals and objectives, and strategies to achieve those goals and we develop a document that puts all that on paper. A few years later we look back at that document and we realize that we did some of those things really well; some we didn't do at all; and some we changed so much as to hardly be recognizable. But we also realize that the process of planning forced us to think strategically about the fundamentals of the organization and that thinking was invaluable as it carried over into the ongoing process of governing, guiding, and managing the organization.



Every few years we update the ACNP's strategic plan. Following this article we have posted the most recent revision, just updated over the past 10 months or so. For the most part, this recent plan reaffirms the traditional goals and objectives of this 54 year old College. *If it ain't broke, don't fix it!* But, in the process of thinking about what is important to ACNP, the strategic planning task force and Council addressed some issues that I believe members will especially appreciate.

First, members have always valued the intimate feel of the ACNP annual meeting. Some still think of the meeting as being a relatively small group of people talking about science with their colleagues on the beach in Puerto Rico. As the meeting has grown, we have tried very hard to keep that same ambiance even though we are far larger now than in those "good old days". In this planning process we tackled the challenge of adapting to the slow but steady growth of the College with a realistic plan for capping the size of the meeting at a level that allows us to stay in venues that foster the informal networking that is treasured by members. My personal guess is that the strategy we have adopted will keep us at that level for at least the next decade.

Our task force also looked specifically at the contributions that are made to the scientific mission of the College by members who work in industry. Another article in this Bulletin talks about how industry scientists can and do contribute to our core mission and purpose.

This plan also addresses the use of our financial reserves. There is a new goal to specify that our financial reserves will first be used, if and when necessary, to ensure the long term financial stability of the College. Beyond that we will use our reserves to further the mission of the College.

These are just some of the highlights of this revised plan, and as we begin to implement it I dare not hope that we will find it to be flawless. But I do believe that, as Eisenhower said, we will find that the process of planning, and the strategic thinking that went into developing the plan, to be invaluable as Council guides the College through the coming years.

## 2016 Nominating Committee

We are pleased to announce the following individuals have been elected to the 2016 ACNP Nominating Committee:

- Linda Brady, Ph.D., *Chair*
- Gary Aston-Jones, Ph.D.
- Judith Ford, Ph.D.
- Lisa Gold, Ph.D.
- Lisa Monteggia, Ph.D.
- Carlos Zarate, M.D.

The 2015 committee chair, Eric Nestler, M.D., Ph.D., will serve as *ex officio* to the committee.





# AMERICAN COLLEGE OF NEUROPSYCHOPHARMACOLOGY STRATEGIC PLAN

## Setting Direction for the College December, 2015

### PREFACE

This document briefly describes the updated strategic plan for the ACNP. This plan is intended to guide the ACNP leadership, including its Committees and Task Forces, in translating the College's core ideology, outlined below, into action. We recognize that strategic plans are context-dependent. In this document, we articulate specific goals for the ACNP that we anticipate will assist in guiding the college over the upcoming years. We recognize that these goals will need to be updated regularly, perhaps every 3-5 years. More frequently, the College will need to reevaluate the success of its strategies in enabling the College to achieve its stated goals and introduce necessary amendments.

### ACNP CORE IDEOLOGY

*The Core Ideology consists of the Core Purpose – the ACNP's reason for being – and Core Values – enduring principles that guide the ACNP in all of its activities.*

The Core Purpose and Core Values of the ACNP are described below.

#### ACNP Core Purpose

To contribute to alleviating human suffering by advancing the dissemination of knowledge related to the biology of the brain as well as the biology, prevention, and treatment of brain disorders; by promoting emergence of pioneering young scientists as leaders within our College and within their fields of science; and by facilitating the collaboration among relevant organizations and agencies.

#### ACNP Core Values

The ACNP strives for these Core Values:

- Commitment to Excellence – ACNP members are committed to excellence in the conduct of science, in the presentation of science at ACNP meetings and in the ACNP journal, in the selection of the best scientists as ACNP members, and in the mentorship of young scientists in the field.
- Commitment to Integrity – The ACNP and its members operate at the highest level of integrity.
- Commitment to Openness – ACNP members value the free exchange of scientific information and open communication between membership and leadership related to governance of the College.
- Commitment to Clinical/Basic Exchange among Academic, Government and Industry Scientists- ACNP

members are committed to providing a forum for the clinical/basic exchange of scientific information, which is critical for the advancement and translation of scientific discovery.

- Commitment to Education and Training – ACNP members are committed to training the next generation of neuropsychopharmacology researchers and to disseminating research findings to scientific colleagues, mental health professionals, and patients and patient representative groups.
- Commitment to Collegiality – Membership in the ACNP indicates a desire to participate in and to contribute to the College and its activities, as well as a desire to collaborate with other members in the advancement of science.
- Commitment to Diversity – The ACNP is committed to diversity to foster the involvement of women and under-represented minorities in the College and in neuropsychopharmacology research, education, and treatment.
- Commitment to Research Ethics – The ACNP membership is committed to advancing humane and ethical research practices.

#### ACNP Mission Statement

The principal function of the College is to further research and education in neuropsychopharmacology and related fields by: a) promoting the interaction of a broad range of scientific disciplines of brain and behavior in order to advance the understanding of causes, prevention and treatment of diseases of the nervous system including psychiatric, neurological, behavioral and addictive disorders; b) encouraging scientists to enter research careers in fields related to these disorders and their treatment; and c) ensuring the dissemination of relevant scientific advances in these disorders.

ADOPTED BY COUNCIL  
JULY 1997 (amended June 2010)

#### ACNP ENVISIONED FUTURE

*This is a statement of what the ACNP wants to be, i.e. the Vision, and a vivid description of the realized vision for the College.*

#### Vision

To be the premier professional society for the exchange and dissemination of scientific knowledge on the causes and treatments of disorders of the brain and behavior.



## ACNP Strategic Plan

(continued from page 9)

### ACNP GOALS

Goals describe the outcomes the ACNP will achieve for its stakeholders, i.e., for the members, patient advocacy groups, government research institutes, academia, industry, and allied societies. These goals generally apply to a three- to five-year time frame, to be reviewed and adjusted every year as appropriate.

#### **GOAL 1: STANDARDS OF EXCELLENCE FOR COLLEGE MEMBERSHIP**

The College will include the most respected scientists focused on disorders of the brain, and these Members will present their cutting edge basic and clinical research at the Meeting. They will also enhance the career of talented developing investigators providing mentorship and guidance.

#### **GOAL 2: ANNUAL MEETING**

The ACNP Annual Meeting will be consistently acknowledged as an exceptionally stimulating forum that provides attendees with opportunities to deepen and broaden their understanding of emerging research advances. It will also enhance the opportunities it provides to young scientists to facilitate their emergence as future leaders of their respective fields of research.

#### **GOAL 3: ACNP PUBLICATIONS**

Neuropsychopharmacology, Neuropsychopharmacology Reviews, the ACNP Website and other ACNP Publications will continue to increase in national and international standing among journals and electronic resources in psychiatry, neurology, neuroscience and pharmacology.

#### **GOAL 4: EFFECTIVE SOURCE OF SCIENTIFIC INFORMATION & COLLABORATIVE RELATIONSHIPS**

The College will be viewed as a valued resource for the dissemination of authoritative knowledge of brain disorders and their treatment and will advance the scientific goals of the College through collaborative relationships with patient advocacy organizations, government, academia and industry.

#### **GOAL 5: FINANCIAL STABILITY AND CRITERIA FOR THE USE OF ACNP FINANCIAL RESERVES (July 2015)**

Earnings from investments and/or the investments themselves will first be used to ensure the stability of the College and then will be used to support programs and initiatives that advance activities important to the mission of the College.

### ACNP OBJECTIVES

(Updated July 2015)

Objectives are the specific, measurable, desired outcomes associated with the realization of its goals. They will be reviewed annually.

#### **GOAL 1: STANDARDS OF EXCELLENCE FOR COLLEGE MEMBERSHIP**

*The College will include the most respected scientists focused on disorders of the brain, and these members will present their cutting edge basic and clinical research at the Annual Meeting. They will also enhance the career of talented developing investigators and providing mentorship and guidance.*

*Objectives (to measure progress toward achieving the goal):*

- Increase diversity of College membership (including leadership) with respect to involvement of women and under-represented minorities. Increase associate member and member applications from younger scientists.
- Facilitate the promotion of qualified members to fellows.
- Attract members from all appropriate areas, including basic and clinical research, emotional, cognitive and addiction research, neurological, developmental and aging.
- Increase the number of industry investigator applications for membership. (July 2015)
- Further engage and incorporate industry scientists in all aspects of the College. (July 2015)

*Possible Strategies:*

- 1.1 Strengthen the outreach program for membership beyond those known by current members.
- 1.2 Review, update, and better communicate criteria for membership.
- 1.3 Consider ways to facilitate the transition from being a travel awardee to achieving associate membership in the College.
- 1.4 Continue support for minority travel awardees, guests at annual meeting, et cetera via an outreach strategy and consider ways to better bridge such programs with associate membership in the College.
- 1.5 Educate academic medical centers regarding the value of ACNP membership.
- 1.6 Increase the number of promising young investigators at the annual meeting by expanding the number of invitations available for this purpose and by making more creative, aggressive use of the associate member category.



## ACNP Strategic Plan

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- 1.7 Strengthen the role of associate members and promote their transition to full membership by expanding their involvement in the annual meeting, in the College's committee work, etc.
- 1.8 Keep data and provide regular reports to Council regarding the progression of travel awardees to associate membership and of associate membership to regular membership.
- 1.9 Articulate the value of having members from industry and communicate the importance to membership and the Membership Committee. (July 2015)
- 2.0 Within 5 years, increase URM members to 5%–6% of total membership. (July 2015)

### GOAL 2: ANNUAL MEETING

*The ACNP Annual Meeting will be consistently acknowledged as an exceptional meeting that serves as a catalyst to expand the intellectual and technical aspects of members' research, training and treatment goals.*

#### *Objectives (to measure progress toward achieving the goal):*

- Maintain / increase high attendee satisfaction ratings of the meeting overall.
- Maintain / increase high percentage of members who attend the meeting.
- Maintain / increase high ratings of meeting by non-member attendees.
- Maintain / increase attendees' ranking of the meeting compared to other meetings.
- Maintain / increase the quality of poster sessions as measured by attendee ratings.
- Increase the breadth of topics presented at the Annual Meeting.
- Maintain the culture of the meeting by capping the total meeting size to <2000 attendees. (July 2015)

#### *Possible Strategies (tactics to achieve the objectives):*

- 2.1 Identify yearly the under-represented topic areas of the Annual Meeting and communicate the need to the membership via RFP.
- 2.2 Actively encourage panel submissions in under-represented topic areas, though acceptance will not be guaranteed.
- 2.3 Ensure the quality and diversity of programs by adding Ad Hoc Program Committee Reviewers/Members when needed.
- 2.4 Increase discussion at the Annual Meeting by optimizing the role of discussants.

- 2.5 Enhance the role of Associate Members in the meeting to ensure younger scientists are given opportunities to be more invested in the College.
- 2.6 Require panel submissions with redundant content from previous years to meet a higher standard of quality, novelty, and importance to be accepted by the Program Committee. The Program Committee may choose to ask several reviewers to focus on reviewing for redundancy.
- 2.7 Continue encouraging members to bring more young people to the meeting and publicize the invitation bank to the membership.
- 2.8 Cap the number of invited guests each year based on a projection of how many invited guests we can have and still stay below 2,000 total attendees.

### GOAL 3: ACNP PUBLICATIONS

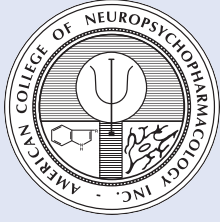
*Neuropsychopharmacology, Neuropsychopharmacology Reviews, the ACNP Website and other ACNP Publications will continue to increase in national and international standing among journals and electronic resources in psychiatry, neurology, neuroscience and pharmacology.*

#### *Objectives (to measure progress toward achieving the goal):*

- Increased impact factor.
- Increased number of manuscript submissions to the journal.
- Increased number of submissions from leading investigators.
- Increased number of submissions from ACNP members.
- Increased selectivity (i.e., increased rejection rate)

#### *Possible Strategies:*

- 3.1 Ask the Journal editors and Publications Committee to consider changes in journal policy to enhance impact factor, such as increase the number of Commentaries, reduce the size of individual articles, and increase the number of mini-reviews.
- 3.2 *Neuropsychopharmacology Reviews*, recently re-authorized for another three years, should be reviewed in an ongoing manner to ensure its success and overall benefit to *Neuropsychopharmacology*.
- 3.3 Improve the scope and reach of the ACNP Website and consider the implementation of social network tools for the ACNP.



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## ACNP Strategic Plan

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### GOAL 4: EFFECTIVE SOURCE OF SCIENTIFIC INFORMATION AND COLLABORATIVE RELATIONSHIPS

*The College will be viewed as a valued resource for the dissemination of authoritative knowledge of brain disorders and their treatment and will advance the scientific goals of the College through collaborative relationships with advocacy organizations, government, academia, industry and professional institutions.*

#### *Objectives (to measure progress toward achieving the goal):*

- Decrease the ACNP's susceptibility to perceptions from members, the media, and others that may undermine ACNP's effectiveness in communicating scientific information.
- Increase the use of our website and related online tools by members, media and the public at large.
- Increase the ACNP's ability to effectively and rapidly respond to events that are important to the mission of the College and our members.
- Develop and maintain a relationship with the lay leadership and scientific leadership of disease specific advocacy groups.

#### *Possible Strategies:*

- 4.1 Work to foster effective alliances among academia, industry, government (e.g., NIH, FDA), advocacy groups and professional associations to facilitate research into the causes of diseases of the nervous system including psychiatric, neurological, behavioral and addictive disorders and to develop improved treatments, cures, and preventive measures.
- 4.2 Maintain appropriate relationships between the College and industry by continually monitoring compliance with our policies and the effectiveness of our conflict of interest firewalls.
- 4.2 In all aspects of official ACNP business, continue to require meaningful disclosure of relationships that might appear to represent a conflict of interest.
- 4.3 Increase the amount of scientific information for the public, media, consumers, families, scientists and practitioners that is freely available on the ACNP Website and related online tools.

- 4.4 Use the ACNP Journal when appropriate for publishing important position statements.
- 4.5 Foster meaningful and continuous dialogue with NIH Institute Directors and the membership.
- 4.6 ACNP will maintain relationships with other organizations whose mission and purpose is closely aligned with that of ACNP (e.g., ABC, SfN, APA, NABR, etc.) and will support those that make significant contributions toward the achievement of goals that are important to the ACNP mission and purpose.
- 4.7 Leverage existing member relationships with Congressional members to support research and research funding. (July 2015)
- 4.8 Be available to provide expert consultation to members of Congress, when their senior staff, and other relevant policymakers on the national or state level reach out to the College to help them better understand the complex issues surrounding areas of neuroscience research. (July 2015)
- 4.9 Members report interactions with policy makers to the Liaison Committee in order to keep a record of these interactions as a metric of our influence on policy issues. (July 2015)

### GOAL 5: FINANCIAL STABILITY AND CRITERIA FOR THE USE OF ACNP FINANCIAL RESERVES (July 2015)

Earnings from investments and/or the investments themselves will first be used to ensure the stability of the College and then will be used to support programs and initiatives that advance activities important to the mission of the College.

#### *Objectives (to measure progress toward achieving the goal):*

- Continue to diversify revenue sources.
- Continue to increase existing revenue sources from Parthenon Management Group.
- Maintain profitability of the College such that funds are available to sustain the College for 3 years.
- Revenues in excess of those needed to support the College for 3 years, should be examined for possible use to further the mission of the College.