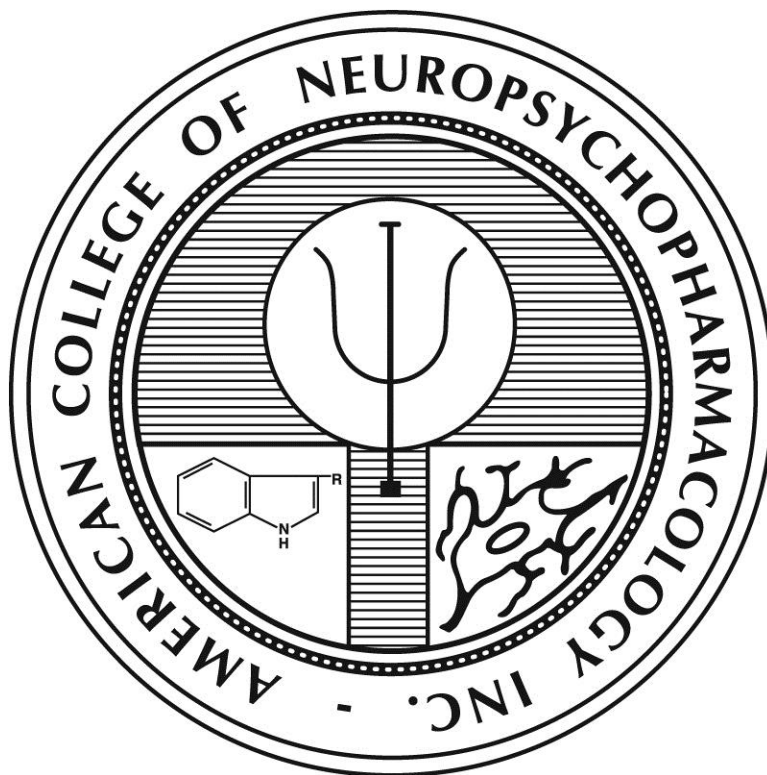


AMERICAN COLLEGE OF NEUROPSYCHOPHARMACOLOGY



Setting Direction for the College December, 2015

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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 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.

- 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.

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.