

ACNP Council Meeting Minutes
Saturday, December 8, 2018
8:30am – 3:00pm
The Diplomat Beach Resort
Room 319-320
Hollywood, Florida

Steven Hyman, Presiding

Anissa Abi-Dargham
Victoria Arango
Antonello Bonci
Joseph Coyle
Judith Ford
Alan Frazer
David Kupfer
Bita Moghaddam
Maria Oquendo
Kerry Ressler
Rita Valentino
Marina Wolf

Executive Director: Sarah Timm
Staff: Erin Shaw

Council-Elect: Trevor Robbins (Council-Elect have voice but no vote)

Apologies: Helen Mayberg (Council-Elect)

Conflict of Interest Forms were reviewed prior to start of the meeting by Steve Hyman, President, Joseph Coyle, Secretary, and Sarah Timm, Executive Director, per the Conflict of Interest Policy for Council.

- 1. Journal Report*** – William Carlezon joined the meeting to report on *Neuropsychopharmacology*. He reported gender balance was a focus of the journal this year. Chloe Jordan was brought on to the team as an Editorial Intern. She collected the data on gender balance and wrote the editorial, *Neuropsychopharmacology (NPP): gender balance in journal function*. The results that she found were encouraging and confirmed that we have good balance throughout journal function based on gender balance in the field. The estimated women faculty in our field is 39% based on Biaswatchneuro. Based on the editorial released by eNeuro, *Gender Bias in Publishing: Double-Blind Reviewing as a Solution?* confirmed that NPP is doing better than them in gender balance. B. Carlezon stated the journal does not have plans to assume the double-blind system of review at this current time. One area for improvement on gender balance is on the Editorial Board. B. Carlezon is constantly rotating through the 51 Editorial Board Members, which is currently at 65% male and 35% female. In 2018, there were ten transitions implemented, which

represents 20% of the Editorial Board turning over. B. Carlezon will try to add more women in 2019 to be closer to the estimated 39% of women in the field. The Editorial Board members are assigned terms and B. Carlezon can reappoint people, who are useful to the journal. He determines who should be invited to the board based on metrics such as top reviewers, social media, contributing pieces to the journal, etc. The data on who should rotate off is based on how many years on the Board, how many reviews completed, etc. During the gender balance study this year, they identified the issue that both men and women are choosing men to review and are trying to take steps to have this more evenly aligned. B. Carlezon has asked his editors to be cognizant of this when assigning reviewers moving forward.

The 2017 impact factor is 6.544 and continues to rise. The impact factor relies greatly on the special NPPR issue. The best impact factor the College received was when Scott Rauch and Suzanne Haber had the issue on circuits.

S. Timm stated the journal has experienced production and service issues over the past year and a half after the Springer Nature merger. S. Timm sent Springer Nature a formal letter of grievance expressing our concern on these issues. S. Timm and B. Carlezon met with the key players and their bosses in November and some of the issues were addressed. The current contract has an out clause, which can be exercised in June 2019, should we want to go out to bid. Origin, our third-party editorial team, reviewed the current contract with Springer Nature and confirmed that if we did go out to bid that we would not likely receive a better contract with other publishers. It was decided to stay with our current contract and continue to push Springer Nature to provide better service and resolve the production issues.

Springer Nature is prepared to address Plan S as they are the largest publisher of open access journals. They are reviewing each journal and determining the revenue impact if the journal went gold open access. Council discussed the uncertainty in the publishing field and that the College should begin to look forward and determine the best plan of action with Springer Nature. A task force should be developed with members familiar with publishing, Springer Nature and the Origin editorial team. This will be discussed further during the Thursday Council meeting.

B. Carlezon updated Council that the next editorial project C. Jordan is working on is reviewing the difference in altimetric and actual metrics.

- 2. *Treasurer's Report*** – D. Kupfer presented our current financial statements. The total investments and cash as of October 31 for the College is \$12,626,694. Despite a challenging financial market, the College has not lost in investments thus far this year. Council discussed the sources of revenue for the College and noted the decrease in industry funding to 10% of total revenue and the increase in revenue from Parthenon Management Group, now 46% of revenue. D. Kupfer explained that 20% of our revenue comes from publications so watching carefully what long-term impact Plan S could have on our journal will be important. He also stated the membership dues are a small impact, however every time we reduce dues it has an impact on this. Council questioned if the College should

purchase another building as our current real estate has increased so much in value. S. Timm stated this would be based on the growth of Parthenon Management Group and driven by our needs.

3. ***Use of Funds Report*** – Council reviewed the spreadsheet listing the special projects that Council has approved for this fiscal year and for next fiscal year. We have only used income from dividends and interest to fund our special projects without the need to raise funds from investments. The amount to spend on special projects is based on last year’s dividends and interests only. We have spent close to \$233k this year. \$50,000 was allocated to journal initiatives, however only \$8,000 has currently been spent or obligated for awards related to the journal. It is likely that the remainder of the journal funds will not be used this year. We are estimating \$213k to spend on special projects next year and have already obligated ourselves to projects next year for \$163k. A few initiatives from this year that are/will hit our bottom line are decreasing dues for Associate Members from \$200 to \$150 starting in 2019. There was a push for members to move to emeritus status this year. 97 people moved to emeritus, so they would not pay dues which is a loss of \$38,000. Two years ago, Council agreed to provide a one-time scholarship of \$1,000 to past travel awardees to attend an annual meeting within their first two years of receiving a travel award. There could be approximately 63 people who use this scholarship this year as only 12 requested funding last year. Council agreed to continue providing the additional funding to the travel awardees as the College would want to keep them involved in the society and encourage them to attend the annual meeting. Council did request data on if any of these past travel awardees were minorities or from underrepresented institutions. Council agreed these additional costs all should be accounted for in the use of funds calculations. Council also agreed the investment strategy needs to be based on the goals of the College. S. Hyman requested for Council to conduct a final overview of the funds being expended during the Thursday Council meeting.
4. ***CDI Annual Report*** – D. Kupfer provided a summary report of the Career Development Institute. Its overarching goal is to provide training and mentorship to promising new investigators in clinical neuroscience. The current, redesigned program provides a 24-month longitudinal experience that includes a 4-day workshop, a webinar series, individualized instruction, long-distance mentoring and opportunities at professional meetings to ensure a progression of career building. “Booster” sessions are also held in conjunction with the ACNP annual meeting and have that been a valuable part of the CDI experience. With a class of approximately 18-20 per year, and the 15th CDI workshop recently completed, the CDI has helped over 250 promising scientists achieve success. Many of these scientists have become ACNP members. There was a push for women’s issues the past few years and they are working with Mark Chavez on the issue of diversity. Erica Forbes has been trying to attract minorities from different societies and encouraging them to apply. The CDI graduates become mentors over the next few years to new enrollees to the program and D. Kupfer stated at least a third of the faculty for the program are former CDI participants.
5. ***APA Summary Report*** – K. Ressler provided an update for the American Psychiatric Association summary report from 2018 and plans for 2019. The Colloquium for Junior

Investigators was held on May 5-6 during the APA Annual Meeting in New York. The two-day event was an effort led by Charles Nemeroff, chair of APA's Workgroup on Research Training, and Diana Clarke, the program's scientific coordinator. The colloquium was extended from one to two days to incorporate presentations on work-life balance, career trajectory, mentorship, research training, and funding opportunities from APAF, NIDA, ACNP and SOBP representatives. Recruitment efforts were enhanced to solicit applications from underrepresented groups. The 2018 colloquium included 50 mentees which were 50% females and had nine from different international participating countries. The APA participants attend workshops at the APA, ACNP and SOBP annual meetings. Unlike CDI, the APA Colloquium needs ACNP support. The College has committed to providing \$20k in funding for 2019 and 2020. There were approximately five APA participants who attended the 2017 booster session at ACNP and fourteen have signed up this year's booster session. Council agreed ACNP needs to continue planning the booster session at ACNP for the future. K. Ressler volunteered to be the liaison between the APA and ACNP.

6. **ACNP Support for NNCI** – K. Ressler provided Council with a brief recap of the National Neuroscience Curriculum Initiative (NNCI) progress report and stated it has been remarkably successful. The goals for the NNCI is to improve the integration of neuroscience into psychiatry residency training and, more broadly, into the broader dialogue in our field. In February 2018, NNCI held the BRAIN conference with more than 250 participants and debuted nine new neuroscience training resources. They continue to work with Liz Neely, Executive Director of *The Story Collider*, for brief, accessible neuroscience talks that can be used to engage with broad audiences. There were performances of these talks at the APA and SOBP annual meetings. NNCI materials are in use at more than 100+ different training programs. Last year, both ACNP and SOBP provided \$20k in funding for NNCI. They are trying to work with the NIH for long term funding to assist. They need a R25 for long term stability but are not sure the result of the grant submission. T. Robbins suggested the NNCI reach out to the British Association for Psychopharmacology and the Wellcome Trust. K. Ressler will discuss this with Michael Travis and will follow up with T. Robins for contacts in these European countries.
7. **Executive Office Report** – S. Timm reported that there have been no staff changes with ACNP and that the team is doing a fabulous job.
 - a. Parthenon Management Group now has 38 employees and S. Timm continues to be impressed with the culture and dedication.
 - b. The Code of Conduct policy is an excellent policy that has been in place since 2016. The Executive Office has seen some cases of misconduct come forward. The current process is for the Executive Director to speak with the individual then determine the process of moving forward with lawyers after speaking with the officers. These code of conduct cases have taken a significant amount of time in administration.
 - c. There will be a significant change in the travel award process next year with Council agreeing during their summer meeting to only allow members to nominate an individual for a travel award starting in 2019. Members can only nominate one person for travel award unless the second applicant is an under-represented minority.

- d. S. Timm thought the College would see a dip in attendance at this year's annual meeting, however this year is the largest meeting ever and over by approximately 100 attendees. There has been an increase in every registration category with the largest in trainees and past travel awardees. Council will discuss 2023 meeting venues during their Thursday meeting.
 - e. Council stated the transition from Ronnie Wilkins to S. Timm has gone very well. S. Timm talks to R. Wilkins weekly and he contributes about ten hours a week to the College.
8. **PMG Report** – Parthenon Management Group celebrated its ten-year anniversary in November. PMG started in 2008 with one client and seven staff servicing that society and ACNP. Today, PMG has 38 employees and are managing 16 societies. PMG took on two new societies in 2018 which were the International Union of Basic and Clinical Pharmacology (IUPHAR) and the Midwest Nursing Research Society. S. Timm receives calls weekly for proposals, however, is very selective in sending proposals only to societies within our mission. About 50% of the societies PMG manages are international. Future groups consist of the 2020 meeting of the International Society for Bipolar Disorders, 2020 Mom and likely the Molecular Psychiatry Annual Meeting. S. Timm discussed the structure of the leadership team. Over the past year, she has advanced several talented Project Managers with the capacity to oversee other societies and promoted them to Senior Project Leaders. The Senior Project Leaders are Lindsay Snyder and Dawn Keglör. S. Timm is hoping to add an additional leader in 2019. They focus on operational duties so S. Timm can focus on issues at a strategic level. PMG is projecting a year end pre-tax profit before profit sharing to be around \$400k. This is compared to \$275k last year.
9. **ACNP Outreach to Biotech and Technology Company Scientists** – S. Hyman updated Council on the idea of engaging biotech and technology company scientists with ACNP. Large pharma involvement has decreased in CNS which threatens ACNP's ability to have the participation from industry. The group discussed ways to engage these scientists working in these companies to the College. A small task force tried to identify people and companies to reach out to, however Richard Keefe was the only member to provide names. S. Hyman requested the Council members add to this current list of names. Council suggested editing the invitation letter to these scientists to focus more on inviting them to the ACNP annual meeting and making ACNP more attractive, and less on membership to the College. There was a suggestion to create a session similar to data blitz where these biotech representatives could present a five-minute update on their company and could provide a career opportunity with the presence for post docs. This could be a suggestion for the Career Development Session next year. The Executive Office will edit the draft invitation letter and work with M. Wolf and S. Hyman in 2019.
10. **Update on ABC(I2) Initiative** – B. Moghaddam provided Council with an update on the American Brain Coalition Innovation Initiative (ABCI2). The group has found the neuroscience sector remains at a disadvantage and there has been little movement for policy changes that specifically incentivize the development of therapies that address unmet needs for people with neurological or psychiatric conditions. There has been a number of meetings and discussions with the ABC(I2) initiative restating the problems that we

currently have; however it has been a challenge to come up with actionable items. The group is currently working on the Statement of Challenge and Opportunity and B. Moghaddam will share it with Council once it is completed. B. Moghaddam volunteered to continue working with the ABC(I2) initiative.

11. *Minority and Economically Disadvantaged Scientists* – In the summer meeting, it was stated the College needs to focus on bringing in more minority and economically disadvantaged scientists to the ACNP meeting, particularly through the travel award program. Presently, ACNP considers the following as minorities:

- a. African American
- b. Hispanic
- c. Native American
- d. Pacific Islander
- e. Scientist with a Disability

The question was raised on how the College would quantify economically disadvantaged scientists and questioned how the NIH quantifies this. Before the College has a policy on this, we need to understand how to implement. M. Wolf stated she recently reviewed graduate student applications and one of the questions was if the individual has received a Pell Grant, their family received food stamps or if they lived in a community where a percentage of the population received food stamps as criteria to consider. It was suggested to have a volunteer provide plausible criteria for graduate schools and then determine which criteria would be the best for the College. Council agreed this needs further discussion as other countries would have more economically disadvantaged individuals and the process is complicated. This will be further discussed on Thursday.

12. *Global Engagement and the Latin American Advisory Group* – Council agreed we need to find ways to turn the Latin American Advisory Group into something more long-term and not rely on Council to be the only ones from membership leading this initiative. It was suggested for A. Frazer and C. Zarate to recommend a list of approximately eight names in the Tuesday evening Council meeting for this task force. Council also questioned how they could turn this into a more global effort. It was suggested to place this topic within our strategic plan discussions. There were discussions on if the goal is to have the very best meeting possible for people in our field then the College is being too narrow, however if the College starts expanding how do we set those limits? It was suggested to keep the same approach in China for 2019 which is only to invite the top scientists to our meeting. In Wednesday's ACNP, AsCNP, CINF and ECNP meeting, there is an agenda item for global engagement and an opportunity for a discussion to collaborate together in these efforts.

There was a suggestion to encourage international representation on proposal submissions for both ACNP and CINF meetings as there is already an overlap of attendees. John Sweeney has 4 presenters from China in his panel at this year's ACNP Annual Meeting.

A. Frazer requested Council's opinion on the recommendations from members of the Latin American Advisory Group from the networking meeting at SfN:

- Have scientists from Latin America work in “translational” labs here for perhaps 6 months (cost not discussed).
- Invite clinicians from psychiatric associations in Latin America to our meeting (cost not discussed).
- Develop a Latin American fellowship in translational psychiatry (cost not discussed).

Council agreed these ideas were still premature and the College was not ready for them at this time.

13. ACNP Ambassador for the Chilean Society in Neurology, Psychiatry, and Neurosurgery Annual Meeting – Carlos Zarate attended the meeting to report on his experience at the Chilean Society in Neurology, Psychiatry, and Neurosurgery Annual Meeting on November 8-10. He was invited to attend and act as an “ACNP Ambassador” at the meeting in Chile suggested by Pablo Moya, member of the Latin American Advisory Group. C. Zarate gave presentations of his own work and on ACNP's Latin American initiative at the University of Valparaiso and the Chilean Society in Neurology, Psychiatry and Neurosurgery. Also, there were several working meetings organized to further discuss the College's Latin American initiative. The main challenges include ACNP branding. Many of the participants had not heard of ACNP or assumed that we are focused primarily on neuropsychopharmacology rather than basic science. In Chile, there has been a significant decrease in neuropsychopharmacology training and most are outdated. K. Ressler will work with C. Zarate on the course work that has already been done online from NNCI that could be sent to the Latin American researchers. Another issue is that there is a disconnect between basic and clinician scientists, often because their labs are located in different places. The three major meetings that take place every year in Chile are the Chilean Society in Neurology, Psychiatry and Neurosurgery, annual meeting of the Chilean Society of Neuroscience and the annual meeting of the Chilean Society of Pharmacology. Their hope is to have some ACNP representation at these meetings. Cheryl Corcoran, ACNP Member, was also in attendance at the Chilean Society in Neurology, Psychiatry and Neurosurgery, and is working with Latin American collaborators. C. Zarate suggested including C. Corcoran in the Latin American Advisory Group. C. Zarate also reported to Council that 50 post docs from Latin America are currently working in labs in the U.S. Council agreed this would be a great database of the top scientists from Latin America to encourage to apply for travel awards or attend the ACNP annual meetings. It is important to educate the Membership Committee and Education and Training Committee on how to review the CVs of scientists from Latin America and how they compare to U.S. scientists.

14. ACNP Name Change – Council discussed that the American College of Neuropsychopharmacology name can be a deterrent to potential members / annual meeting attendees as they think the College is focused on pharmacology only. There is a branding issue within the College, and Council over several years have had this discussion. There was a suggestion to keep the ACNP acronym, however, change the name to the American

College of Neuroscience and Psychiatry. Council suggested sending a memo to membership for their comments on a name change of the College. There should also be a conversation with B. Carlezon on changing the name of the journal to the *American College of Neuroscience and Psychiatry Journal* as this change would impact the impact factor.

15. Discussion of Article in NewScientist –

<https://www.newscientist.com/article/mg24032041-900-exclusive-a-new-test-can-predict-ivf-embryos-risk-of-having-a-low-iq/>

Council discussed the article in *NewScientist* - “*Exclusive: A new test can predict IVF embryos’ risk of having a low IQ*”. There were discussions on if the College should create a statement regarding this or if we do anything at all. Council agreed the first step would be to educate the membership. S. Hyman suggested that Benjamin Neale address this for five minutes during his President’s Plenary presentation. K. Ressler volunteered to engage with NNDC on this as well. S. Timm stated that the International Society of Psychiatric Genetics (ISPG) is currently working on a statement addressing the issue so there was a suggestion to link this statement from our website once it is completed. Other suggestions were a blog by the President, article in the Bulletin, a future “Meet the Expert” session at an annual meeting and suggesting the Ethics Committee submit this for a panel in 2019.

16. ACNP Strategic Plan Report – The last time (2015) the College updated the strategic plan it was a year long process. The task force had calls in the spring, met in person during the Program Committee meeting in July, and then completed the plan to present to Council. There was a suggestion to include Associate Members to assist in this process to contribute to diverse points of view, however it was recommended to brief them on the history of the current strategic plan. A briefing document will be created outlining where we are today and what Council thinks we need to consider in the next five years. This briefing document will be discussed on the April Council call and a strategic planning task force will be named. The task force will further develop goals and objectives for review and discussion at the July Council meeting. Council requested to discuss the goals briefly in Thursday’s Council meeting.

17. Annual Meeting Attendance – Once again the College has seen record-breaking attendance numbers, and there has never been as large of an increase in year-over-year attendance as we have had from 2017 to 2018. All registration categories have increased with the highest increase from past travel awardees and trainees. The policy by Council was that when we project our attendance to go over 2,000, the College would choose a number of invited guest invitations and cap that category. Council agreed that we should not cap attendance at the 2019 meeting. If the projections continue to rise, then in December 2019, there will be discussions of the plan to cap invited guest invitations and inform membership in 2020 that the policy would go into effect in 2021. When Council discussed keeping the annual meeting attendance around 2,000 it was to keep the ambiance of the annual meeting in a hotel and not in a typical convention center. There are limited hotel options on the east coast with keeping the meeting in a hotel, choosing a location with a warm climate in December and having the city remain affordable to an academic crowd.

18. Women's Task Force Report – R. Valentino updated Council on the Women's Task Force report. Council agreed that based on the statistics, the College could do better as only 26% of the membership are female. There is a good balance of women applying for associate membership, however women are not applying for full member. According to surveys conducted by the Membership Advisory Task Force, females do not think they are ready to apply for full member where males think they are. Council discussed tracking females in associate membership to make sure that they apply for full member before the end of their seven-year term. There are currently 72 out of 311 women in the College who are Associate Members. There are 79 out of 876 males in the College who are Associate Members. There was also a discussion of senior, more established women applying for membership, but are rejected since they have not attended an annual meeting before. Council agreed to encourage membership to invite potential members to the annual meeting before suggesting they apply for membership. Council also discussed women in science become overloaded with many jobs to do and then are over-committed and do not receive their grants. This could be a good discussion at a future Networking Lunch, sponsored by the Women's Task Force.

Information Items:

19. ACNP Website Report – Council reviewed the ACNP website report.

20. Council Meeting on Tuesday, December 11th Room Change – The Council Meeting on Tuesday, December 11th from 6:00 p.m. – 11:00 p.m. is now in Meeting Room 303.

The meeting concluded at 1:30pm Eastern time.