



**AMERICAN COLLEGE OF
NEUROPSYCHOPHARMACOLOGY**

Setting Direction for the College
December, 2019

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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 College and its members actively promote diversity and inclusion within the College and within our field not limited to race, ethnicity, religion, disability, age, sex, gender identity, sexual orientation, intellectual perspectives and points of view.
- **Commitment to Research Ethics** – The ACNP membership is committed to advancing humane and ethical research practices.



ACNP MISSION STATEMENT

ADOPTED BY COUNCIL

JULY 1997 (amended June 2010)

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.

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 by 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

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.



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 by providing mentorship and guidance.

Objectives & Strategies (to measure progress toward achieving the goal):

1. Increase diversity of College membership (including leadership) with respect to involvement of women, under-represented minorities, and scientists from across the spectrum of career stages but with a continuing focus on rising scientists and researchers from emerging fields.

1.1 Continue support for minority travel awardees at the annual meeting by offering funding for past underrepresented minority travel awardees who are showing progression in their career. After three years of attending the ACNP Annual Meeting, past awardees will have a check-in with a Membership Mentor regarding application to the College.

1.2 Develop a new minority goal percentage for the College by researching the NIH and SfN percentages so as to arrive at a realistic goal. Determine a timeline for meeting the minority membership goal.

1.3 Partner on external existing programs or initiatives to attract promising young people to our field and ultimately to our College. (Example: Partner with the American Psychiatric Association)

1.4 Partner on internal existing programs or initiatives to attract promising young people to our field and ultimately to our College. (Example: Continue the Women's Underrepresented Minority Breakfast event / expand program at our annual meeting.)

2. Attract members from all appropriate areas, including basic and clinical research.

2.1 Continue to use the poster and other venues to disseminate information about applying for membership.

2.2 Add a question to new member applications, program submissions and journal submissions asking if the applicant's research is with human or non-human subjects as a better way to "classify" basic vs. clinical applicants.

2.3 ACNP leadership meet with human subject research professional organization's leadership to develop strategies to keep human subject research as a strong part of ACNP and its program.



3. Further engage and incorporate industry, venture capitalists, biotech and technology company scientists in membership and all aspects of the College and consider engagement of regulators as well.

3.1 Continue to monitor engagement of industry scientists (e.g., applications for membership) so as to assess the effectiveness of strategies that have been put in place to encourage their participation.

3.2 Educate biotech and technology companies regarding the value of ACNP membership, as well as informing them of progress we have made in evaluating their expertise for the purpose of membership applications.

3.3 Develop an annual list of new and emerging companies to target and educate about the College. Consider companies involved in the BRAIN initiative.

3.4 Discuss the potential role of regulators (e.g., FDA scientists) in the ACNP and the annual meeting.



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.

Objectives & Strategies (to measure progress toward achieving the goal):

1. Maintain / increase high attendee satisfaction ratings of the meeting overall.

1.1 Track attendee satisfaction ratings and report with a 5-year comparison annually. Strive to maintain greater than 85%.

2. Maintain / increase high percentage of members who attend the meeting.

2.1 Track member attendance and report with a 5-year comparison annually. Strive to maintain member attendance of 64% or greater.

3. Maintain / increase high ratings of meeting by non-member attendees.

3.1 Track attendee nonmember ratings of meeting content and report with a 5-year comparison annually. Strive to maintain greater than 85%.

4. Maintain/increase attendees' ranking of the meeting compared to other meetings.

Benchmark: Current percentage of rankings of ACNP meetings compared to other meetings is 88%.

4.1 Track attendee ratings of meeting content and report with a 5-year comparison annually. Strive to maintain greater than 85%.

5. Maintain/increase the quality of poster sessions as measured by attendee ratings and increase presenter interaction with senior meeting attendees.

Benchmark: Current rating percentage of the scientific quality of the posters provided at the ACNP Annual Meeting in relation to other meetings is 83%.

5.1 Identify ways to encourage senior members to stay during the poster sessions, such as the President to encourage members during the President's Plenary session and emailing Fellow members a list of Travel Awardee poster titles, names and presentation date/times and ask that they visit at least two posters.

5.2 Track attendee ratings of poster sessions and report with a 5-year comparison annually. Strive to maintain greater than 85%.



5.3 Share new poster format that highlights the take-home message to better enable poster session attendees to decide how to focus their time and to make research findings more accessible to non-specialist.

6. Increase the breadth of topics presented at the Annual Meeting, while maintaining a balance between basic and clinical.

6.1 Identify emerging and under-represented topic areas for the annual meeting and communicate the need to the membership through an annual RFP.

6.2 Add a submission field within the meeting abstract that asks the take home message of the abstract, with instructions to communicate clinical or basic relevance depending on presentation content.

6.3 Encourage chairs and presenters to prepare a slide for each presentation which offers a non specialist take home summary (clinical relevance in lay terms).

6.4 Ask the Program Committee to evaluate balance of human and animal subject research in submissions.

7. Maintain the culture of the meeting by capping the total meeting size to < 2000 attendees.

7.1 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.

8. Continue or increase efforts to further advance diversity (ethnicity and age) within the meeting.

8.1 Continue support for minority guests at the annual meeting by continuing the Diversity Invitation Bank and hosting the Minority Reception and Minority Women's Networking session.

8.2 Continue to offer the Travel Award scholarship to past Travel Awardees. (This is a one-time scholarship of \$1,000 to use within two years of the initial award.)



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 & Strategies (to measure progress toward achieving the goal):

1. Engage in strategies that increase the quality of the articles while also increasing the visibility of the journal, which are intended to strengthen impact factor metrics over time, while maintaining a balance of topics corresponding to the scientific interests of our membership.

1.1 Continue to maximize article-type diversity in each issue, such as increasing the number of commentary- or review-type articles.

1.2 Continue to use the *NPPR* issue to highlight timely topics of interest to ACNP membership and provide coverage of hot topics in the field.

1.3 Highlight the *NPP* and *NPPR* acronyms and tagline whenever possible to promote recognition of *NPP* and *NPPR* as brands as well as publications that represent the ACNP.

1.4 Explore the landscape of future publishing and alternative models.

2. Increase the number of quality manuscript submissions with a balance of both clinical and basic science research to the journal.

2.1 Identify a way to classify submitted manuscripts and accepted articles as clinical, basic, or translational (including both clinical and basic elements).

2.2 Once data have accumulated, determine if the balance is appropriate and if any action should be taken to promote increased submissions of any subtype.

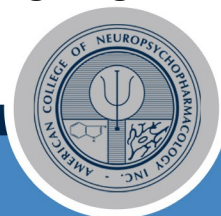
3. Increase the number of submissions from leading investigators and ACNP members.

3.1 Engage in efforts to increase in the number of Fellows that are submitting to *NPP* and document progress by analyzing metrics annually.

3.2 Explore strategies for tracking submissions from thought leaders who are non-ACNP members.

3.3 Add a non-binding question on all membership applications asking if the individual has submitted to *NPP* within the last 5 years and collate the data for each membership category.

3.4 Continue and consider expanding recognition awards for *NPP/NPPR*.



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 patient advocacy organizations, government, academia and industry.

Objectives & Strategies (to measure progress toward achieving the goal):

1. Continue to use our website and online tools to provide appropriate information about our College, Journal, and Annual Meeting to members, media and the public at large.

- 1.1 Determine issues that impact our field and that could be addressed through position statements written by the College for dissemination to the public.
- 1.2 Use social media to draw attention to issues of importance to the College linking to position statements.
- 1.3 Better integrate with other societies on their position statements through collaborative relationships with other organizations (example: tweeting / forwarding an SfN or ICOCs statement, etc.).

2. Maintain a relationship and partnership to leverage the resources with the lay leadership and scientific leadership of disease specific advocacy groups, government and regulators.

- 2.1 Work to foster effective alliances among academia, industry, government (e.g., NIH, VA, DOD), regulators (FDA and EMA), 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.
- 2.2 Continue to foster meaningful and continuous dialogue with NIH Institute Directors, FDA leadership (regulators), Veteran's Affairs, and Department of Defense representatives by hosting the government agency briefing at the annual meeting and hosting the small meeting with the ACNP Executive Committee and those representatives.
- 2.3 Maintain and create new relationships with other organizations whose mission and purpose closely aligns with that of the ACNP (e.g., ABC, SfN, APA, NABR, etc.). Support those initiatives that make significant contributions toward the achievement of goals that are important to the ACNP mission and purpose.
- 2.4 Leverage existing and work to expand member relationships with Congressional representatives to support research and its funding.



2.5 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.

2.6 Encourage members to 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.

2.7 Develop a program that funds a select number of past travel awardees to attend the SfN Hill Day.

3. Continue to improve format and content of presentations at the annual meeting to better communicate information to non-specialists in the field; maintain balance between basic and clinical science.

3.1 Encourage the submission of study groups and other sessions on issues related to our field that may be more policy or culturally driven.

3.2 Suggest that all presenters at the annual meeting have a non-technical summary slide to increase relevance for non-specialists. Include in the call for proposals and other instructions and guidelines.

3.3 Add section to abstract titled “Non-technical Summary” so that abstract publication includes a lay summary.

3.4 Examine ways to promote NNCI to the ACNP membership (i.e. add an NNCI information table at the annual meeting).

3.5 Encourage poster presenters to use the new poster format that clearly specifies the main message of their poster.



GOAL 5: FINANCIAL STABILITY AND CRITERIA FOR THE USE OF ACNP FINANCIAL RESERVES

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 & Strategies (to measure progress toward achieving the goal):

1. Continue to diversify revenue sources.

1.1 Proactively consider the impact of Plan S and plan accordingly for a potential loss of \$500K annually.

1.2 Ask SpringerNature to develop a proposal for spinoff open access journal.

1.3 Charge the new Finance and Audit Committee with determining sources of revenue to replace the potential loss from Plan S.

2. Continue to increase existing revenue sources from Parthenon Management Group.

2.1 Expand business by securing new research-based professional society clients.

2.2 Grow existing business by working with clients on new programs and services that can grow their mission.

2.3 Expand client services (i.e. strategic planning facilitation, etc.).

3. Maintain profitability of the College such that funds are available to sustain the College for 3 years.

3.1 Develop a new Finance and Audit Committee to oversee investments and maximize their returns.

4. 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.

4.1 Develop an annual plan for use of additional funds to benefit the mission of the College.

4.2 Utilize the strategic plan to inform the use of funds process.

