

ACNP Council Meeting Minutes
Saturday, December 7, 2019
8:30am – 3:00pm
Hilton Orlando Bonnet Creek
Union Meeting Room
Orlando, Florida

Marina Wolf, Presiding

Anissa Abi-Dargham
Linda Brady
Joseph Coyle
Judith Ford
Steve Hyman
David Kupfer
Helen Mayberg
Bitu Moghaddam
Maria Oquendo
Kerry Ressler
Trevor Robbins

Executive Director: Sarah Timm
Staff: Erin Shaw

Council-Elect: Mary Phillips (Council-Elect have voice but no vote)
Carlos Zarate

Apologies: Victoria Arango

Conflict of Interest Forms were reviewed prior to start of the meeting by Marina Wolf, 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 present on *Neuropsychopharmacology*. He stated that the goals for 2019 were: publishing timely/exciting additional content, more selective (fewer papers), next *Circumspectives*, next two NPPR issues, continue to update the EBM roster, continue to strengthen social media visibility, encourage input from membership (Meet and Greet on Monday, December 9th with the Editors), continue new projects (altmetrics vs. citations) for the Editorial Intern, Chloe Jordan (last year's project was on gender balance within the journal), and the new journal award (NEECA) – who was invited to the Presidential Reception and provided a slot on Data Blitz. Carlezon stated the impact factor continues to increase. He reported on the journal's selectivity from 2012 to 2019 with the triage rate in 2019 at 50%. The total number of papers the journal is receiving is stable, and that the journal only needs fifteen more papers to compare to last year's submissions. He reminded Council that being selective will help increase the impact factor. He stated that the journal

is informing authors quickly if their papers are not going to be accepted, so they can submit elsewhere. The NPPR planned issues have been under Carlezon's editorship since 2015. He stated that the 2021 issue will be on *Big Data* by K. Ressler and the 2022 issue on *Prefrontal Cortex* by S. Haber. As stated before, last year's project by the Editorial Intern was on gender balance in journal function. He stated that the journal uses the website, Biaswatchneuro, which goes through all meetings and conferences and reports on gender balance and gives an estimated base rate of women in the field. The base rate for Society of Biological Psychiatry is 40% on this website. The base rate for ACNP is 29% due to the terminology of neuropsychopharmacology. Carlezon stated that the College should also be at 40%. When Carlezon took over the journal as Editor-in-Chief in 2013, 29% of the senior editors were women. Currently, this has risen to 40%. He stated that K. Luan Phan replaced Amit Etkin and Francis McMahon replaced Caryn Lerman as Associate Editors this year. Due to Tony George's medical leave earlier this year, the journal invited Susanne Ahmari to join the Associate Editors as well. Carlezon reported on the journal award demographics with the NEATOR having 71% women award winners, the NEAR having 33% women award winners and the NEECA having 100% women award winners since this is its first year. To date, there has not been any ACNP members who have won a journal award; however, Carolyn Rodriguez won a journal award before she became a member of the College. Carlezon reported on the altmetrics showing that the higher twitter mentions of a paper led to more citations through Web of Science compared to news (press releases). Lastly, Carlezon informed Council that one of the main goals for 2020 is to rebrand NPP. Council thanked Carlezon for his work with the journal.

A. Abi-Dargham reported on the status of the journal and discussions on Plan S. A. Abi-Dargham reminded Council that Plan S was released in September 2018 as a stringent plan of immediate open access, with no embargos, no support for hybrid models, and the open access fees standardized. The revision released in May 2019 allowed transformative journals, removal of caps of article processing charge, and moved the transition to open access to January 2021. At last year's annual meeting, Council decided to form a Plan S Task Force to liaise with Elizabeth Yepez, Springer Nature, and report back updates and recommendations to Council. The task force considered a few options with the most likely option considered being a spinoff journal; however, there were challenges around this option as it would need to have a separate editorial board, mission, scope and editorial focus. The second issue with a spinoff journal is that it does not address NPP for Plan S, and NPP would become a second-tier journal for the College. A. Abi-Dargham stated that zero embargo or a mirror journal were not an option. E. Yepez recommended for the task force to wait and see as Springer Nature saw themselves as a transformative journal working on package deals and were collaborating with cOAlition S. When last discussed at Council, it was agreed that the focus should be given to transformative agreement. A. Abi-Dargham informed Council that Plan S released another amendment that makes E. Yepez's recommendation more feasible since it states that transformative agreements are acceptable with some metrics being involved such as the journal should show an 8% increase in open access papers each year, the journal to be 50% open access by December 2024, the journal to be transparent with their pricing, no discounts or waivers, and no double dipping. A. Abi-Dargham stated she will hear more from E. Yepez in today's Publications Committee meeting. It was stated that Springer Nature is at the forefront of

Plan S, and that transformative journals are still being negotiated. A. Abi-Dargham provided an update from Meredith Fox, NIH, on the NIH statement for Plan S – *“NIH has no plans to join or endorse Plan S. However, we support the goals of increasing access to the products of publicly funded research; NIH has long been a leader in encouraging access to publications and data.”*

It was questioned if the College should continue to consider a second journal, if there is a need for this, and does the College want to take on the financial investment. It was stated that Carlezon could have more flexibility with an open access journal. Council decided to revisit this discussion again in the future. Council thanked Carlezon and Abi-Dargham for their work leading the Plan S Task Force this year.

2. ***Treasurer’s Report*** – D. Kupfer presented our current financial statements as of the end of October. He stated the College continued to do well through November. D. Kupfer informed Council that the investment accounts for the College represents three different advisory groups, which are Olimpio Neu and Wells Fargo which are managed accounts and Vanguard, which is managed by D. Kupfer. Council was reminded that the College moved investment funds from UBS to Wells Fargo earlier this year, and it was stated that Wells Fargo has been doing very well. D. Kupfer stated all three groups are well-diversified in equity, fixed income, etc. with a nice balance. D. Kupfer noted that our total investments continue to go up and is closer to \$12 million as of today. D. Kupfer reported that the majority of the operating cash is currently in the SunTrust account and is receiving 2%. D. Kupfer reported that the total assets for the College is between \$15 million and \$16 million, which includes the office building. It was stated it was reasonable to have a three-year operating budget in assets. It was pointed out that the College has increased their investment in travel awards and young faculty which has been a big investment. D. Kupfer noted that Parthenon Management Group continues to do well and is the College’s largest source of revenue with their management fee income. It was stated that the Athina Markou travel award fellowship has done very well. It was noted that the membership dues play little role in the annual revenue of the College and that the revenue from publications is at 17%. D. Kupfer stated that the annual meeting registration represents 16% of the revenue; however, the College continues to lose money on the annual meeting. Council discussed the possibility of named travel awards that could be an endowment and charitable contribution to the College as the individual could receive a tax benefit. This could be targeted to travel fellowships and diversities which could give the College more of a niche than other groups. Council agreed to charge the Audit/Finance Committee to discuss this in 2020 and report back to Council. Council thanked D. Kupfer for all his hard work.
3. ***Use of Funds Report*** – Council reviewed the spreadsheet listing the special projects that Council has approved for this fiscal year and next fiscal year. The College has only used the income from dividends and interest to fund our special projects. It was noted that of the \$50,000 allocated to journal initiatives, only approximately \$12,000 will be spent or obligated for awards this year so this has been reduced to \$15,000 for next fiscal year. The estimated amounts for support to past travel awardees to come back to the annual meeting has continued to increase and are listed as maximum exposure to be transparent on the total

maximum amount. (33) 2016 and 2017 Travel Awardees took advantage of the \$1,000 scholarship opportunity last year. (44) 2017 and 2018 Travel Awardees registered for the annual meeting and could potentially take advantage of the \$1,000 scholarship opportunity. This is an estimated \$44,000. (33) out of (57) of the 2016 Travel Award class took advantage of the \$1,000 scholarship opportunity. As the travel award scholarship and URM additional funding does not include the funding to support the current year of travel awardees, it was questioned if there will be a time when the total outweighs our mission for other projects. Council requested to track these past travel awardees to see if they are moving into careers in our field and eventually applying for membership. S. Timm stated that the College has received funding requests from the American Brain Coalition and STAR; however, has not received any requests from the NNCI. S. Timm reminded Council that the College agreed to support the APA Research Colloquium for three years, through 2021. It was stated that we need to look at each of our goals within the new strategic plan and the amount of funding to support each goal as several of our special projects to consider and ensure they correlate with the new strategic plan. It was stated that during the SOBP Council meeting on Friday, there was discussion on the need to bring in more M.D. psychiatry residents into research and that ACNP could partner with SOBP on this initiative. There was a suggestion to invite M.D. or M.D./Ph.D. young faculty to attend our annual meeting to see the different options in our field, but not ask them to present with the hopes that they will consider a research career if they are considering with psychiatry and neurology. Council suggested starting a workgroup to consider this initiative further and potentially partner with SOBP. It was suggested to create two new invitation banks with one being for mid-level M.D./Ph.D. researchers and another invitation bank for later stage MD/PhDs. The workgroup could consider if these invitees would receive an annual meeting mentor and could combine this with the APA Career Development booster session during the ACNP Annual Meeting for educational programming. As younger M.D.'s could be overwhelmed at the annual meeting, it was suggested for the workgroup to have a track to alert them to clinical/translational pieces of the meeting relevant to them. K. Ressler, C. Zarate, H. Mayberg and M. Phillips volunteered for this workgroup to interface with SOBP. The goal will be to advance careers in clinical neuroscience research focused on psychiatric disease. L. Brady recommended Ashlee Van't Veer from the NIH to join the workgroup as she is a great resource for the pipeline with the NIH. Council discussed how this could be a competing goal as the College considers capping the size of our annual meeting at 2,000 attendees. This will be a discussion by Council and not for the workgroup to consider. It was questioned how many attendees are attending our breakout sessions, and S. Timm reported that between 160-225 attendees are in each of the eight concurrent sessions; however, as attendees move between sessions it is hard to keep an accurate count. Further discussion is needed on the use of funds will be discussed during the Wednesday evening Council meeting.

4. ***Audit Committee Proposal*** – Council reviewed the Audit Committee's proposal for continuing auditing service by Cherry Bekaert as the ACNP and PMG auditing firm. S. Timm stated that as good practice, the Executive Office solicits proposals from audit firms every five years to ensure the College and PMG are being provided the best assurance services at a reasonable rate. S. Timm noted that some large auditing companies can change the assigned field editors within the company. Currently, PMG uses multiple

different auditing firms for all the PMG clients. S. Timm reported that the Executive Office received proposals from good firms (Cherry Bekaert, Barnes, Givens and Barnes, Blankenship and LBMC), and that the Audit Committee and D. Kupfer have reviewed them. The Audit Committee's recommendation is to stay with Cherry Bekaert as they are a national company that knows the history of ACNP and PMG with the request to change the field editor and manager every few years. Their recommendation was approved by Council.

5. ***IQVIA Participating Corporation Application*** – Council reviewed the participating corporation application from IQVIA. There was a motion to approve the application, it was seconded, all were in favor.
6. ***Signant Health Participating Corporation Application*** – Council reviewed the participating corporation application from Signant Health. There was a motion to approve the application, it was seconded, and all were in favor.
7. ***ACNP Support for American Brain Coalition*** – S. Timm updated Council on the proposal from the American Brain Coalition for educational support in 2020. Council was reminded that the College pays annual dues to the ABC; however, it is minimal of \$3,500 per year. In the past, the College has partnered with the ABC to participate in at least one, and some years two, congressional briefings. The most recent congressional briefing was on November 19th titled, “*The Role of Science in Overcoming the Opioid Crisis*”. S. Timm advised that the ABC's proposal specifically requests \$25,000 for specific programs which include hosting and organizing a briefing and reception for the BRAIN initiative and organizing congressional visits for members of Congress and their staffers to see the NIH research labs. S. Timm reminded Council that the College will be supporting up to three past travel awardees to participate in the SfN Hill Day training, and that there is information on the ACNP website for educating on the Hill. It was also stated that the APA has an active program to advocate on the Hill. Council decided to discuss the proposal again on Wednesday during the use of funds discussion.
8. ***Executive Office Report*** – S. Timm provided the Executive Office report for Council. She stated that staffing has been stable, and that PMG now has 44 employees, of which 6-7 who work on ACNP. She updated Council that Julie Cauthen, who has been with PMG for many years, has promoted to the meetings department and that the Executive Office hired a new Project Coordinator, Jill Bracey. Kelly Phy, who is the ACNP Meetings Manager, was promoted to Senior Meetings Manager. Erin Shaw and Erin Colladay are integral parts of the College and ensure the work of the committees and Council is well done. S. Timm reported that having Parthenon gives a chance to promote good employees within the company. S. Timm stated that she continues to keep an eye on Plan S and works closely with E. Yepez with Springer Nature. S. Timm reported that the College spent approximately \$17,000 in 2019 on legal counsel from code of conduct complaints, and that Council and staff have spent significant time discussing the reports. It was questioned if there was a way to adjust the process in how the College handles code of conduct cases and investigations procedurally. S. Timm stated that although she has become educated on this process with ACNP and other clients, it is necessary to keep legal counsel involved.

She stated there will be a new process that requires affidavits through the investigations. It was suggested to research other lawyers that may better understand harassment and protecting the College moving forward. M. Wolf will remind attendees of the Code of Conduct at the President's Plenary and Business Meeting. S. Timm reported there will be reminders throughout the meeting of the photography policy and that the Executive Office is developing new policies as we receive new cases. S. Timm also reported that we thought we would see a dip in attendance since we were having the meeting in Orlando; however, there are currently around 1920 registrations with 1941 last year in Hollywood. In 2020, conversations will start to discuss the cap on attendance as it is estimated that we will need to start the cap for the 2021 meeting.

9. ***PMG Report*** – S. Timm provided the PMG report to Council. She stated that Lindsay Snyder and Dawn Keglör were promoted to director roles (L. Snyder – Director of Client Operations and D. Keglör – Director of Association Management). This allows PMG to take on more clients as the directors manage other project managers. PMG added the College on Problems of Drug Dependence (CPDD) this year. PMG will work with their staff until June and then officially take over management. She reported that PMG signed a contract yesterday with the Association for Research in Otolaryngology, which has membership of approximately 2,000 and their annual meeting being a little larger. There are currently other proposals out, one for association management and two for meetings management. S. Timm reported that she continues to work with the University of Nebraska on their strategic plan. She stated that PMG continues to update their strategic plan. Goal one in the strategic plan states to increase revenue by 7% annually, and last year revenue increased 20% and is projecting to increase by 13% this fiscal year. She updated Council that this summer she invested in purchasing a license for Predictive Index (PI) to use in hiring new staff to enable PMG to target positions and find the right candidates. S. Timm reported that last year's year-end profit for PMG were \$450,000 before taxes and profit sharing and is projecting \$540,000 before taxes and profit sharing this year. S. Timm stated that she is creating a plan for where she, the staff and PMG Board envisions PMG to be in 20 years to 30 years and might ask ACNP Council for their input. all commended Sarah on the great work she has done and continues to do with PMG.
10. ***Women's Task Force Report*** – Council reviewed the Women's Task Force report and agreed it looked good and the College is moving in the right direction. Council agreed that we need more Honorific Award nominations from women and minorities in 2020 as we did not receive many candidates this year. It was stated that SOBP's Women's Task Force was charged with nominating women for their awards and it was a great success. Council discussed charging the Women's Task Force and Minority Task Force with submitting nominations next year for ACNP Awards and to encourage young faculty to contact senior leaders to nominate them for awards. Council requested to add a slide in the President's Plenary awards presentation, Distinguished Lecture awards presentation, and in the Women's Luncheon walk-in slides reminding attendees of the 2020 nominations.
11. ***2019 Presidential Blogs*** – Council thanked M. Wolf for all her work on writing several President's Blogs this year. It was suggested to send the link for the blog, "*What does Council do anyway?*" to the 2020 nominees on the election ballot.

12. ACNP Strategic Plan – Council reviewed the updated Strategic Plan and requested to replace the word “educate” to “provide outreach” in goal #1, strategies 3.2 and 3.3. There was also a request to remove the dollar amount for \$1,000 for the travel award support as this can be a continued assessment by Council. S. Timm stated that the Executive Office is working on an infographic of our strategic plan and hopes to have by the Business Meeting on Wednesday.

13. NPP Press Release – Council reviewed the latest NPP Press Release on “*Chronic opioid treatment may increase PTSD risk.*”

The meeting concluded at 12:34pm Eastern time.