

ACNP Summer Council Meeting Minutes
Saturday, June 13, 2020
11:00 a.m. – 3:00 p.m. EST

Maria Oquendo, Presiding

Linda Brady
Carlos Zarate
David Kupfer
Joseph Coyle
Marina Wolf
Steven Hyman
Judith Ford
Helen Mayberg
Trevor Robbins
Mary Phillips
Diego Pizzagalli

Executive Director: Sarah Timm
Staff: Erin Shaw

Elect: Rita Valentino, Secretary-Elect (Elect have voice but no vote)
David Rubinow, Treasurer-Elect
Carrie Bearden, Council-Elect
Ellen Leibenluft, Council-Elect

Apologies: Victoria Arango

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

- 1. Treasurer's Report*** – D. Kupfer presented the Treasurer's Report to Council. He reminded Council that our investments are divided between investment advisors at Olimpio Neu and Wells Fargo, and a self-managed fund account through Vanguard. He also informed Council that since the summer meeting was moved to June, the final audit is not complete, and the numbers reported are through April 2020 which do not show the recent market volatility this week. The investments show the recent numbers as of June 5th in the notes at the bottom. D. Kupfer presented the cash and cash equivalents report that shows our cash in different accounts the College can use for new investments or for the annual meeting. D. Kupfer stated close to \$1Million of cash is in investment accounts and the other \$1Million is in cash equivalents. D. Kupfer presented that our total cash and investments have been stable through the last ten years. He informed Council that he and

the Executive Office have been in contact with our advisors monthly during this volatile period and have made shifts in the portfolios over the past 12-15 months. D. Kupfer reminded Council that the total net assets report includes our office building and the value is higher due to the current real estate market in Nashville. The sources of revenue report show that PMG represents 55% of revenue from their management fee. M. Oquendo thanked D. Kupfer for his continued hard work. It was questioned if we need to adjust any of our strategies due to the recent drop in the stock market and; D. Kupfer replied that since the College continues to be diversified, we are managing risks well. D. Kupfer stated the College has become more conservative in terms of our overall investment portfolio in the last 18 months, and he is very pleased to see a flat line during these current volatile times. It was questioned why we moved our investments from UBS to Wells Fargo in 2019. D. Kupfer and S. Timm both stated that the choices, recommendations, and performance of the investment advisor was not what we were receiving from our other advisors. D. Kupfer stated the advisors from Wells Fargo are located in Salt Lake City and have done quite well. Council questioned if the College should take a closer review of its investments to ensure they were in socially responsible investments. The Executive Office and D. Kupfer agreed to speak to our advisors about Environment, Social and Governance (ESG) funds and report back to Council in December. D. Kupfer also presented the April 2020 Income Statement and Balance Sheet and reported very little changes from April 2019. S. Timm presented the use of funds update and asked Council if they want to continue with the past travel award scholarship and URM additional funding as the College spent 45% of the allocated monies from the use of funds on past travel awards in the past year. Council reviewed the past travel award survey results and agreed that they were very encouraging and impressed by the comments. Council agreed that these expenditures continue to align with our mission and agreed to continue this initiative. S. Timm also stated the College had approved to provide financial support for the APA Colloquium of \$20,000 per year through 2021. S. Timm informed Council that since the APA Annual Meeting was canceled in 2020, the APA Colloquium is being planned to be held prior to the ACNP Annual Meeting. Council agreed to wait until after the College determines the 2020 annual meeting format and how the APA Colloquium will proceed.

2. ***Annual Meeting Virtual Proposal*** – S. Timm presented slides to Council on a virtual meeting proposal vs. a hybrid meeting proposal. She reported that the Executive Office has been able to negotiate a no cost cancelation for the 2020 Annual Meeting with the JW Marriott Phoenix if the College moves our contract to 2024. She stated a hybrid meeting would consist of presenters and attendees attending in-person with other presenters and attendees attending virtually. She stated that there is a concern if we see a resurgence with COVID in the fall and most people decide to meet virtually. She also stated that with social distancing we would not be able to host in-person poster receptions or in-person networking receptions. She also noted there would be more expenses with a hybrid meeting vs. a fully virtual meeting. Council agreed a fully virtual meeting is not optimal; however, agreed for the safety of our attendees it was the best decision. Council motioned, seconded and all were in favor of a virtual meeting. S. Timm reported that PMG is already working with our Joyn system to develop a virtual meeting platform. The testing should be ready in July and there will be one to two meetings using this new virtual platform prior to the ACNP meeting. The Joyn system will

use Zoom as an integration; however, the attendees will log-in to the Joyn platform and will be able to attend all sessions, posters and networking groups through Joyn or the itinerary planner. The system will have the capability for networking either with formal roundtable discussions or informal networking where attendees can search for other meeting attendees to network with or join an informal chat group by voice or text. S. Timm explained the attendees will be able to view all the abstracts for the e-posters and decide which posters they are interested in viewing during the poster session. The poster presenters will have an audio recording of their poster and will also have the capability to have a link where attendees can meet with the presenter to ask questions via their Zoom link, email, or personal chat room. It was questioned if the scientific sessions would be presented live or pre-recorded. S. Timm stated that the decision was up to Council. However, PMG has run six virtual meetings and all but two were live and did not have any bandwidth issues for the presenters.

It was stated some conferences are pre-recording the sessions but allowing for live Q&A with the presenters after. It was stated that some ACNP presenters have unpublished data that they might not want to record. S. Timm also stated that pre-recording would have a significant time commitment for presenters and the staff. S. Timm suggested that Council propose a task force that consists of the Program Committee chairs and members of Council to discuss these items and the proposed schedule to present back to Council. Council agreed that was a good idea. There was also a suggestion to incorporate networking related to job searches as a lot of universities are struggling to recruit under-represented minorities.

S. Timm presented to Council that the proposed virtual schedule allows for up to 48 scientific sessions, where in the past the annual meeting has had 56 sessions. Council agreed with the three-day schedule starting on Monday, December 7th and ending on Wednesday, December 9th. Council also agreed to have up to 48 scientific sessions; however, the Program Committee should only fill those sessions with exceptional science. S. Timm stated the poster sessions were tentatively placed during the middle of the day on the virtual schedule to help with virtual fatigue from didactic sessions. S. Timm also stated that it was up to Council to decide to record all sessions and allow for meeting attendees to attend virtually at a later date if they are unable to make the live session due to other sessions of interest, or being on the west coast or in Europe. S. Timm stated other PMG clients have chosen to do this which has allowed attendees to watch additional sessions and receive more CME credit hours as CME providers are allowing attendees 90 days to receive the credit hours. S. Timm stated that presenters also have the option to not record their session.

S. Timm noted that there were a few other items that would need a vote approval by Council during today's meeting with one being the option to remove the annual meeting requirement for members since this will not be an in-person meeting. There was a motion to accept, a second and all in Council were in favor. S. Timm also stated that with a virtual meeting we are not constricted on space and suggested allowing members (including Associate Members) to invite an additional invited guest for an early career trainee who would pay the trainee rate for the meeting. Council agreed this was a great idea and approved the suggestion. S. Timm presented the proposed registration fees for a virtual meeting with a 35% reduction in pricing. It was stated that the College normally does not make a profit on the annual meeting; ACNP either loses money or breaks even.

S. Timm still thinks the College would see a profit if Council decided to reduce the registration fees by 50%. Council agreed to retain the integrity of the meeting and to preserve the funds for future meetings by reducing the registration fees by 35% from the 2019 registration pricing. All in Council were in favor and agreed to go back to the regular pricing during the in-person meeting. S. Timm stated the last decision that will need to be made during the call would be how the College will plan to proceed for Travel Awards. S. Timm presented two proposals to Council with the first accepting 30-35 travel awardees for the class of 2020, allow them to attend the virtual meeting at no charge and provide them with a deferment to attend the 2021 in-person meeting with the award financial benefits and in-person mentorship opportunity. This proposal also suggests to accept only 30-35 travel awardees for the class of 2021 to align with our approximate 60-70 travel awardees. S. Timm stated the second proposal would be to accept the normal number of travel awardees (around 60) for both 2020 and 2021; however, that the challenge will be an increased expense in 2021, having enough mentors for both classes, and concern with having that many travel awardees would dilute the experience for the classes. Council agreed to continue with the second proposal of accepting the normal number of travel awardees as the College still has a pipeline issue, funding from institutions might be lower next year, and that it is already such a competitive award. S. Timm will inform the Education and Training Committee chairs that we will still proceed with the normal number of travel awardees in 2020. Council approved providing the past travel awardees (2016-2019) an invitation to the 2020 virtual meeting and defer their in-person meeting invitation an additional year. Council also approved to defer the scholarship for eligible past travel awardees and under-represented additional funding an additional year. M. Wolf, L. Brady, E. Leibenluft and J. Ford all volunteered to participate on the virtual meeting schedule task force along with the chairs of the Program Committee and ACNP staff. S. Timm stated the Executive Office will first notify committee chairs and others who have a role in the program that this year's meeting will be moved to a virtual meeting and inform membership as soon as the legal documents are finalized with the JW Marriott. S. Timm states the Executive Office still plans to open registration in early July.

3. ***COH-FIT Project Survey*** – The Liaison Committee chairs have requested to send the COH-FIT Project Survey to our membership. The "Collaborative Outcomes study on Health and Functioning during Infection Times (COH-FIT)" project is an international survey of the entire population, reaching currently over 100 countries affected by the coronavirus (COVID-19) pandemic. Under the leadership of Prof. Dr. Christoph Correll, Charité University Berlin, and Dr. Marco Solmi, University of Padua (Italy), COH-FIT members include more than 200 scientists from over 40 countries working to help identify the effects and factors influencing the impact of the COVID-19 pandemic on physical and mental well-being. Council was informed that by sharing this survey to our membership this would be an exception to our policy, which is not send surveys to the membership via email. The survey is estimated to take 15 minutes to complete. Some members of Council were hesitant about making an exception to our policy to send this survey to our membership. S. Timm also suggested that Council could place this survey on twitter. It was questioned if anyone had completed the survey, and it was stated that the survey asked for some significant personal information. Council discussed and agreed to not

move forward with sending this survey to our membership or placing on social media. There was a motion, second and all were in favor of this decision. The Executive Office will inform the Liaison Committee chairs.

4. ***Diversity and Inclusion Task Force Proposal*** – The Diversity and Inclusion Task Force discussed Council’s charge of proposing a question asking if a person has a disability and if they will need special accommodations to participate in the Annual Meeting. The task force chairs agreed to add a question on disability to the affiliate profile for data reporting and include a statement on the registration form and in the registration confirmation email. Council discussed the Diversity and Inclusion Task Force’s recommendation, and there was concern about tying disability to diversity in the opening paragraph as this question more relates to accessibility. There was also concern with today’s climate that including this in diversity would take away from our current definition of an under-represented minority. S. Timm pointed out that Council could decide if the question is required or not in the affiliate profile. She did state the concern that if it is not a required question that we will not have complete data. Council agreed to not send an email to membership announcing the additional question in the affiliate profile as that could cause concern from members. Council also agreed the statement needs to be edited to not confuse disability with diversity. There was also a suggestion for the Executive Office to research federal language for disability vs. diversity and link to what the ADA defines as a disability. The Executive Office will edit the verbiage and send to M. Oquendo and M. Wolf for review. S. Timm also reminded Council that the original intent of this additional question was to see how many of our members and meeting attendees have a disability as the Diversity and Inclusion Task Force wanted to include disability in the categories of an under-represented minority for consideration in travel awards, membership applications, etc.
5. ***Honorific Award Considerations*** – Council discussed that the specifications for some of the College’s Honorific Awards make it more challenging for women and under-represented minorities to be nominated and awarded. The Eva King Killam Research Award states, “*the recipient can be no more than twelve (12) years past his or her terminal degree as of December 31st of the current year*”. The Joel Elkes Research Award and Daniel H. Efron Research Award both states, “*the recipient must be fifty (50) years of age or younger as of December 31st of the current year*”. The Public Information Committee requested that Council discuss if there could be consideration for the time away from research because of family care responsibilities that have occurred. It was also stated that unless you are an M.D., Ph.D., then you have not done any research and are already at a disadvantage for the Eva King Killam Research Award. It was suggested to include honorific awards for ACNP that are not time limited such as SOBP currently has as Council understands the intent to award a junior, mid-level scientist to foster their career. There was also a suggestion to base these research awards on position instead of time in the field post training. It was stated the Brain & Behavior Research Foundation has three awards at different levels and could review how those are defined as a guide. Council suggested to create a task force to review all current honorific awards, determine if there are currently too many awards with the additional three journal awards, and make a proposal to Council for 2021. Task force volunteers are M. Phillips, E. Leibenluft, D. Pizzagalli and J. Ford.

6. ***Meet the Expert and Teaching Day*** – Council reviewed the feedback for options for both a Meet the Expert and Teaching Day session. S. Timm reported that Council could consider these sessions for the virtual meeting format or delay until 2021. S. Timm stated that the Meet the Expert session has always been a concurrent session and that Teaching Day could also be moved to a concurrent session for the virtual meeting. If Teaching Day does not move to a concurrent session, then the proposed schedule allows for it to be a one-hour session instead of the normal two-and-a-half-hour session. It was stated that machine learning was mentioned by several people and is an important topic. There was a suggestion to have a pre-recorded primer session on the topic presented by Janaina Mourao-Miranda on what is machine learning and what is AI. There would be another session presented live during the virtual meeting from an expert in the field such as Anshul Kundaje. It was stated that it would have to be made very clear to the presenter of the primer session that it is really about the teaching of the topic. It was suggested to have the Program Committee evaluate the practicality of having this in the program. All of Council were in agreement on the topic of machine learning with having a primer session prior to the Meet the Expert session.
7. ***Annual Meeting Invitation Categories*** – S. Timm reminded Council that during the December meeting, Council requested a review of the current annual meeting invitation categories in consideration of capping the annual meeting attendance at 2,000 for future annual meetings. Council reviewed the categories statistics from the 2017-2019 annual meetings. S. Timm informed Council that since the 2020 Annual Meeting will move virtual and that there is plenty of space for accommodations in Puerto Rico at the 2021 Annual Meeting that this will likely be a conversation for the 2022 Annual Meeting in Phoenix. Council agreed the College will still want to invite younger faculty with an interest in the field or from adjacent fields to the meeting which would fall in the trainee registration category. Additional conversation will take place at future Council meetings, and an action does not need to take place until December or the summer Council meeting in 2021.
8. ***PMG Update*** – S. Timm provided Council with the PMG update. She informed Council in April that PMG was faring well in spite of COVID and can report that PMG is still doing well and has not lost any clients. She stated that two meetings-only clients did decide to move their meeting to future years, which will present a loss of \$28K in revenue for this year, but with increased outreach with clients for virtual meetings S. Timm hopes to make up for this lost revenue. Since PMG was able to pivot an in-person meeting to a virtual meeting in three weeks, PMG has been asked to present at several association management company meetings and published an e-book on virtual meetings. The e-book has had over 300 downloads. S. Timm informed Council that PMG has just published another e-book on how to take your meeting to a hybrid meeting. Council questioned if PMG will start charging for these e-books. S. Timm confirmed that PMG will charge once PMG has built its mailing list. S. Timm also updated Council that our two new clients, the College on Problems of Drug Dependence and the Association for Research in Otolaryngology, have fully transitioned. S. Timm also reported that PMG manages an HRSA grant for the Organization of Teratology Information Specialists and has been asked to manage a new HRSA grant for the University of Vermont, which is going well.

S. Timm reported that the PMG leadership structure continues to grow with Lindsay Snyder serving as the Director of Client Services and Dawn Kegl as the Director of Association Management. She also reported that John White was recently promoted to a Senior Project Leader; and, while still managing the Society of Biological Psychiatry, he will also mentor and train other staff. She also reported that in early 2020, she was able to promote a current Meetings Manager to a new position, Marketing and Team Development Manager which will bring in additional revenue as PMG can now handle marketing materials for clients. PMG's goal will also be to launch an intern program in the next few years focused on diversity. PMG currently has 48 employees with two open positions. S. Timm stated the FY20 year end pre-tax profit before profit sharing was \$565K and anticipates FY21 to still be a healthy year despite COVID. S. Timm also reported that PMG launched a new website recently and this was completed internally by staff. Council thanked S. Timm and PMG for creating an exemplary organization and suggested this could be another source of on-going revenue with PMG.

Information Items:

- 9. *President's Plenary*** – The President's Plenary is titled, *Neurodevelopment: Pathways to Health and Psychopathology*. Presenters are Deanna Barch, Frances Jensen, Beth Stevens and Lauren Wakschlag.
- 10. *Distinguished Lecture*** – The Distinguished Lecture is titled, *Neurobiology of Wisdom*, presented by Dilip Jeste.
- 11. *Committee & Task Force Reports*** – Council reviewed the committee updates without action items.
- 12. *Plan S Update*** – Council reviewed the Plan S update from Elizabeth Yepez, Springer Nature.
- 13. *NPP Statement on Racism*** – Council reviewed NPP's statement on racism, discrimination, and abuse of power. This editorial is now in press and should be online within the next couple of days.
- 14. *STAR Letter*** – The College recently signed on to the STAR letter in support of Elisabeth Murray's research. L. Brady recused herself from this letter.

The meeting concluded at 12:35pm.