

**ACNP Council Meeting Minutes**  
**Tuesday, December 7, 2021**  
**7:00pm – 9:00pm Atlantic Standard Time**  
**Puerto Rico Convention Center - 204**

*Linda Brady, Presiding*

Carrie Bearden  
Ellen Leibenluft  
Helen Mayberg  
Maria Oquendo  
Mary Phillips  
Diego Pizzagalli  
Kerry Ressler  
Trevor Robbins  
David Rubinow  
Rita Valentino  
Marina Wolf  
Carlos Zarate

Ad Hoc: David Kupfer  
Executive Director: Sarah Timm  
Staff: Erin Shaw

Council-Elect: William Carlezon (Council-Elect have voice but no vote)  
Marina Picciotto

***Conflict of Interest Forms were reviewed prior to start of the meeting by Linda Brady, President, Rita Valentino, Secretary, and Sarah Timm, Executive Director, per the Conflict of Interest Policy for Council.***

- 1. Discussion on URM Mini Retreats*** – Council reviewed the summary of the action items that arose from the URM Mini Retreats. L. Brady commended Council on the success of the mini retreats this past year. She advised that the College invited 42 guests consisting of mostly students/post docs and some faculty members from the University of Puerto Rico to the meeting. D. Kupfer advised that the CDI Alumni meeting also had guests from the University of Puerto Rico. Council agreed we should continue to invite trainees/students to the meeting from local underrepresented institutions or HBCUs. L. Brady advised that trainees were extended invitations from AsCNP, CINP, and ECNP and four registered for the meeting either in-person or virtually. R. Valentino had dinner with the CURA Fellows on Saturday evening which included 20-25 URM's, and they were all very appreciative of the invitation to attend the ACNP Annual Meeting. The Diversity and Inclusion Reception was well attended and had high energy. Leadership in the College should continue attending this reception at future meetings. It was stated there were only around 30 guests at the 2019 reception with over 100 attendees at this year's reception. During a panel session this afternoon, it was noted how different the ACNP looks and feels in regard to

representation from minorities and the audience applauded. They also recognized the efforts made by the College in regard to being more inclusive. L. Brady noted the action items that are still in progress or that have not started from the mini retreats and will be charged to committees in 2022.

Action Items in Progress:

- Charge the Education and Training Committee with evaluating if the College should continue to invite URM travel award applicants that were not accepted to the annual meeting.
- Charge the Diversity and Inclusion Committee to evaluate the subgroups of BIPOC and LGBTQ+ to see if they want to continue these subgroups in 2022.
- Charge the Diversity and Inclusion Committee and the Career Development Committee with researching new resources that can be placed on the ACNP website, *Diversity and Inclusions* page.
- Charge the Diversity and Inclusion Committee with discussing if a DEI symbol should be placed on the ACNP website.
- Executive Office will request volunteers each November from Council and committee chairs to stand at registration and outside the President's Plenary welcoming attendees to the meeting.
- Encourage annual meeting mentors to be proactive and schedule times to meet with their mentee prior to the annual meeting.
- Suggest the topic of "*Demystifying the Membership Application Process*" as a topic for the Diversity and Inclusion Luncheon, Diversity and Inclusion Reception, or the Career Development Session. It was questioned what the principles are that we are "demystifying".
- Continue to charge the Membership Committee with creating a poster that highlights new member statistics to be showcased at all three poster sessions and request volunteers from the Membership Committee to stand by the poster during the poster session to answer questions from attendees.
- Charge the Membership Committee with considering a more holistic review process and continue to make the membership application process more transparent.
- Charge the Membership Committee chairs with updating the FAQ page on the ACNP Website for membership applications. *It was noted that there is still the perception that an applicant for membership needs an R01 to be accepted. It was also suggested to educate the Membership Committee, Membership Mentors, and membership as a whole that it is not a requirement to have an R01 to become a member. Council questioned how many new members did not have an R01 and were accepted into membership. The Executive Office will provide this information at a future EC meeting in 2022.*
- Charge the Membership Committee with considering that new member applicants upload a NIH biosketch or equivalent to the membership application instead of a CV.
- Charge the URM Mentoring Task Force and Near Peer Mentorship mentors in assisting the URM mentees in the URM Near Peer Mentorship Program with guidance for ACNP membership.

- Charge the Diversity and Inclusion Committee with creating a proposal to Council for past travel awardees to be allowed to nominate URM individuals to the Diversity and Inclusion Committee to invite to the annual meeting.
- Consider inviting a NIH Director to speak at one of the Diversity and Inclusion luncheons or invite to the Diversity and Inclusion reception during the annual meeting.
- Request each table during the Diversity and Inclusion Luncheon to draft a concrete suggestion on how to be a better mentor and what has worked for them in the past.

#### Action Items Not Started:

- Charge the Membership Committee chairs with writing an article for the ACNP Bulletin and website that will highlight key resources and provide more transparency of the membership application process by outlining the diversity of the Membership Committee, exactly how the membership selection meeting is run, the metrics of how the applications are reviewed and scored, and the structure of the discussion.
- Charge the Membership Committee with reviewing the current annual meeting attendance requirement for membership, and how this could be a barrier for membership to the College due to younger faculty not having the support to attend the meeting and having young families at home.
- Provide additional information in the membership application rejection letter that membership to the College may require more than one application and encourage applicants that were not accepted to apply again in the future. *This has been added to the 2021 rejection letters.*
- Encourage the annual meeting mentors and membership mentors to explain to prospective nominees for membership that it might take more than one time to receive membership in the College.
- Develop systematic way of creating high touch opportunities to encourage and support existing URMs that attend the annual meeting to apply for membership.
- Charge the Career Development Committee with considering the suggestion to have a booth at other large, more diverse meetings to educate their attendees about the College and annual meeting. It was noted that the applicants from underrepresented minorities who applied for travel awards for Molecular Psychiatry were very impressive and the College should research their marketing efforts for URMs.
- Compare diversity numbers of the annual meeting with other more clinical societies such as the American Psychiatric Association to see how our diversity numbers compare.
- Evaluate the size of the annual meeting and further discussion on capping meeting attendance at 2,000 guests and/or considering a hybrid component of the meeting in the future.
- Charge the Constitution and Rules Committee to consider changing the age to move to emeritus from 65 to 60 years of age. D. Rubinow requested to see how much dues income will be lost if everyone 60 or 65 and over move to emeritus. The Executive Office will provide this information on a future EC call in 2022.

- Organizational overview of structure by an implicit bias expert of the College and develop ideas for how we can change.
- Provide a complimentary web-based diversity, equity, and inclusion training for members and emeritus members to engage in as some emeritus members might not have access to institutional training.

Council agreed to continue to have representation from minorities on the Membership Committee and continue including the question on diversity, equity, and inclusion involvement on the membership applications. L. Brady advised there have been 123 invitations extended from the Diversity Invitation Bank at this year's meeting compared to 76 invitations in 2020. It was suggested that Council might want to consider using travel funds for underrepresented minority students in the future from our use of funds. Lastly, Council noted that comments received are that the culture is different at the annual meeting and attendees are respecting the thoughts and opinions of others.

2. ***URM Near Peer Mentorship Program*** – L. Brady provided an overview of the pilot URM Near Peer Mentorship Program. The next training session will be in January of 2022 and the mentor/mentee pairs are required to meet offline prior to the January meeting. The Center for Improvement for Mentored Experiences in Research (CIMER) is conducting the training sessions and collecting evaluations after each training session. The first training session for the ten mentor/mentee pairs was on November 18<sup>th</sup>. Mentors and mentees will be reminded to meet in between training sessions to continue and build the mentoring relationships. L. Brady thanked the URM Mentoring Task Force, all members who completed reviews of applications, and specifically Anne Andrews, Marissa Spann, and Erin Colladay for all their efforts in communicating with CIMER. It was advised that the mentee applicants that were not accepted were provided an annual meeting mentor by a volunteer from the Education and Training Committee. It was requested to provide recognition to all mentors in the 2022 February Bulletin. Council suggested the task force may want to consider if the program should also include non-URMs in the future.
3. ***Education and Training Committee Proposal*** – The Education and Training Committee is proposing to start Travel Award Application Mentors, similar to the Membership Mentors located on the ACNP website. The Travel Award Application Mentors would not speak for the current Education and Training Committee or Council and would not guarantee acceptance to the program; however, would provide guidance to assist Travel Award applicants with submitting their application package. The mentors would be recent past members of the Education and Training Committee who agree to counsel prospective travel award applicants and/or their nominator on the travel award application. Current Education and Training Committee members will not be allowed to serve as a mentor until their term on the committee has ended. There was a motion, second and all of Council were in favor.
4. ***Public Information Committee*** – The Public Information Committee requested clarification on the current committee charge as it relates to the lay audience (the public). The committee also requested clarification as to who is considered the public – would

clinicians be considered public as they have direct contact with patients to whom they could disseminate information, etc. The committee also requested feedback on whether press releases are still the most effective medium to reach the intended audience or if other mediums should be considered in lieu of press releases to disseminate information from the annual meeting. As science communication is changing and is relying heavily on social media, the Public Information Committee is having an identity crisis. Council discussed the broader questions of “what is the mission of the Public Information Committee”, “how do we reach the public most effectively”, “who are the public we are reaching”, etc. B. Carlezon advised that the committee requested to have the press releases published in NPP, which would not disseminate to the lay public. This issue brought up the question of the necessity for the Public Information Committee. It was stated that other companies/organizations, such as the American Brain Coalition, communicate to the public and have the funds to do it properly, and that the College could rely on ABC for getting the message out. It was suggested to charge the Public Information Committee with discussing ways to invest in education more broadly with general topics than late breaking news. B. Carlezon advised that he proposed to the chair of the Public Information Committee to consider posting information for the public on the ACNP website as the website attracts families searching the internet for information. This will also help ACNP’s website to amplify in google. It was suggested to reconsider Public Information Committee’s focus and charges but also noted that there is little information in the strategic plan regarding this committee. Council suggested to form a sub-group to investigate how a Public Information Committee would exist in this new technology world. B. Carlezon and C. Bearden volunteered for this sub-group, and the incoming chair of the committee, Kate Fitzgerald, should also be included. It was noted the two below charges were the most problematic.

- Review accepted abstracts and hot topics from the 2021 Annual Meeting for release to the public. Determine which form of medium to pursue, e.g., individual press release or combined embargoed press releases or op-ed opinion pieces and press releases after the annual meeting on topics that are important and impactful to the lay audience.
- Discuss how to best use social media to promote the mission of the College and at the Annual Meeting with ACNP Website Editor, Todd Lencz.

Council discussed adding a charge to the committee for 2022 to think about how to become relevant and disseminate different information to the public. This would not necessarily be scientific information, but rather the identity and mission of the ACNP. The Executive Office will draft the 2022 charges for B. Carlezon, C. Bearden, C. Zarate, and K. Fitzgerald’s review. It was also noted that the NPP paper, *Choosing appropriate language to reduce the stigma around mental illness and substance use disorders*, is a message that we should provide to the public. It was suggested to place on the ACNP website and provide to the American Brain Coalition for dissemination.

5. **Review Strategic Plan** – L. Brady reviewed the updates to the Strategic Plan with Council.

**Goal #1: Standards of Excellence for College Membership:**

Objective #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.

- Out of the 62 accepted travel awardees in 2021, 19 (31%) are URM.
- The Diversity and Inclusion Task Force submitted a proposal in December 2019 to Council to set the URM percentage goal to 15% for Associate Members and 8% for full members in the next 3-5 years. L. Brady advised that currently the College has 13% URM Associate Members and 5% full members. It was noted that the statistics for URM do not include scientists with a disability or LGBTQ+. M. Oquendo suggested we need to let members know where we are in the percentage of URM in membership and that our goal would be to double that number, which would eliminate concerns of reaching a “quota”.

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

- The Program Committee chose not to identify specific RFP topics for 2021, but instead highlighted the desire for clinical submissions. It was agreed this was a more effective strategy to get clinical representation in the annual meeting program.

Objective #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.

- The Liaison Committee needs to provide outreach to biotech companies to encourage them to apply for participating corporation. Council suggested the College should have minimums of how many applications we receive per year for participating corporations. This will be charged to the Liaison Committee in 2022 to discuss and propose a minimum number to Council.
- As Robert Califf is the incoming FDA chair, it was suggested to invite him to the NIH Directors Institute Briefing and then have a separate session for the FDA similar to the ASCP meeting. This will be suggested to the Program Committee; however, noted that R. Califf’s calendar fills quickly.

**Goal #2: Annual Meeting** – L. Brady advised that the attendee satisfaction ratings, percentage of members, ratings of meetings by members, etc. all had fairly stable scores.

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

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

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

Objective #4: Maintain/increase attendees’ ranking of the meeting compared to other meetings.

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

The current rating percentage of excellent or good in scientific quality of the posters provided at the ACNP Annual Meeting in relation to other meetings is 83%. A sub-committee was created under the Program Committee to brainstorm ways to engage senior scientists with trainee posters. They decided to request all trainees to list up to five ACNP member’s names that they would like to invite to visit their poster. Council agreed this was a great initiative and there was also more representation of

senior members at the poster sessions. It was also stated that separating the alcohol and the science was a good idea.

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

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

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

### **Goal #3: Publications**

Objective #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.

- B. Carlezon advised that NPP published three systematic reviews and one scoping review in 2021.
- NPP has published its first paper for this new article type, “Early Career Voices”.
- There is now a Health Disparities collection and a Meet-the-Authors YouTube channel, which currently has five interviews.
- The journal is exploring the landscape of future publishing and there is ongoing discussion with Plan S.

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

- B. Carlezon advised that this is not easy to address in our current publishing system, EJP. He stated it is a flaw in the EJP system, and there were plans to switch to the Editorial Manager (EM) platform; however, plans were halted for multiple reasons. He advised that currently, “clinical” indicates clinical trials; however, remains a gap in our ability to accurately classify work in human subjects that would not be considered clinical trials. B. Carlezon advised they are working with the publisher to resolve this issue. He advised that the proportion of studies involving human and animal subjects in recent issues appear to be closer to 50:50.

Objective #3: Increase number of submissions from leading investigators and ACNP members.

- The Strategic Plan recommends exploring a new award for URM scientists; however, there is currently not a way to identify URM in the platform. The publisher does not include demographics in the EPJ system to not have bias in the reviews.

### **Goal #4: Effective Source of Scientific Information & Collaborative Relationships**

Objective #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.

Objective #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.

- The Liaison Committee chairs in conjunction with the Education and Training Committee chairs selected three distinguished young scientists from the 2020 Travel Award class to be part of the virtual Hill Day event. This has been a positive initiative over the past two years.

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

#### **Goal #5: Financial Stability and Criteria for the use of ACNP Financial Reserves**

Objective #1: Continue to diversify revenue sources.

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

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

- The Audit Committee was reorganized to be the Audit/Finance Committee starting in 2020. The committee met in early fall of 2021 to review the Strategic Plan and use of funds to make sure the resources are being allocated to strategic initiatives.

Objective #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.

6. ***Social Media Code of Conduct*** – S. Timm advised Council that she received an email this week from a member who was concerned about our current Code of Conduct, and how it does not include social media. S. Timm advised that other than the Code of Conduct that is for official ACNP events, the College also has the Principles of Professional Conduct that relates to science. S. Timm stated that legal representatives have cautioned the College against anything outside the science, annual meeting, or formal judgement made against a member can be an ethics case. S. Timm volunteered to request guidance from the lawyer. Council was in favor of consulting with the lawyer and agreed that the College does not need to get involved in disputes between members outside the ACNP. S. Timm will provide an update on a future EC call in 2022.
7. ***L. Brady thanked the Council Members Rotating Off – Marina Wolf, Helen Mayberg, Trevor Robbins, and ad hoc member David Kupfer***
8. ***Council thanked the 2021 President, Linda Brady, for a great presidential year and for all the initiatives in 2021.***
9. ***Council also toasted B. Carlezon in his last year (2022) of Editor-in-Chief of NPP!***

The meeting concluded at 9:00 PM Atlantic Standard Time.