

Council Quarterly Call Minutes
Tuesday, April 26, 2022
2:00 p.m. – 3:00 p.m. Eastern

Participants:

Carlos Zarate
Linda Brady
David Rubinow
Rita Valentino
Helen Mayberg
Maria Oquendo
Ellen Leibenluft

Carrie Bearden
Bill Carlezon
Marina Picciotto
Colleen McClung (elect)
Deanna Barch (elect)
Sarah Timm, staff
Erin Shaw, staff

Minutes:

1. ***NNDC Advocacy Affiliate Application*** – Council reviewed and approved the Advocacy Affiliate application from the National Network of Depression Centers (NNDC). The Liaison Committee had also reviewed and provided their recommendation to accept the NNDC as an ACNP Advocacy Affiliate.
2. ***Karuna Therapeutics Participating Corporation Application*** – Council reviewed and approved the Karuna Therapeutics participating corporation application.
3. ***New PMG Board Member(s)*** – C. Zarate advised that the terms for board members, Ken Davis and Ronnie Wilkins, expired at the end of March, and that both have agreed to stay on the board for an additional 5-year term. The PMG Board voted to recommend their reappointment to Council. Council also approved to reappoint Ken Davis and Ronnie Wilkins for an additional 5-year term to the PMG Board.
4. ***Constitution and Rules Committee Proposal*** – Council reviewed the Constitution and Rules Committee's proposed edits to the bylaws.
 - a. ***Proposal for Apprenticeship/Internship Role of Associate Member(s) on Council*** – Council was reminded that they approved the proposal for the addition of an apprenticeship/internship role as an opportunity for an Associate Member(s) to learn what is involved, how Council works, and to provide an Associate Member's perspective to Council discussions during the December Council meeting. Council was reminded that the Associate Member(s) would not have voting privileges.
 - b. ***Proposal for Diversity and Inclusion Officer*** – Council agreed in December that the proposal for a Diversity and Inclusion Officer was the next step in the right direction and a positive change for the College; however, asked for more clarification on how the URM Fellows would be nominated and placed on the ballot. C. Zarate advised that the first Diversity and Inclusion Officer would be selected by a vote of Council from nominations made by the Diversity and Inclusion Committee from a listing of Fellows and Fellow Emeritus who ideally identifies as

URM, LGBTQ+, or someone with a disability. The following Diversity and Inclusion Officer will be elected by the full membership based on the criteria for officer elections outlined in the Bylaws. It was questioned if the Fellows and Fellow Emeritus will self-identify as a URM for this position. S. Timm advised that members self-identify their ethnicity/race(s) in their affiliate profile, and it is optional to self-identify as LGBTQ+ or someone with a disability. S. Timm also advised that self-nominations to the Nominating Committee are also encouraged for this position. It was suggested that the Fellows and Fellow Emeritus who identify as URM should be highlighted in the list of all Fellows and Fellow Emeritus that is sent to voting members for nominations to the Nominating Committee. After discussion on how the URM Fellows and Fellow Emeritus would be nominated and placed on the ballot, Council agreed to refer this back to the Nominating Committee for consideration for the second Diversity and Inclusion Officer. Once there is a clear process in place for selecting the second and future Diversity and Inclusion Officers, it will be placed in the Policy Manual after Council's review and approval.

Council was in support of approving the proposed edits to the bylaws. These edits will be sent to the membership for a formal vote.

5. ***New Member Application and Promotion Reporting Requirements*** – C. Zarate advised that the Ethics Committee reviewed the current questions that are included in the new member applications and promotion application to see if they need to be revised to broaden to any type of disciplinary action and not solely around financial conflicts of interest. The Ethics Committee proposed to ask: *Have you ever been subject to any type of disciplinary action by an academic institution, a professional society, or other authoritative body?* The Ethics Committee also discussed if there should be a time limit placed on these reporting questions. The Ethics Committee agreed to impose the time limit of the duration of one's professional career which is implied within the questions. Lastly, the Ethics Committee proposed to add a statement to these questions that states, *failure to disclose information may result in membership termination*. It was questioned if a new member applicant should report a complaint that did not lead to a suspension at their institution. It was advised that these questions are a request to disclose, not exclude. The Executive Office advised that if an applicant for membership or promotion for Fellow selects 'yes' to any of the reporting requirement questions, then they will be required to provide details in a comment field. If there are any applicants that state 'yes' to any of the questions, then the Membership Committee chairs would review this prior to reviews opening for the Membership Committee. S. Timm noted that these questions are currently for new member applications and promotions; however, could also be used for nominees on the slate for the ballot by the Nominating Committee. The Executive Office advised that Associate Members, Members, and Fellows must attest that they have abided by the ACNP Principles of Scientific Conduct, the Conflict of Interest Policy statement, and the Code of Conduct as well as attest that they have not been convicted of a felony or had any disciplinary action taken against them by their employing institution or any granting agency each year when they pay their membership dues. Council discussed the process that would ensue should an applicant state 'yes' to the reporting requirements and whether this should be taken up by

the Membership Committee chairs alone or both the Membership committee and the Ethics Committee for review. Council agreed there should be consistency and standards for the review process. This will be reviewed again during the summer Council meeting after discussion by the Ethics Committee. Council approved the revised question, *have you ever been subject to any type of disciplinary action by an academic institution, a professional society, or other authoritative body*, during the time limit of one's professional career, and to add the statement that states, *failure to disclose this information may result in membership termination*.

6. **ACNP FY23 Budget** – D. Rubinow presented the FY2023 budget and memo to Council. He advised that the annual meeting, Council, committee programs, and travel awards all show a loss for net income from operations due to the costly expense to run the annual meeting. Publications bring in revenue from the journal and a large portion of the general and administrative revenue is from Parthenon Management Group (PMG). He advised that the continued growth of PMG allows for a positive operational line for the ACNP budget. He also noted that the special projects approved by Council from our use of funds that further the mission of the College is located on the bottom of the budget as these expenses will be covered from the investment interest and dividends. D. Rubinow presented the budget comparison from FY2013 to FY2023 and noted that the PMG revenue increases quite substantially as does their expenses; however, the other items are reasonably stable from year to year. FY23 is projecting almost \$600K in the change in net assets before investment gains and losses. On the comparison tab of the budget, D. Rubinow noted the loss in investments in FY20 due to the decline of the market in March of 2020; however, advised that the College suffered much less than the market due to the conservative investments by the College. D. Rubinow advised that the conservative investments of the College suggest that we are well positioned for long term growth in the market. D. Rubinow encouraged Council members to read the memo as it details the additional fees anticipated with this year's hybrid meeting in Phoenix. The FY23 budget was approved by Council.
7. **Language and Nomenclature Working Group** – B. Carlezon provided an update to Council on the Language and Nomenclature working group and the summary of their deliberations thus far. He advised that the purpose of the working group was to assemble a list of words and terms that are used in the official functions of the ACNP, reflected in the broader community, that need replacement because they can be perceived as archaic, stigmatizing, or otherwise inappropriate. The workgroup developed a list of terms categorized by administrative terms for ACNP, medical terms, and casual terms that one might hear at a poster session. The workgroup then, after careful consideration, selected a replacement for each word/term with guidance from the NPP Stigma paper (Volkow, et al., 2021) and the APA Inclusive Language document. He reminded Council that the term Editor-in-Chief has already been replaced with Principal Editor for NPP which took an editorial team of 12 people ten days to change all materials for the journal. The next term the working group discussed was Fellow as the definition in the dictionary is "a man or boy" and is a current rank in ACNP. After much discussion, the working group suggested to replace Fellow with Chartered Member as the definition of chartered for a professional person is "having attained certain professional qualifications or standards and acquired membership of a particular professional body". The proposed new ACNP ranks would be

Associate Member, Regular Member, Chartered Member, and Emeritus Member or Emeritus Chartered Member. Lastly, the working group discussed the term secretary as an archaic term for an administrative assistant, but by definition is not formally associated with a particular gender. He stated that the suggested medical term replacements were used in the NPP Stigma paper and APA Inclusive Language document. The working group discouraged the use and encouraged mindfulness of the casual terms by our organization's leadership. B. Carlezon advised that the working group is currently on step four to submit an interim report to Council for input and approval before they proceed with developing a statement of philosophy and guidance on the broad use of the new terms to implement these changes in all ACNP materials, publications, outreach, and at the annual meeting. It was stated that the initial recommendations look reasonable and respectful but noted to be more cautious on the medical and casual terms. It was questioned if other organizations are also doing this. S. Timm noted that other organizations are discussing, but no one has made any changes. B. Carlezon stated that ACNP would be proactive and at the forefront of making these changes in the field. It was questioned if the term fellow was addressed in the APA Inclusive Language document, and B. Carlezon advised that it was not after researching. Council requested to discuss this again during the summer Council meeting.

8. ***NIH Definition of Underrepresented Minority (URM)*** – S. Timm discussed the feedback received from the recent Education and Training Committee call recommending that LGBTQ+, scientists with a disability, and scientists from a disadvantaged background be considered as a URM for next year's Travel Award applications. S. Timm reminded Council that this was previously discussed during the December 2019 Council meeting, and Council agreed to continue to use the NIH definition of URM which included African American, Hispanic, Native American and Pacific Islander. Council was provided the [Notice of NIH's Interest in Diversity](#). This topic will be discussed further on a future call.

Information Items:

9. ***Annual Meeting Report*** – Council reviewed the 2021 Annual Meeting Report.
10. ***2022 Annual Meeting Format*** – The 2022 Annual Meeting will be another hybrid meeting format. The Annual Meeting Task Force is currently working on enhancing the virtual poster sessions, alternate ways for virtual networking among virtual attendees, and creating a guide for virtual attendees, *Getting the most of your virtual meeting*. All presenters (excluding poster presenters) are required to attend the 2022 meeting in person. If a presenter has an extenuating circumstance, they will have the ability to pre-record their session. Council is invited to attend the May 24th Executive Committee call for additional updates.
 - a. There were 89 attendees out of 916 who registered virtually for the 2021 Annual Meeting, but never logged into the virtual meeting platform.
11. ***NNCI Update*** – Council reviewed the NNCI update from David Ross.

12. Summer Council Meeting – The summer Council meeting is scheduled for Sunday, July 17th.

13. 2023 ACNP Officer and Council Election – Council congratulated the newly elected Officers and Council Members:

- a.** President-elect:
 - i. Helen S. Mayberg, M.D.
- b.** Council (three-year term):
 - i. Deanna M. Barch, Ph.D.
 - ii. Colleen A. McClung, Ph.D.