

ACNP Council Meeting Minutes
Saturday, December 3, 2022
9:00am – 1:00pm Mountain Time
Desert Conference Suite 3/5

Carlos Zarate, Presiding

Carrie Bearden
Linda Brady
William Carlezon
Ellen Leibenluft
Helen Mayberg
Maria Oquendo
Mary Phillips
Marina Picciotto
Diego Pizzagalli
Kerry Ressler
David Rubinow
Rita Valentino

Executive Director: Sarah Timm
Staff: Erin Shaw

Council-Elect: Deanna Barch (Council-Elect have voice but no vote)
Colleen McClung

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

- 1. *Journal Report*** – B. Carlezon presented the Principal Editor's Report to Council. He advised that the impact factor for the journal is strong and has increased each year. He also stated that submissions have been stable throughout the years with the highest number of submissions in 2020, likely as a result of laboratory shutdowns due to COVID. Submissions have decreased since 2020 with the lessening of pandemic restrictions. The first NPPR issue that B. Carlezon planned as Principal Editor was in 2015 with the current issue co-chaired by Marina Wolf and Anissa Abi-Dargham on the topic of, *Circuits*. The 2024 NPPR issue is currently being planned by the Co-Principal Editors, Tony George and Lisa Monteggia. B. Carlezon advised that the journal releases six podcasts per year. The first NPP Editorial Intern was Chloe Jordan who later became the Special Projects Manager. The second NPP Editorial Intern was Sofiya Hupalo who is now the current Special Projects Manager. The 2023 NPP Editorial Intern is Briana Chen who was selected by T. George and L. Monteggia. NPP is sensitive to the language and nomenclature used in the journal and earlier this year changed the name from Editor-in-Chief to Principal Editor. NPP is promoting diversity in various programs. The first being ten free one-year subscriptions to NPP given to underrepresented minority Travel Award applicants selected

by a lottery. This initiative started in 2021 with consultation from the Diversity and Inclusion Committee. Springer Nature provides the College with ten free one-year subscriptions to NPP, and applicants are given the opportunity to opt out of the drawing. NPP has a YouTube channel which is managed by C. Jordan, S. Hupalo, and Keri Martinowich. They have been interviewing early career authors for the YouTube channel as well as including the journal award winner's acceptance videos. The Special Projects team have also been working on adding article collections to the NPP website on '*highlighting research on health disparities*' and '*early career voices*'. It was questioned if we are able to track how many website views there are for the collections. B. Carlezon advised that Springer Nature is able to track this information. Keri Martinowich took over as Social Media Editor in 2019 after Gretchen Neigh started NPP Twitter in 2017. NPP Twitter has gained around 3,500 more followers since 2019. B. Carlezon advised that the new journal, *NPP-Digital Psychiatry and Neuroscience* is currently on the waiting list for the new social platform, Post. To join Post, you must sign-up and wait to be verified. The 2022 NEATOR Award winners are Abhishek Jaywant and Faith Gunning, 2022 NEAR Award winner is Markus Heilig, and the 2022 NEECA Award winner is Nicole Crowley. The percentage of women awardees for the NEATOR Award is 50%, for the NEAR award is 33% and for the NEECA is 100%. B. Carlezon advised that 50% of the Top Reviewers from December 1, 2021 through November 30, 2022 were women.

B. Carlezon advised that NPP and the Executive Office have been working with Springer Nature on the contract for the new open access journal, *NPP-Digital Psychiatry and Neuroscience* for almost a year. S. Timm advised that we are still waiting on the final contract from the publisher. B. Carlezon stated that submissions for the new journal will include data that meet the following criteria:

- Translational relevance (endpoints similar or identical across species),
- Continuous (involving sustained or repeated data collection), and
- Objective (collected, analyzed, and interpreted via methods involving minimal subjective judgements and/or anthropomorphic projection of human traits).

Council thanked B. Carlezon for his services to NPP and are looking forward to the new journal.

2. **Treasurer's Report** – D. Rubinow presented the Treasurer's Report to Council. He advised that the income statement shows the income from annual dues, annual meeting registration, publications, and Parthenon Management Group (PMG). PMG has increased in value by 40% in the past year. The largest expenses for the College are the Annual Meeting and PMG. He advised that two months ago the market was uniformly down between 20-25%. The market has been up and down all year; however, generally moving downward. It is unclear at this time if there will be a soft recession or if the economy will be damaged. D. Rubinow pointed out in the investments account chart that the first bend in the line graph was in March 2020; however, that ACNP's investments have been relatively flat due to the diversification in the funds. The cash and cash equivalents reflect a conservative strategy and some of the cash will be moved into a money market when the time is right based on the market. S. Timm advised that \$1M was moved into a Wells Fargo money market in

September and the College will receive 3.6% in interest. D. Rubinow reminded Council that the College's fiscal year runs April 1st – March 31st. It was questioned if any changes were made to the investments when the market was changing. D. Rubinow advised that Olimpio Neu removed some of the tech investments; however, mostly staying the course and not dramatically changing our investments. It was questioned how much money the College keeps in reserve, and if more money could be spent in mission driven projects. S. Timm advised that our policy is to have two years of operational expenses in the reserves (\$8M). She also advised that the College currently looks at the previous year's dividends and interest from investments and uses what the College has made from dividends and interest to spend on special mission driven projects. S. Timm stated that the College has spent more on mission driven projects the past few years than what the dividends and interest provides. It was stated that the Society for Neuroscience (SfN) are discussing the balance and portfolio with hybrid meetings as 65% of their in-person attendees were graduate students and post docs. Council requested the average age of members and invited guests at this year's ACNP Annual Meeting to discuss future hybrid annual meetings. The Executive Office will provide this information in Wednesday's Council meeting for future discussion on the hybrid meeting format.

3. ***Use of Funds Report*** – D. Rubinow presented the use of funds report to Council. The use of funds spreadsheet lists the special projects Council has approved for funding for the current fiscal year. Of the \$15,000 allocated to journal initiatives, only approximately \$2,790 has currently been spent or obligated for journal items for the annual meeting. It is likely that the remainder of those funds will not be used this year; however, there could be more spent next year to support the new journal. The dividends and interest income on this spreadsheet reflect the actual income YTD through October and projected through December as we plan for 2023. We have only used income from dividends and interest to fund our special projects without the need to cash in any securities that would take capital gains. S. Timm advised that there have not been many changes relative to last year except for the URM Near Peer Mentorship Program. S. Timm reminded Council that the URM Near Peer Mentorship Program started in 2021 with the inaugural cohort completing their training at this year's annual meeting. The Center for the Improvement of Mentored Experiences in Research (CIMER) led the 2021/2022 cohort and CIMER will only provide training materials and support to ACNP staff who will conduct the trainings for the second cohort in 2023. It was questioned if the College could increase the number of travel awardees above the current 60 awards that are given each year. S. Timm stated that it would be a Council decision and advised that around 54% of the use of funds initiative is devoted to the past Travel Award program. S. Timm advised that our use of funds projects will exceed the amount provided from dividends and interest for this fiscal year.

- ***ACNP Support for American Brain Coalition*** – S. Timm reviewed the proposal from the American Brain Coalition (ABC) on education support in 2023. S. Timm advised that Council approved \$15K the past few years to support the BRAIN Initiative and Congressional Neuroscience Caucus Briefings. S. Timm advised that the ABC is requesting \$20K in 2023 to cover programming expenses to include the BRAIN Initiative advocacy and education, ABC's Innovation Initiative/FDA patient engagement, Congressional events, and psychedelic treatment education and

advocacy. It was requested to ensure that psychiatry is represented as it has not always been in the past. It was suggested to engage Dan Gillison, CEO at NAMI, and the ABC to further discuss. Other suggestions were to engage One Mind and Bipolar Squared, which would be a great advocacy affiliate. Gordon Lavigne at Schizophrenia & Psychosis Action Alliance (S&PAA) was also suggested. It was questioned if there is an ACNP representative on the ABC board, and S. Timm advised that Marina Wolf represents ACNP on their board. There was a motion, second, and all approved the ABC's request for \$20K for the next fiscal year.

- ***Updated ALBA/ACNP Partnership Proposal*** – During the October meeting, Council reviewed the proposal for a request for support for the ALBA Network. As a reminder, the ALBA Network was launched in 2019 by an international group of leading brain scientists involved in research, education, communication, and advocacy. The initial proposal included a request for the College to be a Core Partner of ALBA, conduct video interviews, diversity podcasts, diversity data collection, and ALBA/ACNP research awards for \$53K. S. Timm met with ALBA after the October Council meeting, to discuss the proposals the Council were interested in and to find out more information. The new proposal includes the Core partnership, video interviews, diversity data collection, and the ALBA/ACNP research award for \$32.5K; however, S. Timm advised that the cost would be closer to \$35K to cover the travel expenses for the ALBA/ACNP awardee to attend the ACNP Annual Meeting. The research awards will include one award at the Federation of European Neuroscience Societies (FENS) Meeting and one award at the ACNP Annual Meeting. There was a motion, second, and all approved the request for the ALBA/ACNP partnership proposal.

4. ***Osmind Participating Corporation Application*** – Council reviewed the Osmind Participating Corporation application. C. Zarate advised that Osmind is different than our usual participating corporation companies; however, is in line with our new journal as a digital company and Council could receive more requests from digital companies in the future. There was a motion, second, and all approved Osmind as a participating corporation.

Linda Brady, Carlos Zarate, Ellen Leibenluft, and Rita Valentino recused from Agenda Item #5.

5. ***ACNP Statement on RvW*** – Council reviewed the feedback from membership regarding the Liaison Committee's draft statement for the College related to the Supreme Court ruling on Dobbs v Jackson, overturning Roe v Wade, and changing reproductive rights in some states. Council agreed this is a very important topic and Council is supportive of women's health. C. Zarate advised that there are three different issues for discussion: (1) the statement by the Liaison Committee; (2) the implications for future annual meeting locations; and (3) whether the College should be making statements on political issues. C. Zarate advised that only 21% of the membership participated in the survey. Out of the 284 survey respondents, 86% endorsed the statement; however, there were passionate comments for both sides. Council was concerned that there were not enough respondents

to the survey to represent the membership. Another concern raised was that this statement is specifically for women's health and there are other communities to support, such as BIPOC, LGBTQ+, and homelessness. Several of the comments in the survey expressed the need to emphasize public health aspects and suggested incorporating our mission statement which includes prevention and treatment. It was questioned who the intended audience was for this statement and if it would be for the people coming to the ACNP website. It was suggested that a statement could be made that leadership of the College are listening to their members and are placing careful consideration for the future annual meeting locations and the well-being of our attendees. Overall, Council agreed the current statement was too political in nature and that it would set a precedent for future statements. It was questioned if there are precedent from other organizations. It was advised that the American Psychiatric Association (APA) partnered with other organizations and released a statement that was very political; however, they were all healthcare providers. It was stated that many of the ACNP members are healthcare providers, but the College is a scientific association and not an association of healthcare providers. It was suggested that if the statement was revised to be more mission centric, that it would be more appropriate and could remove some of the concerns from membership, but not all. It was also suggested to include data on mental health in the statement. K. Ressler volunteered to write a presidential blog as the 2023 President which would be an open letter that leadership has heard and read the feedback from membership on if the College should release a statement and include the concerns and advise that he is not speaking for all members of the College. S. Timm volunteered to draft a policy statement which would be our policy when responding and drafting future statements. Council agreed the bigger issue is how to make everyone feel comfortable with the annual meeting locations. It was decided for C. Zarate to make a statement at the President's Plenary Session thanking the members who submitted feedback on the statement, and that the Council will continue to discuss and develop a policy for moving forward. S. Timm will draft the policy and E. Leibenluft, M. Phillips and M. Oquendo both volunteered to review to be placed on a future Council call. Council agreed to discuss the statement again once the policy is finalized.

6. ***Executive Office Report*** – S. Timm stated that it was another great year in the Executive Office. She advised that Erin Colladay has moved into the Grants Department with PMG and Ciana Centurion was hired to replace her role. C. Centurion recently graduated from Vanderbilt University and plans to go to law school in a few years. C. Centurion managed the Hispanic Community Diversity Committee within Vanderbilt. S. Timm advised that with the expansion of work from the committees, we will likely need to add another staff member as the current staff is constrained with the existing responsibilities of committees. S. Timm advised that ACNP, in partnership with the College on Problems of Drug Dependence (CPDD), submitted a grant submission for the NIH MOSAIC grant. The K99 program grant supports early career individuals with an interest in research careers from underrepresented minorities. Societies receive grant funding to support career development programs, mentoring initiatives and society meeting attendance. Presently, there are no societies in neuroscience supporting these K99 awardees. S. Timm advised that if funded, the program will begin in July 2023. S. Timm thanked K. Ressler and Vaishali Bakshi, Education and Training Committee chair, for their help in writing the grant. Regarding this year's annual meeting, currently there is only around 12% virtual attendance. Even with a

virtual meeting, the ACNP Annual Meeting has around 1980 in-person attendees this year and is nearing towards the 2,000 in-person cap. S. Timm advised that the College is spending over \$100K to facilitate the cost of live streaming the meeting to the virtual attendees. It was questioned if there was a way to see how many in-person attendees watch the session virtually. S. Timm advised the Executive Office should be able to pull this information based on the attendee's IP address. It was stated that the virtual option is a benefit to members. Regarding the financial status of the College, the College's financials continue to grow and flourish despite significant investment losses this year. In the last five years, the College's net assets have increased for \$11M to \$15.7M, a 30% increase. PMG is donating 10% of its pretax income (\$92K) in 2021 to ACNP.

7. **PMG Report** – S. Timm presented the PMG Report to Council. She advised that PMG now has 78 employees in 11 states and are servicing 21 association management clients and 11 meetings only clients. PMG has expanded its services outside association and meeting management. The primary expansion has been Grants Management. The grants department has two large HRSA grants, a SAMSHA and CDC grant, and 5.5 full-time employees. PMG has added a new client, the National Birth Defects Prevention Network (NBDPN), who PMG is working on submitting a multi-year, multi-million-dollar grant. The department has also added a Scientific Writer this year, Sarah Jacobs, M.D., who joined the team in August. S. Jacobs has writing, research and clinic practice. Over the past few years, S. Timm has been working with several new start-up organizations that have significant growth potential and offered planning services to organizations that are not PMG clients. Continuing to develop these new lines of business and consulting opportunities will add revenue with little expense. One of these new initiatives is the Grand Challenge to Stop Stigma in Mental Health which is a long-term project funded by the Huntsman Family Foundation and guided by Mark Rapaport through the University of Utah. In January, S. Timm will be leading their leadership team, which includes the leadership of the American Psychiatric Association, the American Psychological Association, the Huntsman Family, NAMI, and several other large organizations to develop a strategic plan. In FY2024, PMG will be adding staff to the marketing department who will assist PMG's clients as well as launching Pillar AMS for licensing. As a reminder, the new association management system (AMS) build is underway and about a quarter complete. PMG staff were able to suggest names for the new system and Pillar AMS, the Foundation to Your Success, was decided. The AMS will be around \$2M to build, with around \$100K in expenses that will hit this year's budget. The initial few years will only be for ACNP clients; however, will eventually be sold to the market. FY2022 was an exceptional year for PMG, and despite spending over \$100K in the AMS product consulting and legal fees, this year's pre-tax profit will be around \$1M. As reported during the 2021 Annual Meeting, PMG implemented a new Level 5 Leader Program. This program is a six-month program where staff is divided into multiple cohorts to ensure different behavioral styles and different teams are mixed together. Each month the cohort reads a book that builds on a previous lesson from the training. S. Timm advised that this year was PMG's first engagement survey. She stated that PMG's engagement was at 80% while the international average is 20%. The Senior Leadership Team took the survey results and held focus groups with the staff and reported back to the Executive Leadership. In September, PMG held their 2nd annual staff retreat where the staff was able to team build

by rope climbing and then had presentations with different speakers. S. Timm reminded Council that PMG started Green Solutionaries, where calculations were developed by working with hotels on how to calculate the carbon offsetting. PMG found that a lot of companies were taking donations for carbon offsetting and using a lot of the donation on their overhead. PMG can now calculate the carbon offset and propose back to boards in different societies. The charities PMG selected to work with either have a 0% overhead fee or a very low overhead fee of 15%. These charities include Charity Water, One Tree Planted and Heifer International. S. Timm reminded Council that the College donated money to make the 2021 Annual Meeting carbon negative in Puerto Rico. Council decided during the summer meeting to split the donation between Charity Water and One Tree Planted.

8. ***Diversity & Inclusion Officer*** – Council reviewed the submitted nominations for the inaugural Diversity and Inclusion Officer. As a reminder, the Diversity and Inclusion Officer will ensure all decisions made by Council are through a lens of diversity and inclusion. The Diversity and Inclusion Officer will represent all members and prospective members from the underrepresented minority community, LGBTQ+ community, and those with disabilities. The Diversity and Inclusion Officer will be a voting member of Council and the Executive Committee. The Diversity and Inclusion Officer will sit as the Council liaison on the Diversity and Inclusion Committee and the Membership Committee. The first Diversity and Inclusion Officer will be selected by a vote of Council from nominations made by the Diversity and Inclusion Committee from a listing of Fellow and Fellow Emeritus Members who ideally identifies as a URM, LGBTQ+, or someone with a disability. The second Diversity and Inclusion Officer will be elected by the full membership based on the criteria for officer elections outlined in Article XII, 3. Self-nominations to the Nominating Committee are also encouraged for this position. Out of the suggested candidates from the Diversity and Inclusion Committee, only two candidates agreed to be considered for this position. Council agreed both were very strong candidates. Council agreed that Jared Young's statement was very compelling in terms of his previous expertise and has been very visible in supporting diversity. It was also stated that Cynthia Crawford works at an institution that serves underrepresented students. It was stated that J. Young is already impacting the College based on his participation on committees and this would provide an opportunity for C. Crawford to support the College in this role. There was a motion, second and all approved to select C. Crawford as the inaugural Diversity and Inclusion Officer. K. Ressler volunteered to advise C. Crawford and J. Young during the annual meeting. The Executive Office will send formal letters after the annual meeting.
9. ***NIH Definition of Underrepresented Minority (URM)*** – Council previously discussed the definition of an underrepresented minority based on feedback received from the Education and Training Committee to consider including LGBTQ+, scientists with a disability, and scientists from a disadvantaged background as an underrepresented minority for next year's travel award applications. In the past, Council has agreed to continue to use the NIH definition of a URM which included African American, Hispanic, Native American and Pacific Islander. The Notice of NIH's Interest in Diversity states that individuals from racial and ethnic groups that have been shown by the National Science Foundation to be underrepresented in health-related sciences on a national basis, individuals with

disabilities, who are defined as those with a physical or mental impairment that substantially limits one or more major life activities, as described by the Americans with Disabilities Act of 1990, individuals from disadvantaged backgrounds who meet two or more of the following criteria: were or currently homeless, were or currently in the foster care system, were eligible for the Federal Free and Reduced Lunch program for two or more years, have/had no parents or legal guardians who completed a bachelor's degree, were or currently are eligible for Federal Pell grants, received support from the Special Supplemental Nutrition program for women, infants, and children (WIC), or grew up in a U.S. rural area or a Centers for Medicare and Medicaid Services designated low-income and health professional shortage area, and women from the above backgrounds. It was stated that the NIH is currently reviewing the consideration to include LGBTQ+ individuals. S. Timm advised that this was last addressed with Council at the 2019 Annual Meeting with a lot of robust discussion around the topic; however, Council made the decision to only add LGBTQ+ individuals and scientists with a disability to the Diversity Invitation Bank and not to the definition of underrepresented minorities in the Travel Award program. Council's reasoning was to not dilute our efforts for underrepresented minorities. One suggestion was to charge the Diversity and Inclusion Committee with proposing a minimum number of applicants to accept for each underrepresented community in science. It was also recommended to change the language from 'underrepresented minority' to 'underrepresented population'. Council agreed to charge the Diversity and Inclusion Committee with proposing the recommended terminology that should be used instead of underrepresented minority and define the definition of this new terminology and what groups it would include. This will be placed on a future call once the Diversity and Inclusion Committee has placed together a proposal.

10. Language and Nomenclature Working Group – C. Zarate advised that the Constitution and Rules Committee discussed the Language and Nomenclature working group's recommendation to replace the ACNP membership category term, Fellow. The definition of Fellow in the dictionary is "a man or boy". 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 Constitution and Rules Committee were all in agreement of consulting the membership about replacing the term Fellow, and recommended the alternative term, Tenured Member. The proposed new ACNP ranks would be Associate Member, Member, Tenured Member, and Emeritus Member or Emeritus Tenured Member. C. Zarate reminded Council that this would be a bylaws change that would require a vote by the voting membership. Council discussed and all were in favor of using the term, Chartered Member.

11. Technology in Psychiatry Summit – K. Ressler advised Council that McLean Hospital has hosted the Psychiatry Summit (TIPS) virtual meeting the past few years. They are proposing to host this meeting as a pre-satellite meeting either pre or post ACNP Meeting. The request would be to use the ACNP meeting space; however, the conference would be independently funded. It was questioned if this satellite conference would impact the conference hotels, and S. Timm advised that the Executive Office would have to contract more rooms with the hotel and would not affect main conference days of Sunday and Monday. It was questioned how many ACNP members would attend this meeting. It was advised that some members would

attend and there would be a potential connection with the new NPP open access journal. It was also stated that some attendees of TIPS would not have an invitation to the ACNP meeting. It was questioned if this satellite meeting would be held pre or post ACNP meeting. S. Timm advised that it depends on meeting space and guest room availability with the hotel. K. Ressler advised that in the past this meeting was a two-to-three-day meeting; however, it would be condensed to a one-day meeting. K. Ressler advised that he would discuss the idea further with TIPS leadership and provide additional information in January to Council.

Information Items:

12. Submitted Committee Reports – Council reviewed the submitted committee reports.

13. Women’s Committee Report – Council reviewed the Women’s Committee Report.

14. ACNP Website Report – Council reviewed the Website Editor’s Report.

15. Diversity, Equity and Inclusion Training – The College, in partnership with the Opioid Response Network (ORN) held two complimentary, web-based diversity, equity and inclusion training. Session 1, *Developing a Shared Language for Diversity, Equity and Inclusion*, was held on Monday, October 10th. Session 2, *Systematic Racism and Substance Use Disorder: Anti-Racist Strategies*, was held on Monday, October 24th. There were 10 members on the first training and 11 members on the second training.

The meeting concluded at 12:58 PM Mountain Time.