

**ACNP Council Meeting Minutes  
Wednesday, December 7, 2022  
7:00pm – 9:30pm Mountain Time  
Desert Conference Suite 2**

*Kerry Ressler, Presiding*

Deanna Barch  
Carrie Bearden  
William Carlezon  
Ellen Leibenluft  
Helen Mayberg  
Colleen McClung  
Marina Picciotto  
David Rubinow  
Rita Valentino  
Carlos Zarate

Executive Director: Sarah Timm  
Staff: Erin Shaw

Apologies: Linda Brady

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

- 1. Diversity and Inclusion Committee Report and Proposal*** – Marisa Spann and Sade Spencer presented the Diversity and Inclusion Committee report to Council. They advised that there is still a relatively low number of underrepresented minorities applying for membership to the College; however, the acceptance rates of those who apply are high. Council requested for the Diversity and Inclusion Committee to address the issue of the College not receiving many applications for membership from the URM researchers. It was stated there seems to be a disconnect as the number of annual meeting attendees who identify as URM are rising; however, the same is not reflected in the number of membership applications. One of the suggestions was to target the Travel Awardees and provide information in the annual meeting program on ACNP membership and how to become a member. Another suggestion was to provide more information to new attendees at the meeting as they may only see this as another meeting and not understand why there is a membership involved. R. Valentino advised that when she was chair of the Women's Committee, she charged all committee members to support one woman for membership to the College that year and saw the number of women applicants rise. It was questioned how the College could make URM's feel more welcome at the annual meeting as a first-time attendee. One suggestion was to offer a meeting mentor to all URM trainees. The Executive Office advised that all URM trainees were provided a meeting mentor if they wanted one. The chairs advised that there were open networking tables, sponsored by the Diversity and

Inclusion Committee, during lunch on Monday, Tuesday, and Wednesday which had great engagement. The committee member volunteers are placing together a report after the annual meeting.

M. Spann and S. Spencer thanked Council for their continued support and for approving the BIPOC/LGBTQ+ reception and sub-groups of the 2023 Diversity and Inclusion Committee. It was stated that the co-chairs of the subcommittee will need to be a member or Associate Member of the College; however, the subcommittees could engage non-members in their meetings. The co-chairs of the subcommittees should report back to the chairs of the Diversity and Inclusion Committee. Council and the chairs discussed if LGBTQ+ individuals should be included in the College's definition of a URM. S. Timm advised that this was previously discussed by Council during the 2019 Annual Meeting, and Council agreed they did not want to dilute the previous efforts made to include URMs in the College. However, the Council did approve at that time to add LGBTQ+ and scientists with a disability to the Diversity Invitation Bank. The chairs of the Diversity and Inclusion Committee shared the same concerns as Council. It was questioned if there could be a minimum number of URM and LGBTQ+ individuals that are accepted as Travel Awardees as separate categories would not hurt URM individuals. The chairs of the Diversity and Inclusion Committee agreed this may be a good solution to recognize the LGBTQ+ community. It was requested to see how many URM and LGBTQ+ individuals have applied for Travel Awards in the past and how many attended the annual meeting. The Executive Office will provide that data for an Executive Committee call in January. S. Timm advised that any changes to the current policy will need to be finalized by March 1<sup>st</sup> as Travel Award applications open in March. It was suggested to add five spots for LGBTQ+ individuals in the number of travel awardees selected. Another suggestion was to provide a slot in the annual meeting program for a panel on these issues. M. Spann and S. Spencer advised that the Diversity and Inclusion Committee are also willing to have a subcommittee on individuals with a disability; however, the committee does not have as much information on this underrepresented community as compared to the BIPOC and LGBTQ+ communities. Council agreed this will be discussed further as well as other underrepresented groups during a future Executive Committee call and during a future Council meeting. Council thanked the chairs and Diversity and Inclusion Committee for all their hard work in 2022.

2. ***Future Annual Meeting Discussion*** – The Executive Office advised Council that the average age of in-person attendees is 49 and the average age for virtual attendees is 60 for this year's annual meeting. It was questioned if Council wants to continue the same hybrid meeting format in the future. S. Timm advised that all presenters were required to attend and present in-person this year. S. Timm also advised that including the live streaming of all sessions for the virtual attendees adds an additional \$100K to audio visual costs. Council requested for the Executive Office to review the 2022 registration list and see how many of those attending virtually were from outside the United States and how many were URMs. Council requested to continue the virtual option as it increases inclusivity and helps reduce the carbon footprint of the meeting; however, agreed that all presenters should attend in-person. A concern was raised that some in-person attendees watch sessions from their guestroom so there is less attendance in the meeting room which can be a

disappointment for the early career presenters. It was questioned what the audio-visual cost would be to record all sessions for virtual attendees, but not have them available for live streaming which would eliminate the option for Q&A for virtual attendees. Council requested for the Executive Office to review options to be more financially conservative and requested reports for how many virtual attendees watched the session live vs. watching the recorded session. Another suggestion was to request all presenters provide a back-up speaker in their initial submission in case they are unable to attend last minute due to illness, etc. as this happened several times this year and the Program Committee chairs had to approval all changes. This will be discussed on a future call.

S. Timm advised that annual meeting attendance for in-person attendees was just under 1,900 people. She reminded Council that the plan will be to cap the number of invited guests once we have reached 2,000 attendees which will probably go into effect for the 2024 Annual Meeting. Council was reminded that invited guests would be first come, first served; however, we would still allow the virtual option. It was requested to not cap the Diversity Invitation Bank and past travel awardees.

Council also discussed if a task force should be created to discuss future meeting locations. S. Timm advised Council that the College is very limited to properties that are not in convention centers and that there are only two locations that are not in conservative states or cold locations. The task force could consist of members of Council and individuals from the Diversity and Inclusion Committee. Another suggestion was to revisit the meeting attendance requirement for members. Council requested to schedule a virtual meeting in the spring to discuss annual meeting locations and membership keeping the discussion in line with the Strategic Plan.

3. ***Emeritus Age*** – The Executive Committee discussed in February the advantages of moving more members to emeritus status, particularly that this would open up more membership slots, and that there is no downside to becoming an emeritus member as they have the same benefits of a full member. The following shows the amount of dues income that would be lost if all members and fellow 60 and over moved to emeritus status.
  - a. \$147,600 Dues income lost if all members 60 years of age and older move to emeritus status. (369 members)
  - b. \$87,600 Dues income lost if all members 65 years of age and older move to emeritus status. (219 members)

It was stated that eligible members may not take advantage of the emeritus status because they do not understand the benefits or that they equate the word ‘emeritus’ with being ‘retired’. Council agreed to separate the eligible members for emeritus into thirds and send personalized letters to the oldest third about the benefits of moving to emeritus status in 2023 and then the other two-thirds in 2024 and 2025.

4. ***Finalize Use of Funds*** – As a reminder on Saturday, Council approved the following initiatives for use of funds for FY24.

- a. ***American Brain Coalition Proposal*** – Council approved the request for \$20K from the ABC.
- b. ***ALBA/ACNP Partnership Proposal*** – Council approved \$32,500 for the ALBA/ACNP partnership. *There will be an additional \$2,500 cost for a travel award to attend our meeting as part of the sponsorship.*

On Tuesday night, Council discussed the Career Development Committee's proposal to provide a lottery system where early career faculty can apply for funding as a complement to the Travel Award Program. The funding would be based on need and enriching the meeting either through diversity or knowledge. Council agreed to request the Career Development Committee to finalize the requirements for the lottery and the process for reviewing before final approval.

Council also discussed reducing the annual meeting dues and registration rate for members who fall into the Low and Lower Middle-Income categories on the World Bank income classifications. Council agreed to charge the Global Task Force to finalize the formal proposal and to determine if need based scholarships for global participants should be developed. The Executive Office will provide data to the Global Task Force on the number of international members and 2022 Annual Meeting attendees.

There was a motion to approve the use of funds as it stands, a second, and all of Council were in favor.

5. ***International Involvement*** – Council discussed the College's mission with respect to international involvement in organizations and promoting science internationally. One suggestion for a future use of funds proposal was to consider supporting neuroscience schools that are two-week courses given in Africa. It was advised that Tracy Bale and Peter Kalivas are involved in this, and a potential donation could be around \$30K to \$50K. It was suggested to discuss this initiative with the AfCNP and/or Peter Kalivas and request a formal proposal. The new Global Task Force could review the proposal prior to Council's review. A charge for the new Global Task Force could be to review and make a proposal on international initiatives that the College should be involved in. One of the goals of the new committee could be to continue global outreach by utilizing the virtual meeting invitations.
6. ***Discuss NIH Wages for Post Docs*** – H. Mayberg advised there has been much discussion among post docs at the meeting that current pay line established by NIH is not sufficient in today's economy. It was questioned if there were any ideas on how the College could bring forward this information such as working with the American Brain Coalition on lobbying to the National Institutes of Health. It was advised that the increase in pay could be based on location as it is more expensive to live in certain places. S. Timm volunteered to schedule a call with Katie Sale with the ABC, Marina Wolf as the ACNP representative on the ABC Board, K. Ressler, and the 2023 Liaison Committee chairs to discuss this concern. It was stated that some individuals are leaving for jobs where they can make more money and the field is losing post doc researchers. S. Timm will provide an update on the discussion with ABC on a future call.

7. ***Presidential Initiatives for 2023*** – K. Ressler reminded Council of his 2023 presidential initiatives that he presented at the Business Meeting which include the following:

- a. Inspiring next-generation academic-industry-government conversations for translation of neuroscience discoveries to novel interventions
- b. Empowering new approaches to enhance robustness and predictability across model systems to de-risk translation and transform understanding of human neuroscience and pathology
- c. Enhancing innovative technologies and approaches to digital and quantitative phenotyping across patients and model systems, including roll out of the new journal, *NPP-Digital Psychiatry and Neuroscience*
- d. Continuing important ongoing College initiatives including:
  1. Continue and expand diversity initiatives such as the URM Near Peer Mentorship Program, DEI Officer, LGBTQ+ initiatives, among others.
  2. Continue to expand clinical research initiatives
  3. Expand global outreach and engagement of international societies.

K. Ressler questioned if the College should consider hosting FDA workshops or Office of Technology Transfer workshops to help further develop the field and engage industry. It was stated that the study groups were very interactive, and discussion focused during this year's meeting. It was questioned if some of the study groups on translational research and industry could translate into interest groups throughout the year and report back at the next annual meeting.

***Information Items:***

8. ***2023 Summer Council and Program Committee Meetings*** – The summer Council meeting will be held virtually on Saturday, July 15, 2023, from 10:00am – 2:00pm Eastern. The Program Committee will meet virtually on Monday, July 10, 2023.
9. ***2023 EC/Council Call/Meeting Schedule*** – Council was provided the 2023 Executive Committee (EC) and Council meeting schedule.
10. ***2023 URM Near Peer Mentorship Program*** – Council reviewed the 2023 URM Near Peer Mentorship Program mentor/mentee pairs.

The meeting concluded at 8:50 PM Mountain Time.