

ACNP Council Meeting Minutes
Saturday, December 7, 2024
9:00am – 2:00pm Mountain Time
Desert Suite 4/6

Helen Mayberg, Presiding

Deanna Barch
Bill Carlezon
Cynthia Crawford
Neill Epperson
Rita Goldstein
Yasmin Hurd
Colleen McClung
Lisa Monteggia
Marina Picciotto
Kerry Ressler
David Rubinow
Rita Valentino
Carlos Zarate

Executive Director: Sarah Timm
Staff: Erin Shaw
Ciana Centurion

Council-Elect: Susanne Ahmari (Council-Elect have voice but no vote)
Dost Ongur

Associate Members: Tamar Gur (Associate Members have voice but no vote)
Jibran Khokhar

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

1. ***NPP Journal Report*** – Tony George and Lisa Monteggia presented the NPP Co-Principal Editor’s Report. Council thanked T. George and L. Monteggia for their leadership of the journal this year. The 2024 goals were:
 - Continue to ensure NPP is a preferred venue for publishing the best psychiatric neuroscience research.
 - Continue to strengthen NPPR with the continued excellence in themes and contributors.
 - Recruit highly engaged and knowledgeable scientists to Senior Editor and Editorial Board positions.

NPP increased diversity on the board, including more women, minorities, and international members; three new members were added for 2025. The new Senior Editors in 2024

included Matt Hill, Ziva Cooper, and Leah Mayo (Social Media Editor). The 2024 accomplishments included:

- The NPPR 2024 issue on *Rapid Treatments* that was highly praised and cited.
- Two published early career commentaries in 2024 on a range of topics.
- “This Week in NPP”, weekly online summaries of AOP publications, which have excellent uptake and have increased the visibility of NPP.
- The Clinical Trials Project where clinical submissions now approximate 50% of NPP manuscripts.
- The recruitment of two NPP interns Haley Thorpe and Lucas Trambaiolli to the Special Projects Team who were led by Briana Chen.
- The Monthly Podcasts (Brainpod) which are in the top 10% of science podcasts on social media.

The Impact Factor in 2023 was 6.6, which is a decrease from the 2022 Impact Factor of 2022. However, a similar decrease in Impact Factor was noted across comparable journals. NPP is ranked #17 of psychiatry journals (94%), #20 of 354 pharmacology and pharmacy journals (94.5%) and ranked #29 of neuroscience journals (90.8%). NPP’s CiteScore has increased to 15.0 from 14.0 in 2022. NPP is expected to receive approximately 1,250 to 1,300 submissions in 2024, which is a 20% increase from 2023. Carolyn Rodriguez and Charles Zorumski served as the 2024 NPPR Co-Editors. The 2025 NPPR issue is titled, *Visualizing The Neural Mechanisms of Mental Illness: Advancing Molecular, Cellular, and Systems Neuroimaging*, with Deanna Barch and Conor Liston as Volume Co-Editors. Council congratulated L. Monteggia and T. George on a great year for the journal.

2. **DPN Journal Report** – B. Carlezon presented the Principal Editor’s report for DPN. The journal is still in its launch phase but progressing nicely. DPN has published online 20 papers to date. The acceptance rate is just over 50% but that may reflect a prevalence of invited papers as it is still challenging to get submissions without an impact factor. B. Carlezon reported that they have begun a new submission type titled Registered Reports. This is a two-stage report for authors that intend to conduct a study and will submit their methodology for peer review. The author agrees to publish the paper regardless of the outcome of the study. DPN has also begun a new submission type called First Primer. This submission type describes a neuroscience concept for psychiatrists to understand with the goal aligning communication between neuroscientists and psychiatrists. B. Carlezon also reported that DPN is now indexed on the Directory of Open Access Journals. This allows librarians to recognize DPN and add it to their institute’s collection. Goals for 2025 include:

- Continue the current trajectory to receive an impact factor.
- Publish 40 or more papers.
- Obtain indexing in PubMed Central, Scopus and Web of Science.
- Continue and grow marketing efforts.

Council congratulated B. Carlezon on his service.

3. **Treasurer’s Report** – D. Rubinow presented the treasurer’s report and updated Council on the College’s financials. Council was provided with the balance sheet and income statement as of October 31, 2024. They were also provided investment reports from Wells

Fargo, Charles Schwab, and Vanguard. Council also reviewed the completed audit from the 2024 fiscal year end. D. Rubinow reminded Council that the College is conservatively invested but that the stock market continues to grow. The NASDAQ has increased by almost 35% this year. ACNP's total net assets were \$24M as of October 31, 2024. Investments alone have grown 8% between March 31, 2024 and October 31, 2024. ACNP is well diversified in its investments including our building, PMG, and other investments. D. Rubinow addressed the need to develop a policy for how much money the College should keep in reserves. This will be a topic of discussion in the Wednesday Council meeting. Council thanked D. Rubinow for a great job.

4. ***Use of Funds Report*** – D. Rubinow presented the report on special projects that Council has approved for funding for the current fiscal year. As background, the College calculates the total income from dividends and interest in our investment portfolio from the previous year and allocates those funds to projects that grow the College's mission. This year we have dedicated just over \$500K toward these projects. The projects include funding for the American Brain Coalition, the APA Research Colloquium, ALBA, NNCI, the Africa Neuroscience School, ACNP journal initiatives, and Biomedical Research Awareness Day. Additionally, the College set aside over \$300K to fund travel awardees and trainees to come to our meeting. Council reviewed the following initiatives that requested funding this year.

- ***ACNP Support for American Brain Coalition*** – The ABC is requesting \$50K in funding in 2025. Last year, the College gave ABC \$30K in funding. The College has been funding ABC to assist the College with advocacy on the hill including congressional neuroscience caucus briefings, Hill Day events and grassroots advocacy initiatives to increase funding for NIH, the BRAIN Initiative and developing an FDA Neurology Drug Program. Council tentatively approved funding the ABC at a level of \$50,000 for FY 2025. Council would like the ABC to address the issues surrounding stigma this year and for the staff and Liaison Committee to develop a plan for the use of the funds in 2025 with the ABC and report back to Council.
- ***ALBA/ACNP Partnership Proposal*** – Council reviewed the proposal from the ALBA Network for support in 2025. ALBA has requested \$36,500.00 for a core partnership which includes an ALBA Travel Award exchange, an ACNP Interview Series with senior ACNP women members, and an inclusive language initiative. Council suggested that ALBA connect with B. Carlezon, who has been working on the issue of stigmatizing language. Council tentatively approved the funding proposal but requested further clarification on how the College's contribution would be used to align with ACNP's mission. S. Ahmari agreed to work with the ALBA leadership on a revised proposal. Council would like for ALBA to have a display table or poster at next year's meeting to promote their initiatives.
- ***American Psychiatric Association Proposal*** – Council reviewed the proposal from the American Psychiatric Association (APA) to continue the College's support of the APA Colloquium at a rate of \$20K for 2026, 2027 and 2028. The Colloquium is

a two-day event where participants meet with and receive guidance from top researchers and academics in the field; mentorship, information on research career development and grantsmanship, and networking with senior researchers; and pre- and post-event webinars on the program, research updates and career guidance. The ACNP funds the Colloquium with APA and SOBP. There were some concerns with funding last year as APA had reduced administrative support for the program. Diana Clarke had advised that administrative funding had been restored. Council agreed to support the program for three years but did ask APA to provide data in their report next year that tracks the number of colloquium graduates that have gone on to become ACNP members.

- ***Foundation for Biomedical Research Proposal*** – The Foundation for Biomedical Research submitted a proposal for funding in 2025. The Animal Research Committee chairs, Zoe Donaldson and David Jentsch, reviewed and recommended to only provide \$1,500 to \$2,000 instead of the requested amount of \$15K. Council reviewed the proposal and agreed to increase our contribution to the Founder Level for FBR to support the general mission of FBR, but to not directly support the Making Medicine educational campaign for K-12 students. The focus of the program seemed to focus on non-human primates. Council requested for D. Jentsch and the Executive Office to schedule a conference call with Matt Bailey with FBR to discuss future collaborations. Council would like the Animal Research Committee to work more closely in 2025 with FBR and the ABC on any legislation that impacts research progress. Council would also like the Animal Research Committee to be aware of the changes/restrictions on animal research in Europe and Canada as they seem to be further ahead than the US. It was suggested to create a sub-committee consisting of the Animal Research Committee and Liaison Committee to research and track this.

5. ***Participating Corporation Applications*** – It was questioned whether the College has begun requiring a letter from a member who is unaffiliated with the participating corporation. Council was advised that the updated Participating Corporation Guidelines will be in effect in 2025. It was advised that Council looks for whether there is participation in the annual meeting and an alignment with the College’s mission. It was stated that the College can play an important role in holding these companies to a higher standard regarding their governance and policies, such as data privacy. It was asked whether the College re-reviews participating corporations if they have had leadership changes. S. Timm advised that the current policy only requires re-review if a participating corporation does not elect a level of support for two consecutive years of annual meetings. It was noted that all participating corporations are asked to agree to the ACNP Code of Conduct when their corporate representatives register for the annual meeting. The Liaison Committee will re-review and make a recommendation to Council about the current Participating Corporations applications starting in 2025. There is not a formal mechanism for re-review, but this is something Council agreed to develop. Council reviewed participating corporation applications from Beacon Biosignals and Magnus Medical and the program requirements. Council approved Beacon Biosignals and Magnus Medical as participating corporations.

Council was advised that during the November EC Meeting, the Executive Committee proposed two updates to the Participation Corporation Program Guidelines and application requirements. Previously, the application required a brief description of the company, but the Executive Committee proposed that the brief description should also include the number of employees. Additionally, the Executive Committee proposed that the Participating Corporations should not promote their involvement in the ACNP Participating Corporation Program. Council approved these changes.

6. Review Strategic Plan – L. Monteggia presented Council the new Strategic Plan. She framed several issues that the Strategic Planning Task Force discussed over the last year. The task force discussed the challenges with the growth of the meeting and how the College could maintain the atmosphere of the meeting. The invited guest invitation cap was discussed for the meeting as well as a discussion on a reduction in the number of members accepted to the College each year. The task force also discussed the number of travel awardees and past travel awardees attending the meeting. They agreed on the importance of the program but did note the bottleneck it was creating for entry into the College. The Education and Training Committee chairs have addressed this bottleneck and will be proposing a change to the program. Council reviewed the goals (listed below) and objectives for each goal.

- Goal 1: Excellence for College Membership – The College will include the most respected, diverse scientists focused on disorders of the brain, and these Members will present at the Annual Meeting while working to enhance the careers of talented investigators by providing mentorship and guidance.
- Goal 2: Annual Meeting – The ACNP Annual Meeting will be consistently acknowledged as an exceptionally stimulating forum that provides attendees with opportunities to easily connect with one another and broaden their understanding of emerging research advances while providing the opportunity for early career scientists to emerge as future leaders in the field.
- Goal 3: Publications – NPP, NPPR, DPN, and the ACNP website will continue to increase the impact of the journals and their value to our members while disseminating cutting-edge and diverse research in our field through our journals, website, and social media.
- Goal 4: Collaborative Relationships to Elevate the Field – Through collaborative relationships with academia, industry, government, and patient advocacy organizations, the College will be viewed as a valued resource and disseminator of information on brain disorders and their treatments.
- Goal 5: Financial Stability and Use of Reserves – Earnings from investments and/or the investments themselves will first be used to ensure the stability of the College and then will be used to support programs and initiatives that advance activities important to the mission of the College.

Council also discussed the need to have the ACNP Website Editor, Todd Lencz, present a report to Council annually. He will be asked to present next year. The Scientific Communications Committee was also discussed. The committee would like to be more forward facing with the media; however, Council will need to give them more direction.

There was discussion about developing an annual themed story working with an advocacy partner on an emerging scientific topic for our field, clinicians, the public and policy makers. Council did like this idea and will suggest to the Scientific Communications Committee.

Council approved the strategic plan and asked the Executive Office to begin implementing the plan. Council thanked L. Monteggia for her leadership of the Strategic Planning Task Force.

7. ***Report from UNGA Brain Health Days*** – Council reviewed the report and proposal from Bita Moghaddam regarding hiring marketing professionals to communicate our message. S. Timm advised that the Ad Council, recipient of the 2024 Media Award, partnered with another organization that Parthenon Management Group manages, Stop Stigma Together, which creates a very active coalition of advocacy partners and organizations like ACNP to destigmatize mental illness and substance use disorders. Council agreed that B. Moghaddam’s idea to link mental health to brain health interests the College. However, social determinants of health factors must also be considered. S. Timm advised that the College had worked with a PR firm, but in the end, Council did not see the return on the investment. The PR firm assisted with media training and press releases. It was noted that this is not the College’s expertise, so it may benefit the College to partner with other organizations to be more impactful. S. Timm proposed that the College engage with Mark Rappaport to discuss partnering with the Stop Stigma Initiative. Council agreed that the College should be a provider of expertise rather than a promoter of outreach, and this is important to communicate to the committees and task forces as well. N. Epperson volunteered to assist with the development of the partnership. The Executive Office will follow up with B. Moghaddam to advise of the plans.
8. ***Discuss the Role of Regulators in the ACNP and Annual Meeting*** – Council discussed the role of regulators (e.g., FDA scientists) in the ACNP and annual meeting. It was questioned whether there is data on how many people from government apply for membership in the College and their acceptance rates. S. Timm advised that we have collected that data, and that applicants from government submit a different form when applying for membership and are asked to explain why their membership would be applicable to the College. While applicants from government have a different portfolio, the College welcomes FDA scientist members as this is part of the broader strategic plan to expand the organization.
9. ***Consider a Policy for Venture Capitalists Attending the ACNP Annual Meeting*** – Council was asked to consider whether they would like to set aside a certain number of invitations for venture capitalists to attend the ACNP Annual Meeting, allow venture capitalists to attend only if members use their guest invitation, or not allow the attendance of venture capitalists altogether. Council discussed the potential benefits and dangers of such a policy. A motion was proposed that the College should not have a policy of policing members’ use of their guest invitations but will not offer additional invitations for venture capitalists who would like to attend the ACNP Annual Meeting. The motion was seconded and approved.

10. Travel Award Level Changes – Council reviewed the proposed changes to the Travel Award levels from the Education and Training Committee chairs, Dawn Ionescu and Josh Roffman, based on the new Strategic Plan. The data presented shows the more senior a travel awardee is when awarded, the more likely they are to obtain membership in the College. Council discussed that bringing more junior researchers to the meeting was a past goal to interest the next generation in research careers. All agreed attracting researchers to the field does not seem to be an issue and that many other meetings, like SOBP and SfN are serving this role. Council agreed to eliminating the clinical student category and changing the qualifications for both junior and senior awardees in order to attract researchers a bit later in their career. Council approved the below changes to the submission categories:

- Eliminating the Clinical Student Level
- Changes to the Junior Level:
 - Change Junior Level to include all individuals who are below Assistant Professor level or equivalent and remove the requirement that they be currently engaged in research training.
 - Change the terms ‘Final training’ to ‘Terminal Training’
 - Change the Terminal Training definition to indicate that for clinicians it will be counted from the final year of their residency or fellowship (clinical or postdoctoral), whichever is later.
 - Add a statement to the Junior level of “Doctoral-level students (e.g., those in school to earn a Ph.D., M.D., D.O., Psy.D., etc.) are permitted to apply as Junior Level applicants, but most awardees in this category are anticipated to have doctoral degrees.”
- Changes to the Senior Level:
 - Change verbiage of ‘not an R01 awardee’ to ‘who have not received an R01 or other large, independent grant (e.g., U01) as PI or multi-PI.’
 - Change the term ‘Final training’ to ‘Terminal training’
 - Change the Terminal Training definition to indicate that for clinicians it will be counted from the final year of their residency or fellowship (clinical or postdoctoral), whichever is later.
 - Change the time past terminal training eligibility from 5 years to 7 years. This accounts for significant delays many people experienced since 2020 due to the pandemic. This may need to be revisited in a year or two.

Council also discussed the Travel Award program regarding the number of invitations for future meetings and funding provided for additional meeting years.

- **Duplicate Funding** – As the funding programs stand, if a URM Near-Peer Mentee also receives a Travel Award, they are eligible to receive approximately \$14,500 in funding to attend meetings in person and receive invitations for a total of 11 years. Council agreed that if a current URM Near-Peer Mentee (in their mentee year) receives a travel award, they can defer the travel award funding to the following year. If a PAST URM Near-Peer Mentee (after their mentee year)

receives a travel award, they can use the travel award funding and NOT get the \$1,000 funding since the meeting will be fully funded. The \$1,000 cannot be deferred. They can apply for additional funding in the following two years of their travel award. Council also agreed that these awardees may defer up to one year due to medical reasons. Once a URM Near-Peer Mentee receives a travel award they will receive the number of invitations to following Annual Meetings for the travel award program and NOT be able to add the remaining Near Peer Mentee invitations.

- **Past Travel Awardee Additional Funding for Historically Excluded Groups** – Council reviewed that awardees from historically excluded groups are eligible to apply for full funding for two years following Travel Award Year. Council discussed and agreed to offer one year of funding to ALL past travel awardees if they qualify after a review of their career trajectory. Medical deferments can be approved for only one year.
- **Rejected Travel Award Applicant Invitations HEG** – Travel Award applicants from historically excluded groups who score below 3 but were not awarded a Travel Award receive a waived registration invitation to the Annual Meeting. Council agreed to table this item for a discussion after our diversity initiatives are examined further.

During the discussion, Council also agreed to shorten the number of years of invitations offered to a travel awardee. Rather than receiving four years of invitations post meeting, Council agreed to only offer three years of invitations moving forward in 2025.

11. Definition of Historically Excluded Groups – Council was reminded that ACNP defines historically excluded group as Blacks or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiian and other Pacific Islanders, individuals who identify as LGBTQIA2S+, individuals with a disability, and individuals from disadvantaged backgrounds as [defined by the NIH](#). The economic systems in other countries such as Canada and Europe do not compare to the NIH's definition of a disadvantaged background. It was noted that this definition does not accommodate international scientists. This definition will be reviewed and addressed by the task force.

12. Relationship of PMG and ACNP – S. Timm reviewed the report provided by Jacqueline Henson, Baker Donelson, Bearman, Caldwell, and Berkowitz, PC, regarding the relationship between PMG and ACNP. Since PMG and ACNP maintain separate boards of directors and PMG only contributes 10% of their pre-tax profits to the College, both are considered separate entities and are covered legally.

13. Executive Office Report – S. Timm presented the Executive Office report to Council. She advised that ACNP has had two additions to its staff this year. Last winter, Rebecca Shannon, who supported the new journal, DPN, and several of the committees, took a new opportunity at PMG to be a Meetings Content Manager. Ellen Roberts was brought onto the Executive Office team in July to fill Rebecca's role with DPN, and Megan Sieling

started in October to help provide committee support and additional support for NPP. S. Timm advised that with the expansion of work from the committees and their initiatives, we will likely need to add more staff members as the current staff is constrained with their existing responsibilities. In the coming year, if we are awarded the MOSAIC grant, we will need additional staff support from the grants department to manage the grant, but all costs of an additional employee will be covered by the grant. ACNP, in partnership with the College on Problems of Drug Dependence (CPDD), submitted a grant submission for the NIH MOSAIC grant in November 2022 and November 2023. The K99 program grant supports early-career individuals interested in research careers from underrepresented minorities. Societies receive grant funding to support career development programs, mentoring initiatives, and attendance at society meetings. S. Timm advised that we did not receive the grant but received helpful feedback from reviewers and resubmitted it in 2024. If funded, the program will begin in July 2025. This year, the Executive Office enacted the invited guest meeting cap in late September. Invited guest invitations were capped at 400 this year to keep the attendance at or around 2,000 attendees. To date, we have 2,260 registrations. Of those, 2,061 are in-person, and 199 are virtual registrations. We received push-back from several members regarding the use of their invitation who did not submit their request prior to the cap. The Executive Office will continue to remind members of the cap and the importance of using their invitation early. If we need to continue limiting attendance, Council may want to consider offering live stream content again.

14. PMG Report – S. Timm presented the PMG Report to Council. She reminded Council that PMG is a for-profit organization that the ACNP wholly owns. PMG does pay taxes, but it can give the College back 10% of its pre-tax profits. To date, PMG has 119 employees in 21 states and services 28 association management clients, 13 meetings-only clients, four grants management clients, and five consulting clients. New business includes four full-service management clients: the International Society of Traumatic Stress Studies, the American Association of Geriatric Psychiatry, the American Association for Pediatric Ophthalmology and Strabismus (AAPOS), and the Construction Specifications Institute (CSI). S. Timm advised that since taking on these organizations, PMG has been more selective in the proposals they are providing. PMG has just been awarded the Academy of Consultation-Liaison Psychiatry contract, which will begin with PMG in February 2025. PMG is offering a proposal to the Institute of Coaching, a larger organization presently based within McLean Hospital. Both organizations would bring sizable revenue to PMG. S. Timm advised that the new AMS build, Pillar, is complete with the base features. Five clients are on the product, and a sixth client is onboarding this month. She noted that PMG hoped to have more clients on the product by this time. However, they have experienced setbacks in development. PMG is still building new features to meet the needs of upcoming clients but is now recognizing the expense of development without the revenue anticipated. S. Timm stated that this will impact the financials more so next fiscal year. She reiterated that she believes the investment in Pillar AMS was the right decision for PMG and its clients since the AMS can be licensed in the future, offering significant growth opportunities for employees and profitability for PMG. She explained that ACNP will not likely move into the AMS until 2025 to allow further time for new feature development and testing. FY25 is shaping to be another healthy year for PMG, with year-end revenue projected to be \$12.5 million. The revenue and profitability for the last fiscal year were the

strongest to date because of the Employee Retention Tax Credit that PMG applied for last year and received due to the continued employment of staff during and just after the pandemic. Presently, PMG has just over \$1 million in investments and assets of just over \$4.7 million, a 63% increase over this time last year. PMG has developed a new strategic plan and has made minor changes to its core values and BHAG (Big Hairy Audacious Goal). The PMG Strategic Goals for 2025-2028 are to increase and diversify revenue to \$17.5 million while maintaining the core values of PMG, to recruit and retain a diverse workforce of key talent to meet the needs of PMG and the organizations they serve, to strategically analyze current and new business to ensure a mutually beneficial partnership which aligns with their values and culture, to successfully launch Pillar AMS to all internal clients and develop a plan for licensing Pillar AMS, and to develop strategic departments to streamline the work of their clients and create efficiencies. PMG has begun a deep dive into the Entrepreneurial Operating System (EOS) with a highly recommended consultant and has been able to launch the EOS fully. This provides clear measurables for the 3-year strategic plans that the leadership team tracks monthly, quarterly, and annually to ensure they are on track to meet the revenue, profitability, and strategic goals.

Information Items:

15. ACNP Website Report – Council reviewed the ACNP Website Report.

16. NNCI 10-Year Report – Council reviewed the NNCI 10-Year Report.

17. Charity: Water Report – Council reviewed the Charity: Water Report on the College's water project sponsorship. Council was reminded that the College provides funding to Charity: Water and One Tree Planted to offset our carbon footprint from our annual meeting each year.

18. FY25 Appropriations Sign-On Letter – Council reviewed the FY25 appropriations letter for animal research from the Americans for Medical Progress.

The meeting concluded at 2:02 PM Mountain Time.