



American College of Neuropsychopharmacology Bulletin

American College of Neuropsychopharmacology 545 Mainstream Drive, Suite 110, Nashville, TN 37228-1201
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Volume 11, Issue 5

ACNP President's Letter

Dear Members of the ACNP,

It's about time to hear from the ACNP president about what's happened from my perspective during the first half of my term and what's ahead till the end of our annual meeting. I have been busily learning the job as I go along, and I have come to appreciate more than I imagined how extraordinary and unique this



Daniel Weinberger, MD

college is. Serving at the pleasure of my colleagues, I have been very fortunate to have been granted by you this privilege and honor, and I hope to leave more pleasure than I take. I have come to be astounded by the commitment of our membership to the lofty mission of this college. I have been humbled by the effort and devotion of my colleagues on the council, by committee chairs and members, task force organizers, and countless ACNP members offering to give of their precious time and energy to further the business of this college. In the words of my predecessor, Carol Tamminga, "we are a group of clinical and basic scientists who find pleasure and gain in each other's company and who work together to advance a critical body of knowledge important to medical neuroscience. The College tackles problems related to its science in the laboratory, the clinic, the classroom, and in society." This about says it for who and what we are. It is worth reiterating. I hope to finish my term having led our college further along this path and welcome your continued support and advice along the way. *(continued on page 2)*

In this issue:

President's Letter 1

Journal Update 1

Upcoming Meetings 3

Announcements 4

Committee Membership
Information 5

Clinical Trials Committee
Survey 5

Notes from the Executive
Office 7

Hilton Waikoloa 8

Neuropsychopharmacology

Charles Nemeroff, MD, PhD

News from Neuropsychopharmacology

Neuropsychopharmacology, the official journal of the ACNP, is absolutely thriving! In the space below, I summarize some of the exciting developments that have occurred over the past year. First and foremost, of course, are the Institute for Scientific Information (ISI) Rankings by Impact Factor. In 2004, *Neuropsychopharmacology* had an impact factor of 4.941, ranking it 5th of 90 journals in psychiatry, 17th of 187 journals in pharmacology and 22nd of 198 journals in neuroscience. These high rankings are actually even better than they appear because journals comprised solely of review articles are always ranked high, e.g. *Annual Review of Neuroscience*. *(continued on page 4)*



President's Letter (continued from Page 1)

Anyone who serves on the council, and certainly an officer, is struck by the fact that the ACNP leadership and its administration seems to be busy. Just when we think we might have hit a lull, a new "issue" comes up related to our mission and our diverse interests.



In the past few years, there have been many such issues, ranging from purely scientific, e.g. how to identify promising new molecular targets for the development of a new generation of drugs, to educational, e.g. modernizing our literature, to shaping public policy, e.g. addressing congressional oversight of grant funding. Our approaches to these issues have varied, based on the details and the urgency of the problem, from task forces, to white papers, to new committees, and to employing outside contractors to help monitor and respond to public perception and policy. We have increasingly come to focus on the importance of public perception of our organization, and the implications of this perception on how our voice sounds in the education and policy arenas. We generally have moved in the right direction when faced with important issues of general concern to our membership, but often with difficulty, sometimes without impact, and occasionally after a mistake or two. Part of the reason for this, as I have come to learn, is that because we all have day jobs, our ability to respond as expeditiously and comprehensively as we might wish is limited. Council meets twice a year, and our executive committee, made up of myself and the past and future presidents, have a biweekly conference call with our administrative staff. We also have occasional ad hoc meetings as needed. While this may be about as much as we can do, it often is inadequate to address urgent issues that require a timely response. A recent example of this was an opportunity for the ACNP to come up with a rapid response to an IOM committee soliciting input about after market surveillance of adverse drug effects, an upshot of the SSRI and cox inhibitor controversies. Our infrastructure does not easily handle such a complex issue in less than a week. Fortunately, in this instance, we were able to ask Don Klein, who had been tracking and advising on this matter for over a year, to transform an earlier proposal he had made into a broader statement from the College. With a number of potential critical public policy issues starting to boil, we are working on a rapid response mechanism that will enable us to more effectively meet these challenges. This will likely involve rapid action by the president and our executive committee in close contact with our outside PR consultants.

One of the big challenges for any president is to pick from a smorgasbord of potential problems and decide what is not broken and what needs fixing. I will focus in this letter on a few that I have decided to tackle during my term. They include conflict of interest, reducing our financial dependence on the pharmaceutical industry, and increasing the operational authority of our committees. These issues were identified as primary objectives in our strategic plan developed during Carol Tamminga's term. I will also draw your attention to some of the upcoming highlights at this year's meeting and some updates about ACNP administration.

Conflict of interest is a hot buzz word in all corners of our world. It has become an understandable issue for the ACNP. The strong

recommendation of our membership, the council, our past presidents, and a centerpiece of our strategic plan is that we get out in front of this issue and establish clear guidelines for how we will identify COI and manage it within our college. There are generally four areas that we have focused on: COI for the general membership, for the officers of the college, for the editor of our journal, and for the field editors of the journal. We established a new committee, the publications committee, to oversee the activity of all college publications, including the journal, the web site, and the generation of progress books. Sam Enna has taken the chair of this committee and has produced an outstanding set of recommendations for council to consider on the future of the college publications and on COI standards. Specifically with respect to COI, after reviewing procedures at other comparable journals, they recommended strict guidelines for full disclosure and management of any potential conflicts involving all editors of the journal. Consistent with procedures at other high profile journals, they did not recommend a ceiling for outside activities for any of the editorial positions. Their justification for this policy is compelling and was unanimous within the committee. We will present these recommendations at the business meeting in December, and it is important that you express your view.

COI will be the subject of a workshop at the December meeting, but the focus will be different from in past years. We have designed a session aimed at being a user's guide to how to respond to accusations of conflict of interest, particularly when the facts are in doubt. While we all know of examples of COI in our field, we also know that COI vigilantism is growing, and this may actually pose a bigger threat to our scientific integrity than the rare cases of real conflict. Some of the accusations of COI that have involved our college recently have turned out to be less than clear, often involve the "appearance of conflict" and not real conflict, and are not easily judged. Nevertheless, when someone is the subject of such accusations and in some cases official investigations, the impact can be devastating. For the past 20 months, the intramural program of the NIH has been dragged through the mud and demoralized because of a series of such accusations and investigations, and a number of senior scientists have been subjected to secret investigations, trail by the press, lack of due process, and no opportunity to publicly present their side. It is doubtful that these trends will remain confined to the intramural program. We will try to discuss how a scientist or our college might respond under such attacks, including discussion from legal experts, government and industry scientists, and members of the press.

COI is an issue for the ACNP in considerable part because industry support is a majority of our funding. I have asked John Rush, chair of the finance committee, with the help of Irv Kopin, our treasurer, to follow up on work started last year under Biff Bunney's committee chairmanship to develop a financial plan that will dramatically reduce our dependence on industry support. This is another principle goal instantiated in our strategic plan. Working with Ronnie Wilkins, our executive director, they have come up with very promising pro formas for achieving this goal. We are working on the fine details and will present this also at the annual meeting. I believe John, Irv, Ronnie and the finance committee have developed a plan that will render industry support a minority share of our funding by 2010, if not before. This will be an important step in changing the public perception of the ACNP and in making our voice less susceptible to accusations of doublespeak.

President's Letter (continued from Page 2)

The council increasingly in recent years has referred important initiatives and delegated authority for action to our committees, e.g. oversight of publications to the publications committee, development of a clinical trials registry protocol to the liaison committee, financial restructuring to the finance committee. This is an inevitable development because the council cannot monitor and act efficiently on the ever growing business of the college. We expect to increase our dependence on committees to lead in various areas. In keeping with this approach, we have authorized some restructuring of the terms of committee chairs, so that more permanence and stability is built into the system. These changes have been approved by the constitution and rules committee and written into revised by-laws of the college that have been mailed to you for your vote to approve. We also have established a real time tracking system for committee activities that is available to college members on our web site. This is helping council and committee members track the progress of the committee agenda. Thus, each committee has its own tracking spreadsheet, complete with agenda items, action items, progress reports, and how each fits into the strategic plan for the college. Please go to the member's only area of the web site and check this out.

The highlight of our year is the annual meeting. I won the lottery with being president in Hawaii, and I hope to make this a not-to-be-forgotten experience. I want to acknowledge the outstanding job that Trey Sunderland did as chair of the program committee, and the members of the committee who came up with a very fine program. The Distinguished lecturer this year is Ron McKay, whose topic is: "Stem cells today and stem cells tomorrow." He promised me not to spare the politics, so it should be an enlightening event. The Presidential symposium is titled, "The complexity of complex genetics: Beyond genes and environment." I have selected a group of speakers who will tackle the difficult biological translation of how genes talk to each other and to the environment to effect complex behavioral phenotypes. I expect to learn a lot sitting in the audience.

Whatever progress we have made this year in moving the business of the college forward, it would not be possible without the steady hand of our gifted executive director, Ronnie Wilkins, and his very talented staff. In a moment of fancy, I flew to Nashville and visited our ACNP staff in their newly inhabited offices. I had a chance to see what goes on behind the scenes that most of us don't see and probably don't appreciate. It was a memorable visit. Our ACNP staff is top notch, and we are very lucky to have these folks on our team. We also continue to benefit from Oakley Ray's critical counsel, and his dignified transition to emeritus status is a testimony to his commitment to our college and to his singular role in its history. In his honor and in recognition of his invaluable presence, we have named the annual history lecture for him. In December, Alan Frazer will begin his five year term as our new secretary. We will look to him to fill in the gap that Oakley occupied as both a scientist and our executive director. Alan's position is meant to serve as a scientific liaison between our membership and council and provide a more direct oversight of administrative actions and their relationship to the scientific interests of our members.

I think this is about as much as most of us can digest without verging on junk mail. I want your comments, suggestions about any of these matters and others that you see as important. Please do not hesitate to contact me. Thank you again for honoring me with this office and with your confidence. I look forward to seeing you in Hawaii and taking some hula lessons on the beach.



Best regards,

Daniel R. Weinberger, M.D.
President, ACNP



Upcoming Meetings

ISMRM Workshop on
MR Spectroscopy for Neuropsychiatric Disorders
October 14-17, 2005

ACNP 44th Annual Meeting
December 11-15, 2005
Waikoloa, HI

CINP 25th Congress
Chicago, IL
July 9-13, 2006

8th International Conference on AD/PD
March 14 - 18, 2007
Salzburg, Austria

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Journal Article (Continued from page 1)

If we reanalyze the rankings after eliminating the pure review article journals and then compare *Neuropsychopharmacology* to other peer-reviewed original research journals, our ranking in pharmacology increased from 17th to 7th, ahead of several excellent journals including the *Journal of Pharmacology and Experimental Therapeutics*. Similarly, in neuroscience, our ranking increases from 22nd to 13th.

This has been a very busy year for the journal and its leadership. Manuscript submissions continue to rise and we anticipate 700-750 submissions this year. As expected, the rejection rate of the journal continues to rise. This is essential to prevent manuscript back-up that would delay time from acceptance to publication but more importantly, this is one of the criteria used to measure journal quality. Thus, in the first 6 months of the year, our rejection rate was approximately 80%. This has resulted in a spate of letters from angry authors who cannot understand why their manuscripts were rejected in spite of generally favorable reviews. One of the major criteria for publication in *Neuropsychopharmacology* is priority as assessed by the reviewers and Field Editors. Many good manuscripts simply do not receive priority ratings sufficient to warrant publication in *Neuropsychopharmacology*. These reports are often scientifically sound, but not considered in the top 10% of the field. As we strive to further increase our impact factor, we will continue this policy of maintaining a relatively high rejection rate.

I have been working closely with the Publications Committee, chaired by Sam Enna, the group Council has appointed to oversee all ACNP publications, including *Neuropsychopharmacology*. As such, I participate in monthly teleconferences reporting to this committee on all journal matters - ranging from the journal's financial state, to meetings with our publisher, Nature Publishing Group, to the discussions of the Field Editors' meetings.

I wish to bring to the membership's attention the journals's Conflict of Interest (COI) policy and procedures. We believe it is one of the most stringent in the publishing community. A system has been put into place ensuring that no COI exists for the Editor-in-Chief, Field Editors, Editorial Board members or reviewers on every manuscript submission. In addition, all authors must provide their financial disclosures prior to manuscript publication.

At the June Field Editors' meeting, several important issues were discussed. As many of you know, a policy that results of clinical trials not be published unless the trials have been prospectively entered into a national clinical trials registry has been endorsed by the *New England Journal of Medicine* and several other US and international medical journals, as well as by both the FDA and NIH. *Neuropsychopharmacology* has now adopted this policy and a statement describing this requirement will be added to the Instructions to the Authors.

Presentation of the workload of the Field Editors revealed a disproportionately large number of submissions in a few subject areas. As such, the decision was made to add an additional Field Editor in the area of Behavioral Neuroscience. Ned H. Kalin has accepted our offer to fill this position.

Considerable discussion surrounded plans for celebrating the 20th

anniversary of the journal in 2007. In addition to featuring a Perspectives article in each issue of the journal in this anniversary year, we plan on celebrating the anniversary in the December 2007 issue of the journal. As these plans develop, I will inform the ACNP membership.

We have been particularly heartened by the considerable work of the Editorial Board and the membership in reviewing manuscripts for the journal. We would appreciate it if ACNP members would submit names of potential new reviewers (e.g. new faculty at your institution) with their areas of expertise to the journal Editorial Office. We are very proud of the journal cover and its illustrations - immunohistochemistry, brain imaging, etc. and would appreciate submissions for the cover. They do not need to be linked to a published manuscript. We are especially in need of illustrations for the cover of the 2005 supplement containing the meeting abstracts.

We continue to work with the Program Committee concerning publication of the meeting abstracts as a journal supplement. A system has been put in place for the submitted abstracts to be reviewed first by the Program Committee and again by the Field Editors. This should help ensure to the best of our ability, that abstract authors adhere to the ACNP guidelines for abstract submissions.

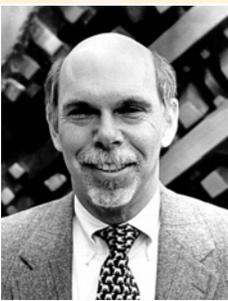
The journal could not be the success it is without the support of our colleagues in the Nature Publishing Group, the excellence of our managing editor, Jen Mahar, and our staff, John Marshall and Janice Sheikh, the dedication of the Field Editors and a hardworking Editorial Board and the oversight provided by our Executive Director, Ronnie Wilkins. As always, I am eager to receive the feedback from the membership concerning your perceptions of our journal. As long as you continue to submit your best work to *Neuropsychopharmacology*, the journal will continue to thrive.

Announcements

- ◆ Please send an email or a letter before August 26, 2005 to the ACNP Executive Office (acnp@acnp.org) if you are interested in serving on an ACNP committee. Please include your clinical, research, teaching/training interests and activities, as well as your committee preference, if you have one.
- ◆ If you would like to be a Travel Awardee mentor at this year's Annual Meeting, please send an email to kwhite@acnp.org.
- ◆ Please note, the deadline for all Abstracts for the Annual Meeting has passed. Decision letters for posters will be mailed in November.
- ◆ The Nominating Committee ballot is due on September 2, 2005.
- ◆ The Constitution and Rules Committee would like to remind you to return your ballots by September 27, 2005.

Committee Membership Opportunities

ACNP President-elect, Kenneth Davis, will soon be appointing members to Constitutional Committees. A limited number of positions are available each year and there are some constitutional restrictions on who may be appointed to specific committees. Please keep in mind that some committees, such as Credentials and Program, require major time commitments. (The Credentials Committee meets all day on Saturday of the Annual Meeting—the day before Teaching Day. The Program Committee meets in the summer; next year's meeting is June 2-4, 2006.)



**Kenneth Davis, MD
President-Elect**

The majority of committee appointments are for three-year terms, and usually a member cannot be reappointed to consecutive terms on the same committee. All members of the College should remember that committee membership is one of the factors the Credentials Committee takes into account when considering promoting a Member to Fellow status.

If you are interested in being appointed to a committee, please send me a brief letter before August 26, 2005, indicating your clinical, research, teaching/training interests and activities, as well as your committee preference, if you have one. We will notify you of the decisions on committee membership in September. All letters should be sent to:

Kenneth L. Davis, M.D.
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ACNP Committees

- ◆ Committee on Relationships with Advocacy Group
- ◆ Constitution and Rules Committee
- ◆ Committee on the Use of Animals in Neuropsychopharmacology
- ◆ Credentials Committee
- ◆ Education and Training Committee
- ◆ Ethics Committee
- ◆ Finance Committee
- ◆ History Committee
- ◆ Honorary Awards Committee
- ◆ Human Research Committee
- ◆ Liaison Committee with Governmental Agencies and the Pharmaceutical Industry
- ◆ Nominating Committee
- ◆ Program & Scientific Communications Committee
- ◆ Publications Committee
- ◆ Public Information Committee

For a description of each committee and their requirements for membership please visit www.acnp.org in the Members Only area.

Clinical Trials & Safety Registry from the ACNP Liaison Committee

The ACNP Liaison Committee with Governmental Agencies and the Pharmaceutical Industry, chaired by Stephen Deutsch and Roger Meyer, has developed this statement regarding a Clinical Trials Registry. Council is seeking feedback on this proposed statement, before considering it as an official statement of the ACNP's position on this issue. The ACNP will be sending a survey to the membership to solicit your opinion. The survey questions are inserted in the statement below. When you receive this email survey please take the time to provide your feedback.

A registry of clinical trials of federally and privately funded health-related interventions must include information for all clinical trials (including investigator-initiated trials) conducted to test the safety, efficacy or comparative effectiveness of any drug, biological product, or device intended to treat serious illnesses, except those Phase I clinical trials, conducted solely for the safety of an unapproved drug, biological product, or device. The registry may include information for Phase I clinical trials in those situations where some efficacy component is employed. Examples of this may be the use of a putative biomarker or surrogate marker being used in conjunction with a drug being pursued for registration for an indication. Excluded, however, would be specific development of these tools, such as biomarkers/surrogate markers, where the primary intent is methods development or general scientific knowledge such as is typical of translational research where specific support of a drug undergoing registration is not being pursued.

As part of its mission, the ACNP seeks to ensure the dissemination of relevant scientific advances on diseases of the nervous system, including psychiatric, neurological, behavioral and addictive disorders. Through its official activities and the efforts of its membership, the College will work to ensure that the highest quality of science and ethics are integral to the conduct of clinical trials in our field. To this end, Members and Sustaining Corporate Members of ACNP should agree to endorse and abide by the following principles in relationship to clinical trial registries and databases, and the timely reporting of safety and efficacy data for all clinical trials.

4 Points of the ACNP Statement:

1. All clinical trials (as defined above) should be submitted for listing in clinicaltrials.gov. The information about the trial should be written in clear language consistent with the content made available to research participants in the informed consent form. In accord with Section 113 of the FDA Modernization Act, four data elements must be included in the submission to clinicaltrials.gov:

- ◆ Descriptive Information (including Brief Title; Brief Summary; Study Design/Phase/Study Type; Condition or Disease; Intervention)
- ◆ Recruitment Information (including study status re: recruiting or no longer recruiting; individual site status and eligibility criteria/gender/age)
- ◆ Location and Contact Information (including location of trial and/or contact information) *(continued on page 6)*

Survey (continued from page 5)

- ◆Administrative data (including a unique protocol ID, study sponsor and verification date).
- ◆The descriptive information, in particular, should be in lay language.

Survey Questions:

- ◆Are the four data elements (Descriptive, Recruitment, Location and Contact, and Administrative data) sufficient? Yes No
- ◆Should small, non-funded feasibility studies likely by young clinical investigators be encouraged, but not required to register their trials? Yes No
- ◆What safety and efficacy data should be reported? Only findings for protocol-defined outcome measures?
- ◆When should data be available for non-approved investigational agents, e.g., only at the time a drug is approved for marketing?
- ◆What other information should be included?

2. Articles submitted to the ACNP sponsored journal, *Neuropsychopharmacology*, reporting on the results of clinical trials, will follow the recommendations of the International Committee of Medical Journal Editors (ICMJE) in their CONSORT Guidelines, and in their other recommendations concerning the reporting of clinical trials.

◆The ICMJE recently recommended that all industry and NIH sponsors of clinical trials, as well individual investigators who initiate clinical trials without industry or government support, if they intend to publish the results of the trial in one of their journals, must provide hypotheses, planned analytic methods and primary and secondary endpoints as specified in the approved protocol to a central registry at the inception of the trial.

◆The ACNP notes that there is no current registry of the type proposed by ICMJE in the United States. The ACNP also notes the availability of other ways to assure the integrity of this process such as making this material available in a lock box (with a unique protocol ID) at the outset of a trial, to be submitted at a later time when the results of the clinical trial are presented for publication. Alternatively, the authors can submit a copy of the original protocol design, and any subsequent amendments, approved by the IRB for review by the Journal at the time that the article is submitted for publication.

◆Therefore, pending the development of such a registry, *Neuropsychopharmacology* will require that submitted manuscripts reporting the results of clinical trials must provide documentation regarding the original study design including hypotheses, analytic methods and primary and secondary endpoints; and, that any deviation from the planned analysis be explained in the Results and/or Methods section of the paper.

Survey Questions:

- ◆What other information should be necessary for articles reporting on results of a clinical trial published in *Neuropsychopharmacology*?
- ◆What are the practical limitations and implications of this requirement?

3. The results of all clinical trials, regardless of outcome, must be reported in a timely manner. The results should be reported in an objective and complete manner, including a discussion of the limitations of the study.

◆The ACNP takes positive note of the efforts of some of its Corporate Members to make available through their websites all relevant data from all Phase I-III clinical trials for drugs marketed in the United States.

◆The ACNP notes the high rate of negative trials in psychopharmacology especially for antidepressant and anxiolytic drugs. In the absence of a repository of data from negative trials, particularly for investigational agents, it is difficult to accurately estimate sample size requirements for clinical trials. ACNP will work with its Sustaining Corporate Members to develop a mechanism (such as a secure website) for timely publication of negative clinical trials data of non-marketed drugs to be made available to investigators and sponsors of clinical trials. In general, “timely” publication in this case means within 12 months of database lock. Data from negative trials submitted to the secure website should be archival and peer reviewed; and it should minimally include the following information: Primary endpoints, the statistical analysis plan, results for primary outcome measures, SAEs, and additional safety data deemed to be important. A goal would be to create a uniform data base format with the data anonymized so as to enable investigators to search for common data elements and to facilitate meta-analysis. An important need is the ability to obtain data from negative studies on radiolabelled compounds in imaging studies.

Survey Questions:

- ◆What other minimum data is necessary in the submission of negative trials?
- ◆How do you determine that a drug is “non-marketed”? Are these drugs where NDAs have been withdrawn?

4. The College supports full disclosure of relevant safety data from published and unpublished studies for all marketed drugs. This information should be updated on a regular basis as an informative and comprehensive supplement to FDA-mandated safety information. Members and Corporate Members must communicate a balance of risk and benefit information to patients (as in direct consumer advertising or in the doctor patient relationship), and in information directed to prescribing physicians and to other health care professionals. ACNP will work with others to ensure that all current and regularly updated safety data are made available to clinicians, patients and family members.

◆The ACNP notes the development of national and regional pharmacoepidemiology databases outside North America which can be linked to patient case and death registries, as well as the limitations in the pre and post marketing databases on safety housed at the US FDA. The College supports the development of a pharmacoepidemiology database in the United States as part of the development of a national patient health information registry that includes essential safeguards for privacy and confidentiality.

◆The College is concerned that while direct to consumer advertising may have minimized the potential risks of some marketed drugs, some reports of patient safety issues in the press may have led to public fear of psychotropic drugs and the consequent under-treatment of patients with major mental illness. There is a clear need for greater public awareness of the risk/benefit ratio associated with all pharmacotherapy.

(continued on page 7)

◆ In conjunction with other key stakeholders (industry sponsors, federal regulators, patient advocacy organizations and the science press) the ACNP will encourage the development of clearer standards for use of scientific data in promotional activities, including direct-to-consumer advertising of psychotropic medications.

◆ In conjunction with other stakeholders, the ACNP will encourage the development of standards for analyzing and reporting of post-marketing safety information from large databases, including the need for more case control studies.

Survey Questions:

◆ How should problems with doses that are not used in approved trials be disclosed? For example, both Effexor and Wellbutrin demonstrated significant hypertension at higher than doses recommended when originally approved. This could be important to clinicians who might be tempted to use higher than the recommended doses, but is not helpful to drug marketing or to patients who may become unnecessarily fearful.

◆ Should investigators in the field also perform data mining and pharmaco-epidemiology if uniform electronic standards are established?

Yes NO

Notes from the Executive Office

Ronnie Wilkins, EdD



Having just read Danny Weinberger's letter to the membership before starting to write this article, I was once again inspired to strive to live up to the high standards of this organization. In his letter Danny eloquently reminded us that the ACNP is a very special organization, composed of very special people. It is also a very special place to work. I told a visitor to my office recently that I cannot think of anything I would rather do than what I am doing. I know that I am a lucky fellow in that regard.

Danny also mentioned in his letter that he came to Nashville to visit our office and to talk to our staff. His visit was a special treat for us. I appreciate his kind words about our staff, and would like to expand on them.

The ACNP Executive Office is a busy place. Our staff works hard to provide the necessary support for Council and the various College committees, to do the planning and logistical work for the annual meeting, and attending to the day-to-day business of the College. As the College has taken on major new initiatives over recent years, our staff has become perhaps busier than ever before. We now have eight employees, including two who are devoted full-time to the journal and other publications, which is actually fewer than the number we had when I arrived at the College in 1999. The average tenure of our staff is now in excess of five years. We have only one employee who has been here less than a year. In addition, some of our staff had extensive experience in similar jobs before coming to ACNP. This depth of experience is a key reason that we are able to accomplish as much as we do with the number of staff we have.

As we do our work in this office we keep some fundamental principles in mind. First, we are committed to excellence. We want to do our work with the same degree of excellence that our members do their work. Should there ever be the equivalent of a Nobel Prize for providing administrative support to a committee, or the equivalent of a Presidential Medal for planning a meeting, we want to be contenders for those awards. Martin Luther King once said, "If a man is called to be a streetsweeper, he should sweep streets even as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lived a great streetsweeper who did his job well." That's how we want to do our work in this office.

Next, we are committed to provide *unreasonable* service. I use myself as one example regarding service. I think I can be as hard to please and as difficult a customer as anyone. When we are delivering service to our members that I think would please even me, then we are going beyond what is reasonable to that which is superior, and that is what we want to do.

Finally, we are committed to getting better every year. We constantly look for ways to improve, and here is where you (our members) can help us. Please tell us how we can do a better job, what we can do to serve you better, or what we are doing that we should stop. Your input is never intrusive, and your requests are never an imposition. (Well actually, I do occasionally get annoyed when someone points out a way that we can improve, but only because I did not think of it first!) We want to be the best, and we welcome your suggestions.

We have included a staff directory below. Please feel free to contact us if we can be of service to you.

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American College of Neuropsychopharmacology

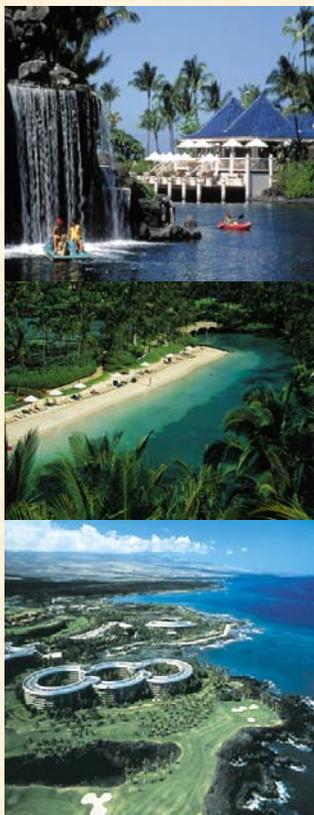
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The resort also boasts two championship golf courses, a seaside putting course, world-class tennis, the luxurious Kohala Sports Club & Spa, nine international cuisine restaurants, the Museum Walkway, Camp Menehune children's program and Hawaiian cultural activities.

See you in Hawaii!

Mahalo

ACNP 44th Annual Meeting

December 11-15, 2005

Waikoloa Village, Hawaii

Register at:

www.acnp.org