

EXECUTIVE SUMMARY of the 2021 Annual Client Review

We received **138 responses** from 27 associations.

THE PERCENTAGE BELOW IS HOW MANY RESPONDED, “STRONGLY AGREE” AND “AGREE”.

WEIGHTED QUESTIONS:

I am very satisfied with the way our association is managed.	99%
I am very satisfied with the frequency of Board meetings and my level of strategic engagement.	97%
The Executive Office staff serves us very well.	99%
The Executive Office assisted our organization in navigating the pandemic by providing information and guidance for board decisions.	98%
The Executive Office successfully transitioned the annual meeting to an engaging virtual or hybrid conference experience.	99%
The Executive Office staff responds to my requests in a timely manner.	100%
Our finances are well managed.	98%
The staff is thoroughly prepared for board meetings and/or committee meetings.	99%
The staff provides excellent support for member programs and conferences.	99%
The staff helps us to improve the governance of the society.	99%
The staff assists in the development and execution of new programs and ideas.	98%
Membership support services are handled well by the staff.	99%
The staff facilitates communication within the organization very well.	99%

The staff facilitates committees and other projects effectively, keeping them on track.	99%
The staff provides a high level of support to the leadership by creating documents and procedures and providing information that enable volunteers to do their jobs effectively.	99%
We receive excellent value from PMG.	99%
Average % of “Strongly Agree” and “Agree” answers:	99%

COMMENTS

IN WHAT AREAS DO YOU THINK PMG EXCELS?

- Tremendous support in day-to-day operation of our organization. Facilitates communication among the entire BOD. Guidance with unfamiliar tasks, such as our ED search.
- The staff you provide to our organization has an incredible breadth and depth of knowledge that helps guide us in our thinking and actions. I could not be happier with our staff.
- Communication, organization, and staff support
- Offering ideas and supportive resources to ABPD in leadership development.
- The staff at PMG cannot be topped. They are the epitome of excellence. All the data points above could not be improved further.
- Association support, meeting support, strategic support, financial management
- All areas...Sarah provides outstanding leadership. She and all of the staff (I want to mention Erin Shaw and Tori Swinehart) are extremely responsive, knowledgeable, forward-thinking, customer focused, and strategic. PMG excels in so many areas.
- Attention to detail; customer service; judicious counsel; organization.
- Communication with the members. Running the meetings.
- All areas -- you are the best! Thank you.
- Communication, proactive, resourcefulness.
- All.
- All. We can stay on our mission of why as an organization and now worry about the how we do it except intellectually.
- Don't change anything - you all are amazing!!
- Customer service and organization.
- Design and execution.
- All that I've interacted with. The PMG staff are easy to work with, conscientious, and go beyond the call of duty.
- Service, efficiency, organization.
- The PMG staff's performance is truly outstanding. In my >11 years attending ACNP meetings, all meetings (in person or virtual) occur without a glitch. Committee meetings are scheduled smoothly, and the staff supports all initiatives and processes. The staff also always show a remarkably positive and can-do attitude (even in the middle of a pandemic!). The virtual and hybrid conference platforms have been the best I've seen so far across other scientific meetings.
- All areas; PMG is simply outstanding. ACNP is by far the best managed organization, with the best managed annual meeting, of any organization/meeting that I have been involved in.
- The staff are extremely professional and knowledgeable about standards in the field. They are able to shift gears quickly when needed (as we have had to do several times during the pandemic).
- PMG provides outstanding customer service and supporting us in our missions. I have never had a concern. A model service organization.
- Organization; setting agendas; planning ahead!
- Organization, responsiveness and dedication to the people and organizations.

- PMG excels in every way, support for conference logistics, finances, creativity, and management. They are a pleasure to work with.
- Our PMG staff is highly professional, knowledgeable and has helped make our conference a success
- Their energy and responsiveness is truly exemplary.
- Organized, responsive, timely. Humanistic and provide a warm experience - that they care. Receptive to how hard all board members work in their lives outside of APOS.
- Everything. The folks I have direct contact with - Susanne Tomlinson, Dawn Kegl, and Brad McAlister - are wonderful.
- PMG is an exceptional management organization. The staff are superb, always professional, thoughtful, timely, and supportive. We receive all the necessary guidance and resources to execute the goals and mission of our organization. Truly can't thank PMG enough for all their hard work in support of APOS.
- Communication and availability
- I am impressed by the engagement and leadership of the executive office during our calls and providing balanced feedback at board meetings.
- Professionalism. Preparation. Flexibility in transition to virtual.
- Pivoting and transitioning us to a virtual meeting just a few days prior to the conference was amazing. Kudos to Dawn for working during the holiday break!
- Rapidly addresses our needs. This was very evident with the rapid pivot from live to online annual conference without which the conference would not have been as successful as it was.
- meeting preparation on site management (except during pandemic).
- They are organized and execute what is asked of them. They are positive and respectful and helpful during live conferences.
- All about organization and helpfulness.
- Organization, attention to detail.
- Organization, Communication, Listening to requests for changes and being responsive, Excellent people skills, Outstanding online presence and working with all the various committees. Great insight and tools for virtual meetings
- Organization, finance, planning.
- I am generally very happy.
- Communication and problem solving. Running effective meetings with all details addressed. Ability to problem solve when issues arrive.
- I have been overwhelmed by the multiple pivots required by Covid and the quick responsiveness by PMG
- In all areas PMG has exceeded my expectations. I have worked with PMG for both ASCP (primarily) and also ACNP. PMG personnel are skilled, talented, respectful, and hard working. They seem to always appreciate they are working with very busy clinicians/doctors, and always go the extra mile in advance of all interactions to help prepare the association member to serve their organization with the least amount of "busy work." The organization functions well because of PMG. It also makes it easier and more enjoyable for me to contribute to a national organization with PMG support. In addition, PMG personnel have vast experience, and they are always at the ready to share their educated opinions and experience, but often wait to be asked to do so, erring on the side of not over-reaching in the governance of the organization. I like and respect all members of PMG which I have had the privilege to work with. The contribution to ASCP has been outstanding.
- Organizational function, communication, meeting planning, facilitating meetings.
- PMG is very transparent and communicative and the people who work with us are intelligent and capable.
- Focus, coordination, creativity, communication.
- In all areas.
- Helping the Board to remain well informed of important information that pertains to CMSA's financial position.
- Association management with credentialed staff. Requests are handled promptly and professionally. The support provided to Board members is excellent. Strategic planning initiatives are in place including branding, mission and vision statements. Transparency to the board is appreciated.
- Professionalism.
- I cannot begin to answer this question. 3000% improvement over previous management group in all areas.
- Organization, Decision-Making, Virtual Conference
- Project Management, especially execution; Marketing; Problem-solving; Board Management
- Communication with the executive team.
- Managing nonprofit organizations and great people skills.
- I think PMG excels with technology, keeping systems up to date, creating virtual platform for conference, helping support the board to establish budget and fiscal goals for achieving and reaching our goals for the organization.
- Communication; response to requests.

- PMG is fantastic - I feel like we are all prepared for meetings, things are run smoothly and are very well organized. PMG is also great about accepting feedback and integrating it into things moving forward.
- Organization and communication around our many activities, committees and goals; Leadership, vision and support of the development and now implementation of our new strategic plan; communication of College and Board activities to members; many others.
- Having seen CPDD before PMG was brought in, the transition to PMG, and now the full implementation of services, it is difficult to imagine that CPDD functioned w/o PMG. From my perspective PMG excels in all areas.
- Jesse Howard is great to CPDD.
- Helping the organization to set goals and advance initiatives, managing the annual meeting, keeping finances straight.
- PMG is excellent at taking the administrative/management elements off our plate. I was on the BOD prior to PMG's involvement so I know how much better/easier things have gotten.
- PMG takes a lot of work off of our committees and boards--this is terrific because it allows us to focus on the "big" items and not worry about scheduling, emails, coordinating, etc. I also very much appreciate the project management approach PMG takes.
- Staff are smart, organized, hardworking, try to do the best job and do not cut corners. Also, nice people.
- The PMG executive team did an excellent job in all respects assisting us organising this summit which was a huge success.
- All of the above and have done so since I have been a member.
- PMG knows its business inside and out; the high degree of competence of the staff in all areas related to conference mgmt brings valuable insights. PMG is good at keeping everything on track and is very responsive. Meeting execution is flawless.
- In general, PMG does a good job handling the needs of the ISPG.
- General comment: Some questions are difficult to answer, since outcomes are not only dependent on the staff, but also on how the executive board of an association manages them.
- Being present, quick answers.
- I think leadership and management tools work well at PMG. Sarah Timms is present and provides oversight and memory. Overall, I think they have done a good job for us.
- Professional, responsive, competent and knowledgeable.
- Communication, governance knowledge.
- Laura was passionate and excellent at her job.
- In all areas.....I can't speak highly enough of the support we receive. Kelly and Dawn are fabulous as are the rest of the staff.
- Communication, strategic input, accessibility, timely responses to queries from membership and Board.
- Being ahead of issue and not reactionary. Transitioning national conference to virtual was no small feat. It was done very well. Last year's conference improved on year prior.
- Coordination of activities across all areas of the organization. Presence and availability are generally top notch.
- Provides excellent support as Executive Director, meeting support, membership support, etc.
- Literally everything, even finding an investment manager when we had a surplus.
- Communication, preparedness, and follow through. I'm consistently impressed with the National Office staff.
- In everything. The first implementation of hybrid PRS last year was a particular success.
- Timely and excellent work.
- I found the statement in the cover email about the alignment of PMG with the goals of an organization very telling and extremely valuable. PMG was started by the ACNP and many of initial additional organizations that are now managed by PNG relate to similar although not identical groups SIRS (for whom I am responding to the survey), ASCP, Biological Psychiatry, APPA with overlapping memberships the "why" has resonated very well. Staff are very accessible. Responses to emails are startlingly swift and I almost always with ready solutions.
- Communication and support.
- Organization, attention to detail, preparedness and forward thinking/looking, planning skills
- Cost-efficiency.
- Organization and management.
- Friendly, approachable, organized.
- In addition to everything I've already endorsed as strongly agree, PMG staff is very professional, kind, caring and fun. We couldn't ask for more. Thank you!
- PMG staff are consistently awesome people that I want to be friends with. They all consistently communicate a high level of respect during interactions. They are highly responsive and fast at responding. They solve problems and present possible solutions. PMG Leadership is among the best I've seen across many types of organizations. It seems SOBP can grow and expand at any point, and we never feel limited by staff or skillsets of PMG.

- A personal touch...always.
- Preparation and Professionalism.
- All.
- Everything. Absolutely everything. I don't know how we could manage without PMG.
- Experience and management skills.
- All areas of responsibility!
- PMG excels in every area in which we have received support. Our Society initially contracted with PMG for technical and membership support, but we quickly realized (when our conference went virtual) that we needed a higher level of support to achieve our conference goals - we were extremely fortunate to be able to build upon our relationship with PMG, and with their support we accomplished a very strong meeting this past fall. Areas of especially high excellence in our work together included communication, flexibility, conscientious attention to detail, and an impressive ability to juggle a wide range of people and duties and anticipate upcoming needs. PMG was critical to the success of our meeting and our ongoing work in the Society.
- Experience, expertise, quality and continuity (retention) of staff, integrity, organization, clarity of communication, efficiency, innovation.
- I know I ranked all the prior questions at the top level, but I really do think that PMG does an outstanding job!!
- Keeping things on track, communicating with members as required.
- Organization and Communication stand out to me about the work PMG does. Your staff is incredibly knowledgeable as well. They ask thoughtful questions and keep things moving in a forward direction. They are also very inclusive and encourage engagement from everyone involved no matter what level they are at.
- They are the best at all levels, honestly and always with a smile :)
- The PMG staff are extraordinarily professional, courteous, and friendly. Always a pleasure to interact with them!
- Expertise and flexibility during the pandemic has been hugely appreciated.
- Creativity, professionalism, reliability.
- Responding to requests or queries from the members of the board and from attendees. The responses are timely and to the point.
- Unlimited dedication supporting WCBR and ACNP through the evolving needs and changes, pivoting on a dime, to support whatever we need. Shout out particularly to Laura Reynolds, Sarah Steele, Lindsay, Tori and the whole team. We see you Sarah behind the scenes. Thank you.
- The PMG excels in providing a personal touch and demonstrating caring in a mutually beneficial partnership.

IN WHAT AREAS DO YOU THINK PMG NEEDS TO IMPROVE?

- Give more lead time to distribution of information needed for board meetings.
- Communication, in clarity, and if possible, regulate the frequency, as sometimes, I feel the timeline is very short. I appreciate the additional Zoom link reminders.
- Not being in the industry, I do not know if the last-minute nature of requests stems from simply the way tasks land or if the staff is still understaffed and forced to get out materials at the 11th hour. It may not seem last minute for someone who spends their work-life at a computer; however, after 8+ hour days in the clinic with not seeing a computer until the end of the day or early before patients the next morning, with a timetable during the clinic week, it is challenging at times to stay on top of requests. It often seems to be directly before meetings and then the workbook to study as well with little time to spare.
- This isn't PMG's issue, it's really ACNP Council's but I am not sure that ACNP Council makes the best use of Council members who are not on the Executive Committee. It can be difficult to know exactly how and when to be involved. More transparency, perhaps from the Executive Committee and perhaps also from PMG leadership, might be helpful.
- I don't have a single complaint or substantive suggestion.
- Investment in virtual technologies for future conferences, meetings, and conference calls.
- No obvious need for improvement. they anticipate our needs on all levels not just organizationally, but they understand our philosophy--an understanding and mutual trust built over many years.
- Diversity of staff.
- Diversity of the staff seems to leave some room for improvement (at least from the staff I have seen). There is still room for improvement in the virtual conference platforms and planning (e.g., better integrate the virtual poster session within the in-person conference).
- Although staff are open to changes, some additional flexibility would be helpful. Not all change is good or required, but sometime change is healthy. For example, can changes be made to streamline committee meetings and focus on the "WHY" such meetings are being conducted.

- None (sorry, I know you'd like things to work on :)). Maybe just keeping doing what you're doing!
- I have been thoroughly impressed in all my interactions.
- Fund raising.
- No one can really predict how COVID data will change; providing leadership with more guidance on current trends and options for meetings would be appreciated, though!
- Not sure. We all need to improve our ways of navigating virtual life, pandemic, and work-life balance!
- Less involved with the day-to-day operations now so hard to say anything that needs to change.
- This is our first year with PMG and they have been excellent in extremely challenging circumstances for our organization and the field.
- Better frequency of board meetings and recordings of the same if one can't attend online.
- There are still some communication issues, but I think those have improved each year.
- We need to push for a strategic plan moving forward in order to better prioritize projects and evaluate whether they serve the plan beyond being "a good idea".
- Marketing.
- In my experience, PMG is not creative or likely to think outside the box. They often respond "no" to new ideas initially but can eventually be convinced to look into the same ideas.
- On a few occasions we have asked PMG to do things in a way that is contrary to their usual approach, but PMG has gone ahead and done them their way, forcing us to remind them that we prefer a different approach.
- None at the moment.
- Communication, checking in with leadership re: major changes, shifting ideas/priorities based on response by ARO leadership.
- Keeping communication open from top level of the organization to employees in the trenches.
- Very nitpicky but here goes -- occasionally grammar and spelling errors occur on the website. I'd put a little extra effort into getting that highly polished. Also, not really an area for improvement, but just a suggestion that I wish EVERY web developer would hear -- let beauty and high-end-functionality take a second seat to clarity. Try to keep web information as clear and simple as possible.
- Now that a strategic plan for CMSA is nearly completed, it is very important for PMG to track, measure, and report the progress made as it pertains to the strategic goals to the board and at open meetings moving forward.
- Need more assistance with support of the local chapters, consider having a PMG representative attend local chapter board meetings, this can be accomplished virtually even if the chapter is meeting in-person. Some local members are missing that 'personal touch' that was provided by the previous Executive Director and they do not really know about the people behind the name of PMG.
- I would love to see a more aggressive campaign for fundraising for the CMSA Foundation.
- Disseminating the information throughout the chapters.
- I dislike the Star Chapter program. The program does not adequately meet our needs.
- I think the feedback I have received for chapter mgt, access in the future to more sophisticated tech systems for local chapter conferences that might allow for more than one presenter versus the limitations of Zoom. Looking at chapter contracts for future mgt of catastrophic events and local chapter membership drives and strategies. At the National level continue with rebuilding and collaborations with other organizations to strengthen CMSA as the number one leader for case managers.
- All looks good at this time.
- None that I can identify- would just like to see you guys in person at some point!
- PMG, in general, is terrific and I wouldn't change a thing in terms of the big picture. I would love to see more attention to detail (e.g., ensuring communications don't have typos) as documents and communications are developed.
- I think the virtual meeting platform has many strengths but is a work in progress. Being able to download and read posters is really helpful but many posters were not available as PDFs. Consider more training for session chairs on running session on time. I realize this might have more to do with personality of session chairs but perhaps training on how to be nice but firm with speakers might help.
- Marketing Expertise.
- Be accurate.
- It is probably the nature of organisations like PMG that staff turnover is high and we do not have a high level of continuity. On the other hand, documentation seems to be good and, as I have said, leadership is strong.
- Perhaps more 'diagnostic' with regard to suggesting/commenting on lack of efficiencies in management of issues. Is difficult to do so with clients.
- Streamline membership electronically.
- I cannot think of any. Best management group I have EVER experienced.
- Would appreciate early distribution of meeting minutes.

- Helping us manage and rein in website and design costs, help us rein in bank and credit card fees too - by assisting us in finding vendors and helping us understand usually costs - also in guiding the formation of a Board of Advisors who could contribute donations for operations of our affiliate offices.
- This may be specific to SIRS, but as a member of the Board but not of the Executive Board, I think our meetings are too infrequent and often they are simply opportunities for the President to tell us what has been done or will be done rather than an opportunity to contribute to the governance and decision making.
- Financial management is an area where we need special support. It is being managed reasonably well at the moment but not clear whether this expertise lies within PMG.
- Like all organizations, more diversity and representation by minorities is desirable.
- Making sure you guys take enough vacation time for yourselves.
- There is no need for improvement, and if there were, PMG would think of it before we would.
- None yet but keep assessing outcomes.
- None noted. There may be a natural (implicit) pull to have all organizations managed become more alike. This is not necessarily a weakness, but a potential tendency about which it is valuable to have insight.
- Fundraising for the society. Also, PMG costs us a lot.
- This has been a challenging year requiring more flexibility than was sometimes given.
- Reward your staff even more.
- Nothing specific. I just advise continuing the attitude and practice of continual improvement.

WHAT WOULD YOU LIKE TO SEE PMG FOCUS ON IN THE COMING YEAR?

- Continuing to fulfill the mission of ABPD. Instituting longitudinal assessment and focusing on Vario and the overall value of board certification for our stakeholders.
- Additional large bandwidth, secure electronic communication providers with whom we could partner.
- Continue hiring great staff.
- Team building, perhaps, as everyone has been working primarily remotely since COVID. I have felt some tension between some staff members during operation.
- Longer span turn-a-round in requests to adapt to non-admin time-delineated volunteers.
- More of the same; excellent customer service and growing of their portfolio.
- Improving diversity within the organization. Getting more voices heard.
- Environmental footprint. I know this is being discussed already. For ACNP: what about clicking up the conference center temps by a degree or 2? Some people are wearing sweaters inside despite hot temperatures outside. Of course, I realize that PMG deals with a range of preferences, but 1-2 degrees should not make a huge difference and it is a step in the right direction, and something that could be promoted as a form of environmental consciousness.
- Further optimize hybrid conference solution. In our study group (on the first day of the conference), there were technical issues (preventing virtual presenters to be heard).
- Continued excellence.
- Hybrid issues.
- Continuing to assist w/ pushing our diversity efforts forward.
- Diversity.
- Recruitment of more diverse staff.
- Shifting to being able to host hybrid meetings long term efficiently and innovatively.
- Helping through the complex pandemic transition that I hope happens (i.e., pandemic finally ends).
- I really appreciate the work PMG is doing on increasing diversity: also planning for 'the future of meeting platforms.'
- Having a committee of professional fund raisers across organizations.
- Our next conference and staying up to date on logistics during this difficult time.
- How to increase the number of conference participants.
- Continuing to support new and ongoing diversity initiatives.
- Helping us manage SIGS, virtual work, keeping our members motivated/inspired with the COVID long haul.
- Finalizing the strategic plan and supporting our efforts to implement the goals through the relevant APOS committees.
- Explore alternative/creative ways to remain financially stable in the face of continued pandemic uncertainties.
- Continuing to push our technology interface forward to improve member experience.
- Finding a stable hotel choice for annual meeting in NYC in March.
- The in-person conference for next year.

- Helping APSARD improve educational efforts and to become more self-sufficient financially.
- Strategic plan development with specific goals for membership development, financial growth, increasing visibility of the organization among professionals and the public.
- Increasing membership.
- I would like to see PMG staff bring a different, more creative and engaging energy to the society. I think this would help engage newer APSARD members and would increase trust in PMG by board members.
- Managing events,...where and how.
- In person conference in 2023.
- Continue to help ARO have smooth transitions within and across the council, and committees. Continue to improve our communication within and outside the organization.
- Contracts for new locations, when our current contracts expire.
- Helping us transition to our newly emerging plan.
- Continued excellence and flexibility during the pandemic.
- Maybe we should think about doing some regional in-person conferences in case this virus situation keeps plaguing us.
- Helping us attract sponsors and grants. Growing the membership. Marketing. Preparing for our first meeting.
- It is critical that PMG focus efforts on membership recruitment to grow membership for the coming year. Membership impacts CMSA's revenues. Monthly membership revenues should be able to cover monthly recurring expenses.
- Increasing membership which in turns increases financial stability. Strategic planning to drive the association forward including technological advances, telehealth and public policy. Continued educational offerings across the continuum of healthcare arenas, e.g., RN, SW, etc.
- Membership, product development and expanding our profile in the healthcare world.
- Fundraising, Kick-Ass Conference (sorry for the salty language), Increase membership.
- Sharing/training association management best practices with chapters so they can become self-sufficient.
- Chapter support, recruitment, and Hill Day.
- Doing more fun events for membership.
- I think rebuilding our finances and transitioning back to a in person conference are essential goals. Helping to support leadership training and goal setting in our committees to support the new strategic plan, mission and goals. Look at education for cross training and development of new case management skills for people wanting or needing to change specializations in the field of case management.
- Continue support as has been ongoing.
- Continue to think about providing hybrid events for people that need to be COVID-cautious.
- Facilitating member attendance to an in-person conference; great conference programming and smoothly run meeting; continual improvement of our fiscal foundation; increase in membership #s and diversity.
- continue doing all as is.
- Helping CPDD realize the strategic plan.
- Helping our organization be in the black financially--and navigating a successful return to an in-person meeting.
- Transition to cost effective hybrid option.
- Start to plan our next summit in 2023.
- Having the continuation of the admin is great.
- How to do hybrid events in the most cost-effective way possible.
- Ensuring a successful conference and providing support for the committees.
- Hybrid meetings.
- They have helped us through governance review (partly through IUPHAR funding an external review - external to PMG). We now need to see well managed Board meetings that separate items for action and those for information, that keep to the point and allow sufficient opportunity for discussion. At the moment the meetings are too short and not many Council members contribute.
- Efficiency in guiding organization and clarity around finances.
- Help with financial challenges.
- Helping us achieve aspects of our strategic plan and continuing to be flexible and responsive to external stressors such as COVID.
- PMG is expert in anticipating next steps and ideas.
- Getting a grant writer on board.
- Continued excellence implementing hybrid options when needed.
- Refining the conduct of hybrid meetings. I believe that those are here to stay even once COVID is passed since the advantages to those who can't or won't travel are obvious. However, learning how to make them as effective as

possible takes effort and we need to learn how to do them as well as possible. Guidance to chairs of sessions and speakers on how to integrate panels that are hybrid as well as audiences will be important.

- Our journal to make it a success.
- The struggle with virtual versus hybrid versus in-person meetings which is understandably difficult to predict.
- Maintain current focus and performance levels.
- Since it seems more and more likely that we will have to rely on virtual meetings, maybe they could look into some alternative companies for virtual conferences?
- Successful hybrid conferences.
- Everything they have been focused on. Not sure there is room for more.
- Technology that can be used to enhance the products and presentations of SOBP, particularly as we envision our Society as one with many "virtual-only" members going forward (even after pandemic, if there is such a thing). This concept of how to capitalize on what SOBP is and does, with both in-person and remote options for participation, seems like the holy grail for all scientific organizations now. We need to think as creatively as possible and keep our eye out for technologies that really facilitate this new reality.
- Helping us plan hybrid meeting options for the future.
- Conducting the annual meeting successfully.
- Keep doing what you are doing. You seem to anticipate every need and respond quickly, and effectively as new needs arise.
- Growth and coming OUT of the Pandemic.
- More options for hybrid meetings.
- Hybrid meeting support (which we know is already an area of emphasis for PMG).
- Continued efforts to mitigate adverse impacts from Covid. Efficiency. Professional leaders and members of org may be under greater time/effort pressure in their day jobs.
- Helping to navigate uncertainty with the upcoming in-person meeting.
- Fundraising.
- Continue to be awesome!!
- Give more support for a longer transition time when there is a change in the staff involved in our Society.
- I think with Covid, some of the venues will change in pricing and organization and we need to dig in a bit more into that for future meetings.
- Keep doing their excellent work.
- Normality.

WHAT SERVICES WOULD YOU LIKE TO PROVIDE MEMBERS THAT ARE NOT CURRENTLY BEING PROVIDED?

- Would like our members to feel there is extreme value to being board certified.
- I would believe that working with a Travel Agency to purchase airfare tickets could reduce costs and increase efficiency like many organizations do, such as ADA, for example.
- When the pandemic allows, provide again childcare services.
- It would be nice to provide more assistance from staff in the membership application process.
- PMG exceeded our knowledge base about services, and we rely on them to keep us up to date.
- Perhaps offering a virtual component/option after the conference goes back to an in-person format.
- Other options for hybrid conferences.
- More engagement with each other - such as active/lively listservs - this was attempted with Group Site, and it could be improved.
- We need a tailored approach to continue to build collaborations within our membership as well as to broaden the scope of our partnerships externally.
- Certifications on specific skills.
- Monthly email with JAD ToC for easy access to the journal. Highlights of members' publications and media appearances. Annual summary of all the contribution the organization and its members make to the ADHD domain. "Insiders podcasts" on analysis of recent research and its clinical implications. Rotational quarterly report by email blast from the SIGs about the state of their area and developing research on their topic. Updated website that reflects the look of the 2020s.
- Calendar of educational events, articles, etc.
- 1) Open committee meetings. 2) Make a decision to pursue a social media/outreach strategy and then go full force behind it. For example, if the website blog exists, PMG should be creating templates and reaching out to individual

APSARD members to help create content. 3) Help us find a better place to hold meetings, based on experience with other societies.

- Building clinical partnerships.
- More educational opportunities.
- I'd like to see us become the major source of information and education about novel therapies.
- Maybe we should think about doing some regional in-person conferences in case this virus situation keeps plaguing us. (Although maybe this is a bad idea, this survey just got me thinking.)
- Communication, education, and support.
- Now that the CM Bootcamp is being launched, it is important for CMSA to consider development of a CM leadership academy - a track that is geared for CM leaders who oversee CM staff. Engaging CM leaders to be engaged in CMSA through participation in an education session or committee is key to their staff becoming engaged as CMSA members.
- No thoughts at the current time. I think the current initiatives, CM Bootcamp, MI, CM Fellow, ICM Training, Military Day, etc. are all excellent support to the membership.
- I think that we have to do better at communicating the value of membership.
- Mentoring program.
- Assistance with chapter recruitment.
- Membership discounts to recruit more members.
- I think we need to provide a guide for staffing models at each transition of care with suggestions for case management support roles combined with acuity measures for each level of care.
- Opportunities to reach out to Board / EC with member suggestions.
- Advocacy training.
- Providing added value for membership throughout the year, not just at conferences, is an important focus. How to do that is currently being explored.
- Addressing inefficiencies in organization; effective engagement of member societies.
- None at present. We have taken on some new initiatives this past year and getting those solidly in place before taking on new services is prudent.
- Training in how to be part of hybrid sessions.
- I would like young investigators to be able to virtually access various types of career development education and training through SOBP resources. Some could be archived presentations (like talks from NIH agencies about funding), but ideally these trainings would somehow offer guidance that would be interactive and somewhat personalized for the attendee. For example, when we have had workshops for women at SOBP, it has been nice to have smallish groups when each practicing our "elevator speech" with a partner. It would be cool if junior members could sign up for virtual small group seminars or workshops that engaged them personally and helped them learn something to address issues that are currently hot for them at the point in time when they need them: job/salary negotiation, giving presentations, grant strategies, etc. It would of course be expensive and impractical to do 1:1 mentoring/training for each person, but maybe for some topics, small groups could work and be intimate enough so the person's specific questions are addressed, yet they also get to learn from the comments and experiences of others who attend the workshop.....when virtual programs get too large or impersonal, people start to mute themselves, turn off their video, and maybe check out and start to multitask rather than attend in a meaningful way. When watching a TED talk online, you get incredible views of the speaker, and you feel like you're in the audience; you can feel the audience reaction.... Perhaps the video and sound technology for creating that sort of product (robotically controlled video camera rigs?) is becoming something that the world needs as we try to bring the "you are here where it is happening live" vibe to the home audience.... On the other side of the virtual experience....Maybe we need a workshop with expert actors and models to teach us how to give an exciting talk when there really is no live audience in front of us....I personally find presenting to my laptop with no faces in front of me is a real challenge and draining. Other technology tools: when presenters use animations and videos in their PowerPoint talks, I find I attend more closely and get a better understanding of the concepts. It would be nice to have a workshop about how to make slides maximally effective. This is more important now than ever before because virtual presentations often don't show a presenter's face and the audience gets very focused on what they see on the screen during a virtual presentation.
- KN95 masks at meetings.
- PMG already has an impressive menu - no additional services come to mind.
- Help with educational activities.
- More active membership prospecting to increase number of our members and to induce membership in countries where we have none yet to have a more international representation of members. Help non-English-speaking countries to contribute to activities.
- Assessment of practice quality and safety measures gleaned from data sharing. Assessment of standard of care compliance Micro certifications in pediatric dentistry sub-specialties

WHAT IS YOUR PRIMARY GOAL IN THE COMING YEAR FOR YOUR SOCIETY?

- Continue to provide the highest quality examinations as possible and to continue to innovate each part of the exam process.
- Implementation of new strategic plan; data gathering to support that board certification results in a better provider.
- Be more involved and understanding more in depth the details of what we do and why.
- A kick start without refreshed strategic plan. Execute the strategies according to the timeline. Continue to look for leadership development opportunities.
- Excited for the new strat plan, practice analysis, and rebranding with Vario to place the mission of the ABPD in the hearts of all our stakeholders. It is what is best for children. :)
- Continuing to increase diversity and inclusion tackle the questions of the limit on the number of attendees at the annual meeting continue to work on improving the hybrid format and figuring out how to use it in the long term increased focus on clinical and translational research.
- Growing the next generation of scientists with a diverse representation.
- DEI.
- Continue to increase diversity and attract the best minds in our field.
- Move back towards in person planning and meeting.
- More transparency for elections.
- Continue to have excellent meetings.
- Continuation of major goals.
- See our new near-peer mentoring program get off the ground successfully.
- Increase URM representation and draw attention to the impact of the COVID pandemic on trainees and early career scientists.
- Enhancing the diversity of ACNP membership.
- I would like to see ACNP continue to remember it was established to improve the lives of people with mental illness and embrace that part of the mission more effectively (rather than acting like an elite component of SFN). Same, with less concern, for SOBP.
- I have 3! But for all - pulling off a successful and safe hybrid meeting, improving access to meeting materials
- Support the progress of research.
- Prepare for our conference in 2023.
- Reaching greater numbers of attendees with the conference content.
- Continue to grow membership.
- Engagement, access, keeping members motivated and encouraging more involvement with community members.
- To increase relationships with community partners, grow a diverse membership, and establish new fundraising mechanisms.
- Survive financially and continue to provide excellent programs that will invite new/more members.
- Enhance dissemination of work; one vehicle may be to continue to push our technology interface forward to improve member experience.
- Return to in-person meeting in 2023 and maintain financial stability.
- More opportunities for members to interact.
- Increase membership and improve educational reach.
- Increase organization visibility.
- Maintain.
- Fewer old white men making the decisions, and more engagement with younger researchers and clinicians who will have more current ideas and carry less conflict of interest.
- Return to in person meetings.
- Continue to communicate with members to make up for "lost time" in a virtual world. Continue focus on Diversity and anti-racism. Restart the work on recruitment and pipelines for students from minority backgrounds.
- Membership engagement, expansion of the organization, and transition back to in-person meetings with a hybrid component.
- Managing the transition back to in person meetings.
- I would like to broaden the relationship between ASCP and the journal JCP (as I edit the journal). I am delighted that PMG has been so willing to collaborate with the personnel at PPP/JCP, who are run completely differently and there are not necessarily seamless operations between the two entities.
- Implementing our strategic plan.
- Sorting out how to move forward, realizing that things are not going to be totally "normal" for a while.
- Income and growth.

- Continue to deal with the COVID challenges in terms of conferences. Help us to continue to work on DEI related issues.
- The primary goal is for CMSA's financial position to continue to strengthen and improve in the coming year.
- Increasing membership by showing the value impact of the organization to promote and advance the profession of Case Management.
- To grow public recognition of the profession of CM.
- Increase profile and membership.
- Increase membership. Financial stability.
- Financial independence; chapter restructuring.
- Increasing membership, supporting other chapters.
- To grow the organization and learn how we can better unite as one big group.
- My primary goal for CMSA in the next year is to re-establish CMSA as the premier organization for case management education, research and knowledge of what happening new in the case management world for trends, legislation and changes in health care.
- Continue to implement Board initiated programs.
- Continue to make CPDD an organization that is intertwined in what researchers / clinicians do throughout the year and not just concentrate efforts on. the annual meeting. PMG is already working on this, and it has been fantastic
- To have a successful, engaging, safe in-person conference!
- Reinforcement of public policies advocated by CPDD.
- Honestly, just getting past the pandemic and having a healthy and successful annual meeting!
- A successful and safe annual meeting.
- Prepare for next bi-annual conference.
- Planning next summit.
- Increase the membership and with it the quality of research and innovations.
- A successful conference.
- To help it through the restructuring process and have a successful and productive annual conference.
- To be more connected, to try to move things forward.
- To make sure the governance plans are in place and being used to improve the function of the organisation, to ensure that there is better communication with national membership organisations and a successful World Congress in 2023.
- Effective transition to new management and committees.
- To become more financially secure and deliver a great conference.
- Increasing and engaging membership.
- Increase philanthropic activity.
- Funding (grants, fundraising, partnerships).
- Sustainability in case HRSA goes away, increased funds to add TIS staff and new affiliate offices in other states.
- Identify diversified funding streams that will best support each affiliate in building their staffing capacity.
- To be able to safely hold our in-person meeting.
- To hold a successful meeting in April - hopefully hybrid and to consider the possibility of requiring testing in addition to triple vaccination in order to attend in person.
- Journal success.
- Getting through the conference and how those fares with the ever-changing situation with COVID and any resultant budget issues. Being able to move on despite the hindrance that COVID is creating.
- Continue with current activities.
- Ability to hold an in-person conference successfully and to increase membership.
- Getting back to face-to-face contact.
- Continue to be accessible and welcoming to a diverse group of researchers with clinically relevant work in the area of brain health. We should continue to keep focus on whether/how our products are helpful to the clinicians out there who are not researchers. There is risk of becoming a carbon copy of Neuroscience organization and losing the engagement of psychiatric clinicians who don't have PhDs, so one goal is to keep the academic clinicians engaged.
- Keep things moving on an even keel. Anticipating the ever-changing pandemic responses.
- incorporation of new knowledge.
- To continue to help serve the societies, to help improve diversity, and contribute to the excellent science in the meetings.
- (1) Maintain and grow membership, (2) respond responsibly to ongoing pandemic concerns (including for the next conference), (3) achieve society goals around diversity and inclusion.
- Navigate annual meeting; execute strategic plan.
- Engage with a more diverse membership.

- Expand outreach and support more programs for trainees.
- My personal goal with the help of PMG: Increase international membership in all the continents. More awareness of perinatal mental health in countries with no members yet of our Society.
- Continuing to provide an accessible and inclusive meeting of excellent quality - science and otherwise.
- Have a successful annual meeting.
- Increasing member involvement and getting back together after a difficult year.
- Keeping participants engaged until new normal is achieved. Summer gathers for WCBR was innovative.
- To advance the longitudinal assessment initiative.

WHAT DO YOU SEE AS THE MOST SIGNIFICANT OPPORTUNITIES FOR MEMBERS AND FOR YOUR ASSOCIATION IN THE NEXT FEW YEARS?

- Vario focusing on the value of board certification. Addition of longitudinal assessment and further development of the grant/fellowship program.
- Funding of research projects focused on the value of board certification, from both a patient care perspective and from a professional recognition perspective.
- Make our stakeholders believe in purpose of the examination process and make it more meaningful.
- Improving our process of lifelong learning.
- Aligning our exams to promote positive clinical outcomes versus regurgitation of random facts.
- Brain science is viewed as a priority area, one which the ACNP should benefit from and take advantage of.
- Broadening the scope of the society to be more inclusive both in terms of membership, but also in terms of the science that is represented at the meeting.
- Increasing awareness of DEI-related issues.
- Team building with natural attention to diversity.
- Diversity, equity, and inclusion.
- Having in-person meeting.
- Improving diversity and the engagement of younger/newer members.
- We can invest some of our earnings on things that advance our mission. The Board needs to be prodded to do this.
- Become leaders in increasing diversity, and in advocacy for increased research into neuropsychiatric disorders.
- The move to online meetings, and particularly hybrid interactions.
- Hybrid formats / improved access and reach.
- to network and develop new collaborations and ideas as a result of meeting within the organization.
- PMG services our biannual conference and they do an extraordinary job.
- Perhaps additional opportunities to meet in small gatherings in between conferences.
- Connecting with new organizations, including community-based organizations.
- Outstanding material that can be provided throughout the year virtually - including mentorship.
- Build strategic partnerships with like organizations to enhance our reach.
- Expanding target audience to clinical specialties in addition to epidemiology.
- I think the SIGs are a great opportunity for folks to become more involved.
- Capitalize and leverage the world's expertise of ADHD among our members for the sake of increasing visibility among ADHD professionals and the public.
- Telehealth support.
- Shift the profile of leadership to be more diverse and younger. Build out the SIGs to engage younger members through research collaboration, clinical mentorship. Increase social media presence.
- New west coast location for the annual meeting.
- Increase membership engagement.
- Solidifying our place as a major player in education.
- I think ASCP needs to broaden its presence within the psychiatric community at large. I think the reach of virtual teaching, Telehealth, and the larger JCP reach can help with branding and membership.
- Forging a strong post-covid organization, recognizing that we might not really be "post-covid" for a while.
- Improved services and raised standards.
- DEI related improves.
- An opportunity exists in developing a collaboration with universities - one in each state - to engage future Nursing, Social work, Behavioral Health, and Public Health students to participate in CMSA activity and help to shape the future of professional case management.

- Collaboration with other professional organizations to form a strong network to address public policy and changes in healthcare to address inadequacies and poor patient outcomes. We will continue to be the premier source of quality education for growth and promotional opportunities. CMSA will continue to grow in areas of technological advances, strategic planning, telehealth, and local chapter support & growth.
- Membership growth and outreach and influencing public policy.
- Successful in person conference, grow membership, strategic partnerships.
- A coalition with other associations to create a more influential voice in DC.
- Chapter restructuring; microtargeting new member opportunities using geotechnology.
- A unified voice.
- Rebounding membership.
- I think the most important opportunity for our association is to always be seen as the place to look to for case management information, educations and professional development and jobs.
- Continue to engage both clinical and pre-clinical investigators.
- COVID has exacerbated negative consequences substance use disorders - this is an important opportunity for the translational research represented by CPDD members to really focus on bench-to-bedside research developing strategies for alleviating the impact of SUDs from clinical recommendations and practices to helping inform public policy.
- Networking and in-person conference, new small grant mechanism, increased membership & diversity in all ways.
- Membership growth.
- Advancing the strategic plan with respect to developing income streams, increasing inclusion and diversity, and--more generally--actuating CPDD's mission of education, advocacy, and providing a scientific forum for addiction researchers
- Improving EDI in our organization and becoming a leader on EDI issues in the field.
- Grow the organization.
- Be able to meet in person on conferences.
- Developing the world of PMH to enable the access to assessment, recognition, management and treatment on a global scale for all parents.
- To grow the society to include greater geographic diversity and facilitate collaboration and networking to a greater extent.
- To represent their countries properly.
- To improve the standing of IUPHAR and run a successful congress to improve its status.
- Addressing integration, inclusion, and participation of global membership.
- Increased interest in perinatal mental health internationally.
- To expand our concept of research to include the implementation and translation of science and embrace our more clinical partners.
- Increase national visibility and partnerships.
- Partnerships.
- Promote healthy planned pregnancy as a prime message, drive traffic to phone/chat/text, increase donations from members and users.
- New and ongoing partnerships with other national organizations, such as CDC, AMCHP, and AAP.
- Re-engagement with social networking.
- Expansion beyond the US and Europe which have been the primary locations for members.
- Journal.
- An in-person meeting as networking and communication are so important.
- Grants for pilot studies.
- Scientific growth and discovery. Dissemination of important research findings to general public.
- Development of ECRS.
- Increasing diversity at higher levels of the society.
- With virtual formats, we can reach more people than we could in the past, which opens up exposure to those who don't have resources to travel to a meeting or who for other reasons can't/don't want to travel. Science is expanding in so many directions with myriad new methods and disciplines, so SOBP has an opportunity to be a place where researchers can discover and learn new things/collaborators outside their discipline /home institution that might help them do more impactful work.
- Increase opportunities for leadership/committee membership. Increase opportunities for trainees to get involved in the society.
- Focusing on psychiatric brain disorders and identifying pathological elements and pathways forward with treatment targets.
- Diversity in membership and more contribution of diverse membership to the science at the meetings.

- Fostering diversity and inclusion in the society.
- Growth; enhance diversity, equity & inclusion; focus on young people; optimally leverage technology.
- Engage more internationally and support research exchanges.
- Cooperation between members Senior's tutorial of students. High income countries and LAMIC. Researcher and clinician. Multidisciplinary special groups of interest.
- Continue to strengthen the WCBR community and its networking.
- Expanded attendance.
- In person, DEI, recruiting of early career neuroscientists.
- To become the authority on learning and knowledge assessment/measurement in the field of pediatric dentistry.

WHAT DO YOU SEE AS THE MOST SIGNIFICANT CHALLENGES FACING THE ASSOCIATION IN THE NEXT FEW YEARS?

- Keeping our youngest stakeholders/members engaged and understand the need and benefits of board certification.
- 1. Continued disruption in efficiency by COVID and its inevitable variants. 2. Increasing number of our current members not renewing due to increased use of in-office anesthesia and thereby not needing board certification to maintain hospital privileges.
- Adapt the examinations to a more technologically (digital) driven.
- Upholding the rigor and standard of the certification process. We also need to tighten up some loopholes in our policy.
- I am hopeful the ABPD BOD will continue to represent the distribution of diplomates in diversity in academics and private practice versus losing touch with the majority of pediatric dentists. With Ed retiring to purely academics. Next year it will be 5:1 academics to private practice when in our country the distribution is likely .1:5.9.
- Balancing inclusivity with our wish for a limited size program of leadership in the field.
- Aging of the members, more pandemics.
- I think the future of hybrid meetings is the biggest issue facing ACNP. While hybrid is a valuable way to be inclusive and relieves some overcrowding that the meeting was starting to experience, it is helpful to have at least one meeting per year where everyone is in one place at one time.
- The pandemic.
- Balancing DEI with the size of the annual meeting, such that ACNP does not lose the very same elements (e.g., small size) that make it a meeting that so many people want to be part of.
- Navigating hybrid conference format, maintaining the momentum with increasing diversity.
- Putting current plans into practice. needs in person interactions to success at max level.
- Balancing inclusion efforts with maintaining the small intimate feel of the annual meeting.
- Covid-19.
- Disease issues.
- Balancing growth and bringing in young people with need to keep the meeting smallish.
- The impact of the COVID pandemic: difficulties for in person networking, budget cuts (as funds are moved from other areas into COVID research), threats to the pipeline of trainees/early career scientists due to COVID and other pressures, which particularly affect women with young children/dependents and those who are URM.
- The pandemic and diversity of membership are both enormous challenges.
- Transition from the pandemic. Funding agencies out of step with organizational missions to improve lives of people with mental illness (my feeling is NIMH is way off base at the moment).
- Ability to have in person meetings again.
- Addressing issues related to developing a conference during the uncertain times of COVID.
- Keeping the conference relevance and cutting-edge in order to avoid drop-off and to maximize attendance and high levels of satisfaction over the long term.
- Maintaining focus on our mission while remaining in budget.
- Finances, engagement, navigating covid.
- Ongoing limitations due to the pandemic.
- Fewer people traveling, institutions cutting back on travel expenses, and APOS relying mostly on conference revenue.
- Maintaining membership in a competitive society where funds for individuals are becoming less of a guarantee.
- Financial stability, esp. with PMG contract now part of the budget.
- Becoming less financially dependent on Pharma.
- Membership recruitment.

- Zoom fatigue.
- There is an "old boys' club" mentality that results in the society and the annual meetings feeling somewhat stagnant.
- Development of hybrid meeting format that works well for everyone.
- In a virtual world, how do we stay connected and harness the mechanisms that we have in place for education, research, community building. The younger scientists and clinicians are especially at risk for their careers being stalled, so providing opportunities through spARO and other mechanisms would be great. Thank you.
- Membership engagement.
- Difficulties in getting younger folks involved.
- I think there is some fatigue about organizations in general. We have to diversify our membership regarding age, racial groups, ethnicity, gender, and make a major outreach to early career psychiatrists who may not really see the value of an organizational home. We need to make sure they feel the value of belonging and are in the know about ASCP.
- Value return for remote modes.
- Maintaining value in the face of diminished main ARO meeting.
- Raising money, improving services, developing education and raising standards.
- COVID and institutionalized racism.
- Increased competition in the CM market space offering similar products and services.
- Currently the ongoing pandemic is impacting association participation and growth. Companies are decreasing/eliminating support for continued education initiatives. Many nurses are retiring early, if eligible, and/or transitioning to other employment areas due to the ongoing pandemic. Unemployment is affecting individuals' capacity to continue to pay association dues whether their own unemployment or someone in their family. Healthcare facilities are struggling under the weight of staff/patient/resident illness. Any negative changes in the healthcare industry will negatively impact the association. When/if we are able to move on from COVID, there will be long lasting effects which will continue to challenge the association. Sustaining/growing membership may continue to be a challenge for the next few years which will impact the financial viability of the association.
- Growing out membership.
- Name recognition, differentiation from other organizations.
- Declining membership.
- Declining membership.
- Ongoing Covid restrictions and fears.
- Growing membership.
- I think the most significant challenge in the next few years is staying fiscally sound, keeping aware of the changing trends in case management to be able to target potential new members and to have access to those members so they can see the value in our organization for personal and professional development.
- Recovery from research time and resources lost during COVID and losing talent / early-stage investigators / experts during COVID because of difficulty in funding and academic employment.
- COVID, fiscal, and just seeking to implement our ambitious strategic plan.
- Return to in person meetings within the new COVID-19 'normal'.
- The aftermath of covid, re-consideration of the value of in person versus virtual meetings.
- Re-establishing a meeting routine...that includes both back to in-person and hybrid events integrating young members into the flow of the organization expanding our income streams, hopefully through philanthropy or foundation support.
- Ensuring folks "come back" to the organization after two years of virtual meetings. Better engagement of preclinical scientists.
- Things look good especially if we get to meet in person in 2023.
- Covid / lack of funding.
- Pandemic-related changes in travel will likely persist for the next few years and hinder the annual conference which is a central part of our society.
- Visibility.
- Maintaining focus on supporting IUPHAR.
- Assuring member societies of value of membership; development and organization of meetings; funding support for key initiatives.
- Money.
- Maintaining member engagement.
- COVID, competing demands from members' academic institutions.
- How to continue to stay engaged and effective during pandemic. We just don't know when we will be able to safely return to in person events, etc.

- Strengthening a new generation of scientist.
- Funding. If the local affiliates lose more funding, we will lose more local affiliates making more work for the remaining ones (and individual staff at those local affiliates).
- Funding at each TIS varies, stability of institutional funding, aging counselors and sometimes just one for an entire state or region such that extended time away from work means the TIS is rendered inactive. We need to increase staff, add certification as TIS counselors (could be profitable), spread the message and mission of MTB nationwide, get a lobbyist who can represent us with CARES Act and similar legislation or insurance companies who pay a penny per member per year for our services.
- Funding-Continuity and consistency of service across affiliates.
- COVID COVID and more COVID.
- Memberships, education and increasing funds.
- The aging of the research community and the need to include and develop younger members. The NIH has recently analysed the age at first RO1 (independent research grant and it is up to late forties for PhDs and even older for those with an MD. Although SIRS has many attendees who are younger at our meetings the arc of transition from student and early post doc to more senior positions remain a challenge.
- Financial stability.
- Uncertainly that COVID will have on meetings.
- Finances.
- Losing members to other organizations? Lack of interest in conferences.
- COVID!
- Networking and seeing friends at SOBP has long been one of my favorite aspects of membership, because so much important stuff is communicated OUTSIDE of formal presentations, and because I just LIKE to socialize with these fabulously interesting people. How to keep that secret sauce of SOBP meetings alive with virtual meetings is a challenge. Also, the field of biological psychiatry and brain research is expanding with many sub-specialties, i.e., there are organizations focused on specific disorders and they all have annual meetings (schizophrenia, substance disorders, ADAA (anxiety/depression) AND there are organizations based on research/clinical methods, like brain stimulation/neuromodulation, molecular psychiatry, etc etc. In addition to SOBP and ACNP, I now attend other annual meetings of other organizations, and in some ways the content is much more interesting to me at those other meetings.... How do we keep SOBP relevant for everyone when researchers become highly subspecialized?
- The COVID world and keeping meetings excellent.
- Addressing structural inequalities, specifically, structural racism.
- Using biomarkers wisely.
- Hybrid meetings and financial consequences.
- Anticipating and responding flexibly to pandemic-related concerns.
- Covid; changes in publishing, given the key role of the journals in SOBP; navigate changes in annual meetings and technology.
- Raising funds to support activities.
- COVID challenges and financial challenges due to COVID.
- Relation between the international Society and the regional groups.
- Being inclusive in Covid times - hoping it gets better!
- The ongoing pandemic.
- Climate change.
- Covid.
- Changing regulations that impact/limit the practice of pediatric dentistry. Potential increase in candidate apathy toward certification.