

ACCP's Warm & Welcoming Philosophy

How does ACCP address key drivers in membership societies being professional growth, promoting collegiality and equal access to all Members?

ACCP is a small society (~1,200 Members) and is well known for being warm and welcoming. This begins with the Staff philosophy of serving Members with respect and a sincere desire to assist but extends through the general membership. New Members and Non-members alike are pleased with the friendly atmosphere at the ACCP Annual Meeting and some are inclined to join after attending a meeting. ACCP's Annual Meetings have evolved over time to approximately a 50/50 representation of Members and Non-members, which Attendees attribute to the excellent educational content, something in which the society takes great pride. This is further supported by the fact that a large percentage of Non-member Faculty who are provided a complimentary registration for the day they speak will register for the other two days of the meeting because the educational programming is so strong and the meeting is a welcoming atmosphere. ACCP is jointly accredited by ACCME & ACPE and is held to high educational standards.

New Members receive a personalized email upon joining, which includes a lot of information about how to get involved and take advantage of what the society has to offer. Beyond that email, ACCP has a New Member Ambassador Program where each New Member receives a communication from an Ambassador who can answer questions and help them find ways to get involved in the society. These communications are documented and metrics about performance of the program are reported out. New Members may also choose to attend the quarterly New Member Presentation provided by the Membership Committee where information is provided about what ACCP has to offer and how to get involved and become active Members. As a result of the New Member Ambassador outreach, ACCP has seated people on committees, helped them to submit manuscripts to ACCP journals, assigned them a Mentor and helped them register for the Annual Meeting, so it has proven to work well for those who engage with the society. A very brief survey is sent after these conversations and that data is used to improve the program.

Beyond the New Member Presentations, ACCP is building a program of speaking to PharmD, MD and PhD candidates/postdocs about careers in clinical pharmacology. This is done through peer-to-peer outreach where our Members have connections and can make the introductions that help us plan the event. These presentations are aimed at opening the world of clinical pharmacology to our young colleagues and helping them understand the importance of membership in a society such as ACCP. Also included is the importance of selecting ACCP as their potential society of choice. Early outcomes have been encouraging as the program continues to gain momentum

How does ACCP achieve the provision of equal opportunity in its programming and practices?

In terms of Faculty, ACCP's single biggest event is the Annual Meeting that includes about 100 Faculty each year. Expertise in the given topic is a primary criterion and ACCP explicitly addresses the need for appropriate representation across degrees, affiliations and expertise in all elements of its educational planning and are generally successful in achieving that. For webinars where there are 1-2 Faculty and a Moderator, this is often more difficult, but effort is made to balance things out over the entirety of the year's programming.

Any Member can submit an educational Proposal for the Annual Meeting that will be scored using a defined rubric focused on scientific excellence. This represents ACCP's desire to educate and focus on the provision of exceptional educational materials.

Abstracts for Posters are submitted from colleagues around the world and they are scored using a defined rubric based on excellence in science. ACCP has a series of awards for the top eight Student Abstracts, the top two ESP Abstract Awards and the top New Member Abstract. These include trophies, honoraria and travel/registration support. In addition, up to two travel grants are provided for Abstract Presenters from developing countries.

In July of even-numbered years, there is a Call for Volunteers to participate in the various committees within ACCP. Once that is closed, best efforts are made to find a place for every volunteer and also balance the committees based on degrees, professional affiliation, etc. Due to the small number of Members in the society, the main concern is finding people who want to actively participate and perform the work of the committees to achieve organizational goals. The Chairs of the committees are carefully selected by the President of the society based on skills and involvement in ACCP and the committees are seated for two-year terms with the start of each new Leadership term (Sept of even-numbered years). Committee meetings are almost always hosted virtually making it easy to participate from anywhere in the world, which truly does represent a global perspective.

ACCP has two journals, and the Editors-in-Chief are selected through an interview process to ensure adequate scientific expertise and a global perspective. Scientific knowledge and a wide perspective is achieved through active participation by the Editorial Boards of each journal.

How does ACCP provide access to opportunities for professional growth?

Educational programming – In addition to the Annual Meeting, ACCP provides numerous Live & On Demand events throughout the year. Members and Non-members alike can participate in these events, many of which are offered at no cost with the driving factor being the desire to attend and learn.

Mentoring is available to Students, Trainees & Early-stage Professionals (STEP & ESP) and is managed by the STEP & ESP Committees. Mentees are matched to a Mentor uniquely positioned to guide each Mentee to achieve professional success. Data on the Mentoring Program is documented on a quarterly basis. At this time, Mentoring is an ACCP Members only benefit and young colleagues are encouraged to join.

The STEP & ESP Committees develop a series of events at the Annual Meeting that are meant specifically for young colleagues, including Breakfast Gatherings with Leadership representatives, Podium Presentations for the top Student & Early-stage Professionals Abstract Award Winners, a Panel discussion on current topic(s) with a diverse group of Leadership representatives and a Networking Reception with Leadership. These events are highly educational but are also delivered at a very personal level and are often what encourages young colleagues to join and then stay involved in ACCP.

Since 2021, ACCP has hosted a Leadership Development Program where applicants can apply to three levels (Student & Trainee, Early-stage Professional and Mid-career Professional) and participants are selected using a scoring rubric. Any Member within those three membership levels can apply. For those not selected to the program, outreach is performed to provide specific feedback and provide opportunities to enhance professional growth and contribute to the greater clinical pharmacology community.

How does ACCP recognize excellence in the field of clinical pharmacology?

ACCP manages an Honors & Awards Program that includes nominations and peer reviews of high-level awards that are given annually at the ACCP Annual Meeting. Nominees for the awards are accomplished individuals who have achieved a respected body of work. The award recipients are selected using a scoring rubric focused on elements specific to each award, most significantly contributions to science.

ACCP recognizes outstanding contributions to the society through an Excellence in Achievement Program. Any active Member who has made meaningful contributions to the society can be nominated, peer reviewed and approved by the Board to be recognized and one of these is sent each month announcing the recognition of a high-contributing Member.

How is the Leadership in ACCP selected?

Unlike some societies where Leadership persons are hand-selected, any Fellow within the society can be nominated to run for the Board of Regents and the Nominating Committee selects candidates based on participation and factors such as degree, professional affiliation, etc. Voting Members of the society participate in a confidential Regents election each year, providing them with a voice in who will assume a Leadership role.