December 3rd & 4th, 2019 at 4:00 – 6:00 pm and December 4th, 2019 at 9:15 am – 6:00 pm Animal Facilities Building, National Institute of Nutrition, Hyderabad, India

Participants

Ingolf Cascorbi, President
Francesca Levi-Schaffer, 1st Vice President
Yoshikatsu Kanai, 2nd Vice President
Michael Spedding, Secretary-General
Guan Hua-Du, Councilor
Helen Kwanashie, Councilor
David Webb, Councilor
Caroline Samer, Clinical Division Chair
Nilima Kshirsagar, Clinical Division Secretary General
Emilio Clementi, Co-opted Member
Bhagirath Patel, Co-opted Member
Shivprakash Rathnam, Guest IPS
Dinesh Kumar, Guest IPS
Ying Zhao, Guest CNPHARS
Bikash Medhi, Guest IPS

<u>Absent</u>

James Barrett, Treasurer
Arthur Christopoulos, Councilor
Guilheme Suarez-Kurtz, Councilor
Maria Lucena, Clinical Division Treasurer
Sam Enna, Past President
Carl White, Early Career Investigators Subcommittee Chair

Staff:

René Ciarametaro, Executive Officer

December 3rd 4:00 – 6:00 pm

Discussion Topics

- 1. President's Welcome (Cascorbi) I. Cascorbi welcomed everyone to the meeting. I. Cascorbi reported L. Devine will be joining via Zoom for some preliminary thoughts on the governance review process. A final proposal will be coming later. Some background of IUPHAR was reviewed including that IUPHAR was created in 1965 and that currently there are 58 member societies representing over 37,0000 pharmacologists worldwide. An overview of IUPHAR's structure was reviewed as well as WHO priorities where IUPHAR is active. A discussion of what IUPHAR priorities should be going forward as relevant to WHO need to be discussed. An overview of NC-IUPHAR and BPS/Guide to Pharmacology was given. The importance to IUPHAR of future funding with BPS/Guide to Pharmacology, the Guide to Malaria Pharmacology (MMV), the Guide to Immunopharmacology and PEP were highlighted. The deaths of Dr. Abernethy & Dr. Vanhoutte were recognized by the executive committee.
- 2. 2018 Kyoto Meeting Outcome Review M. Spedding highlighted the outcomes and achievements since the 2018 Kyoto meeting.

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- Early Career Investigators committee set up (14 countries)
- Officers meeting weekly, Executive committee monthly (additional geographical representation achieved with co-opted members)
- Parthenon started and a great resource, some of difficulties organised, but administration is still difficult due to lack of people, budget is difficult.
- Alliance with IUIS signed off, Edinburgh Immunopharmacology meeting a great success.
 Zoom follow up throughout the world works (22 countries). Attempts for immunologists to be seen as pharmacologists.
- Some positive feedback for environmental pharmacology in the developing world.
- PEP incorporating immunopharmacology. Funding but what is long term future?
- IUPHAR/Indian Natural products 2019 meeting and exec comm meeting in Hyderabad in progress. Indian Government Contacts: Metabolomics group initiated,
- · CNPHARS/Chinese academy meetings successful.
- WHO re-alliance in good progress, renewal as NGO
- IUPHAR (eg IUPHAR/BPS) databases in Edinburgh perceived as a critical resource. MMV will be critical.
- Point S documents submitted. Exec Comm gives world-wide agreement. Contact with ISC for all scientific societies.
- Karolinska MOU signed
- Pilot budget program for start of addressing academic drug discovery around the world.
- Pilot budget program for start of PK, PD, drug interactions around the world (eg WHO wish).
- IOSP training in India (David Lewis) done,
- Clinical Division reorganised (Caroline Samer chair), Mumbai clinical meeting ongoing NOW; Nigeria clinical meeting June. Clinical research training in China module prepared for August.
- Spanish Pharmacology Society meeting (July MS); Brazilian September (IG/MS)
- Other important IUPHAR changes achieved were also stated. The current executive structure of IUPHAR was outlined.
- The nominating committee suggests a list of the executive committee members for the next general assembly election occurs earlier.
- 3. Governance Review Update I. Cascorbi introduced L. Devine, Wellspring Consulting. L. Devine thanked IUPHAR for the opportunity to do the governance review work. L. Devine briefly reviewed her background. L. Devine reminded there is a lot more to discuss with stakeholders. Early recommendations are being made but there is more work to be done before the final report is delivered. A PowerPoint was presented highlighting some IUPHAR background as well as some of the Kyoto outcomes specific to a governance review. The methodology of the governance review along with the timeline of the review were discussed. L. Devine recommended an advisory group of the major pharmacological society be setup for the next phase of the review. Ongoing interviews are happening with executive committee members. ASPET, ASCEPT and BPS have been interviewed. A draft of early findings and thoughts about recommendations has been made and were reviewed by L. Devine. The desired outcome is to get feedback and gain support for the review going forward.
 - L. Devine expressed the main areas of concerns collected from her interview. Main areas concerned communication and transparency, the effectivity and focusing of the work of the executive community, the workload of the officers and the role of the delegates of the IUPHAR council. Major points were:

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Pt 1 - Communication and input for member societies:

Pt 2 - IUPHAR's roles and strategy

Pt 3 - Understanding of Finances

Pt 4 - Relation of IUPHAR in World Congresses

Pt 5 - Role of IUPHAR Council

Pt 6 - Effectivity of the EC

Pt 7 - Flexibility of current statues

Pt 8 - Equality, diversity and inclusion

Pt 9 - Country of registration of IUPHAR

Pt 10 - Work load of officers

The entire executive committee acknowledged the detailed and comprehensive work of L. Devine already at this stage of her review. The comments were considered as extremely helpful and launched an intensive discussion.

The meeting was adjourned.

December 4th, 9:15 am – 6:00 pm

1. Treasurer's Report

- A. 2018 Financial Audits I. Cascorbi reviewed both the external and internal 2018 audits by Dufour Treuhand and Drs. Knights and Knollmeyer.
- B. 2018 Final Financials and YTD 2019 The financials of 2018 and 2019 through October were reviewed by I. Cascorbi. Income and expenses were reviewed. Bank fees are high (\$2675 USD) and should be better managed. There is work underway for future PEP support. The Secretary General expenses for 2018 include S. Enna's office. The professional fees include the audit fees. The audit fees for 2018 were \$16,500 USD. S.Timm reported a change in the auditor partner with the current firm caused an increase in fees for 2018. The audit fees need to be reduced going forward and there is work being done to find ways for reduction. Travel expenses for 2018 include the executive committee members' travel for the Kyoto meeting. Net incomes for 2018 and 2019 (YTD) were reported. A net of almost \$20k year-to-date for 2019 was reported.
- C. 2019 YTD Balance Sheet The 2019 balance sheet including assets and liabilities was reviewed by I. Cascorbi.
- D. 2020 Budget The 2020 budget was outlined by I. Cascorbi. Both income and expenses were reviewed. BPS, ASPET, ASCEPT have generously pledged \$5k each to cover the governance review. Big societies are supportive of IUPHAR and IUPHAR is very appreciative of this support. L. Devine's work is covered in the expenses at a maximum of \$18k. F. Levi-Schaffer asked about the executive committee travel budget versus the executive committee officer travel budget. IUPHAR officers travel more for IUPHAR throughout the year; therefore, that budget is higher. The dues for member societies was discussed. Smaller societies pay less than the bigger societies. The fee is fixed for the number of members of the society. M. Spedding insisted that only economy travel expenses are charged to IUPHAR and that any extra is paid out of pocket by the executive committee member. The NC-IUPHAR meeting should be covered by Sevier money that is not yet confirmed for 2020; however as NC-IUPHAR has received a 250,000£ donation in the past then the 2020 meeting should be taken from this budget if Servier do not pay; this was agreed. F. Levi-Schaffer raised concern for the \$10k for the support of division and sections is low. This should be discussed further. The budget is open to be changed if needed. I. Cascorbi took questions. D. Webb asked what unrestricted funds IUPHAR currently has for spending. IOSP has a

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certain amount and there was a £250k donation restricted to NC-IUPHAR activities. S. Timm reported the PMG CPA worked closely with the Swiss auditors and that the auditors needed the encumbrance funds reported this particular way for Swiss accounting laws. There is approximately \$144k in restricted funds. There is a need of \$514k in unrestricted assets which includes the investments. N. Kshriagsar recommended a simpler report. M. Spedding proposed that the NC-IUPHAR and IOSP encumbrances should be explained fully. S. Timm understands this and stated PMG can work towards this in the future. A narrative of the financials for members is needed. J. Barrett should work with the PMG staff on this action. The budget for 2020 was approved unanimously by the executive committee members by a show of hands.

- E. Parthenon Services (*Rene*) The Parthenon services were reviewed and outlined by R. Ciarametaro. S. Timm reported the PMG contract is based on a flat rate that this is a reduced rate given IUPHAR's limited budget. Nevertheless, Parthenon is IUPHAR's major annual expense.
- F. Conclusions/Questions N. Kishirgasar asked about putting webinars and media on the IUPHAR website. PMG can support website requests.
- G. H Kwanashie asked about how PMG works with the WCP event organizer and if there are any conflicts. D. Webb answered that PMG works closely with the WCP organizers through all stages of planning to ensure the IUPHAR officers and executive committee members are kept informed.

2. Overview of Activity Reports

- A. Overall Activity Report
 - M. Spedding presented the overall report of IUPHAR activities within sections and subcommittees:
 - IUPHAR is very active with WHO and the WHO goals are tightly linked to IUPHAR activities. NC-IUPHAR is not well represented within IUPHAR (S Alexander the chair was proposed to be on the committee but is not, and while A Christopoulos is on the executive committee he has rarely participated in the meetings.).
 - The BPS Guide to Pharmacology database and NC-IUPHAR were reviewed.
 - Some scientific discussions were started by executive committee members and M. Spedding suggested to continue these discussions within the 'Natural Products' meetings being held in Hyderabad.
 - The 'Guide to Malaria' has been completed and the Guide to Immunopharmacology distributed.
 - There has been a disruption of IUPHAR in losing resources and key people (such as D Abernathy, D LeCouteur, K Kovach, ably replaced by C Samer and R. Ciarametaro).
 - There have been many achievements since the Kyoto meeting in 2018.
 - Young people like the idea of studying environmental pharmacology and synergies here could be leveraged.
 - The BPS support of the Guide to Pharmacology was acknowledged.
 - A question was asked about making an annual review of IUPHAR activities available. It was suggested to provide a link of activities for the Pharmacology International in the future. There has been some improvement on distribution of Pharmacology International with links. If member societies could highlight their activities easily in Pharmacology International or on the website, this would be beneficial going forward.

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- The IUPHAR publications since Kyoto were highlighted. There has been a large amount of effort and support by IUPHAR. There needs to be better recognition of IUPHAR publications and activities worldwide moving forward. Sending the work done in a newsletter or emails to member societies would be helpful.
- B. International Council for Science Activity Report from Liaison CSU Ruegg M. Spedding reported on ISC activities. ISC received several grants and recently held a general assembly. ISC has three major offices worldwide and all are interested in IUPHAR activities. More interactions between IPS, Africa & ISC are needed. CNPHARS currently works with ISC. However, links with the Indian, African and Chinese Academy of Science are missing. This is an area where efforts could be better coordinated.

C. Committee Reports

- a. Membership Committee chaired by J. Miners Some issues were reported. The Colombian society is not becoming an IUPHAR member, as it is too expensive. Many countries are not able to form societies which can pay IUPHAR dues. The West African Society brings in pharmacologists in countries where societies do not have the capabilities to become a standalone society. Ghana has reached a point to stand alone. M. Spedding suggested H. Kwanashie to get in touch with J. Miners to decide the recommendations of how to deal with smaller societies throughout the world but particularly in Africa and in South America. There is a place for both national and regional societies. D. Webb recommended not charging dues to lower income areas and societies, but this was not supported. Some changes to the statutes may be needed do this. The deadline to make statute revisions for the next WCP is by end of 2020. J. Miners will be asked to make a proposal about membership of smaller societies, as IUPHAR wishes to be inclusive, and if small societies join for free, this is better than not joining at all.
- D. Division of Clinical Pharmacology chaired by C. Samer
 - a. Activity Report C. Samer reported on the activities of the clinical division of pharmacology. The aims of the clinical division are research, teaching, clinical aspects and network and collaborations. Activities of each of these objectives were reviewed. C. Samer will be in touch with R. Ciarametaro about distributing a survey for collecting info on clinical pharmacology and areas of need. May 6th, 2020 is 'World Clinical Pharmacology Day' and many activities are planned by both WHO and clinical pharmacology. IUPHAR's involvement was discussed. C. Samer will move forward with planning activities. There might be some costs with creating an IUPHAR logo for the initiative. C. Samer reported on overall financials of clinical pharmacology division. C. Samer highlighted the WHO activities. H. Kwanashie asked why there are so many separate pharmacology divisions and if there is a way to combine and to have one group working together. There is a long history to the current structure of IUPHAR (M Spedding). The clinical division works well and efficiently. There are some developmental issues to be addressed. There are benefits to having both basic and clinical pharmacology together. It is important to have the clinical pharmacology division broken out and working under the IUPHAR umbrella. M. Spedding continued with the Global Health Pharmacology and Therapeutics subcommittee where O Ogunleye is leading activities in Africa, with help from the Karolinska collaboration.

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- a. Drug Metabolism and Drug Transport Section chaired by Schwab Drug Metabolism and Drug Transport section activities were reported by I. Cascorbi.
- b. Education Section chaired by Davis M. Spedding reported on the education section activities. There was six months when L. Davis was not available causing some challenges. IUPHAR had to pay for the database curator E Faccenda at short notice, or there would have been no support for PEP. H. Kwanashie reported there has been some issues with meeting planning and logistics within the group and there is work being done to overcome the issues.
 I. Cascorbi encouraged the subcommittee to utilize resources in order to hold efficient meetings. I. Cascorbi asked H. Kwanashie report back to the education section as a part of the IUPHAR executive committee and as secretary general of the education committee in order to have better communication with L. Davis. H. Kwanashie will follow up with L. Davis.
 - i. IOSP initiative chaired by Lewis D. Lewis' report was covered via Zoom later in the agenda.
 - ii. Pharmacology Education Project chaired by Szarek M. Spedding reported the project has been well supported in past years. BPS is interested in having it as a front end to PRESCRIBE. The Chinese, Japanese, Hungary, as well as ASPET have contributed to PEP in the past. IUPHAR needs to decide how to fund this initiative going forward. F. Levi-Schaffer suggests utilizing online educational resources for all pharmacology disciplines. D. Webb suggested this might be a project IUPHAR should drop because of other parallel activities. D. Webb has recently circulated a paper related to this topic. The point was made that IUPHAR has too many projects and that it is the responsibility of the executive committee to review and assess priorities. PharmaFrog is an app for education that could be pursued by IUPHAR in the future. No decision was made on this initiative, but it will be discussed in Pharmacology 2019 with ASPET and BPS.
- c. Gastrointestinal Pharmacology Section chaired by Gyires M. Spedding highlighted the activities of the Gastrointestinal Pharmacology section which has recently reorganized.
- d. Immunopharmacology Section F. Levi-Schaffer reviewed the recent Immunopharmacology activities including education for young investigators and grant writing for funding. Social media activities are progressing. A successful teleconference was recently held. Many activities are underway to highlight and promote Immunopharmacology and IUPHAR. EPHAR recently reached out about organizing a session on Immunopharmacology. €500k of grant funds from Wellcome has ended causing a serious funding issue.
- e. Natural Products co-chaired by Schini-Kerth and Du This report was covered later in the agenda.
- f. Pediatric Clinical Pharmacology chaired by Garcia-Bournissen Due to lack of time this report was not presented at the meeting. However, the report was distributed to all the executive committee members for review, the group is reforming after the resignation of Dr Kearns.
- g. Pharmacogenetics/genomics Section chaired by Somogyi Due to lack of time this report was not presented at the meeting. However, the report was distributed to all the executive committee members for review.
 - i. Early Career Investigator Section chaired by White -C. White's report was covered via Zoom later in the agenda.
- h. NC-IUPHAR chaired by Alexander (not available on Zoom)
 - i. NC-IUPHAR Meeting in Paris, Finance and Proposition The Sevier money has not been confirmed for 2020. If Sevier does not cover the

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costs of the upcoming meeting, the funds from the \$250k donation will be utilized (approval of all members).

- 3. Karolinska-IUPHAR Initiative M. Spedding reported the Karolinska MOU was signed as referenced in the 'What IUPHAR has achieved since Kyoto' document. This has led to seed funding for two projects: production of a review on the key activities necessary for academic drug discovery (C. Southan), and support for meetings with the committee for developing countries (O. Ogunleye, I Cascorbi and L Gustaffsson).
- 4. Editorial Board Update M. Spedding gave an overview of the IUPHAR publications for 2018-2019, from E, Ohlstein's report (list appended). These are wide-ranging, but also show the key impact of the BPS funding of two curators with the concise guide to pharmacology. He re-emphasized IUPHAR's debt to the BPS for its support.
- 5. Zooms with White, Lewis and Alexander Dr. White reported on the Early Career Investigator section activities. The group has been meeting every two months for about a year. The group has been setting up the committee and the changed the name to the 'Early Career Investigator' group to be more representative of the members. The survey has been the main activity of the group. Social media (Twitter and Facebook) work is ongoing and increasing in membership. The social media strategy is being revisited and reassessed in order to get more IUPHAR activities out on social media. The survey results were reported.
 - D. Webb recognized some of the survey results would be useful for planning the WCP 2022 and attracting more 'early career' pharmacologists to the congress. The survey was sent out mostly via social media. Emails were also sent out to early career pharmacologists and scientist groups, so the survey represents many of this demographic. M. Spedding suggested giving more lectures to young scientists about career opportunities. F. Levi-Schaffer also reported hosting many lectures to young scientists about career paths. Hosting more sessions and lectures like these will be beneficial for recognition of the Early Career Investigators group. Indian and China are interested in being a part of this subcommittee (propositions for names needed).

Dr. Lewis reported on IOSP and ongoing training. An overview of IOSP was given. It was established in 2004 and the aim was to provide training for early career groups mainly in Africa. The train-the-trainer methodology is being utilized in hopes of building growth and sustainability in the countries where IOSP is active. Some training sessions have successfully been run with CNPHARS, IPS and in Africa. Animal experimentation and ethics has been the focus. D. Lewis continues to gather knowledge and feedback from participants about the courses to help with funding and improve course material, and he has obtained grant funding. There are many upcoming meetings for IOSP. A large grant has been received to train in seven large African countries. IOSP must work across sectors for IUPHAR to be successful. Workload may be an issue moving forward. A website is being developed for IOSP as a resource for participants. I. Cascorbi asked D. Lewis what support IOSP needs from IUPHAR. D. Lewis responded acknowledgement from the IUPHAR executive committee to management of the IOSP work underway would be helpful going forward. Many members of the education section do not realize IOSP comes under 'education'. It was publicized at past congresses, but it is recognized there needs to be more done to make this clear to all education section of IUPHAR. H. Kwanashie asked if IOSP could consider one of the smaller west African countries to come to in the future for training. D. Lewis stated there is work going on in some of these

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countries currently. H. Kwanashie and D. Lewis should work together to decide the strategy for the way forward for IOSP work activities.

- 6. Pharmacology for Africa D. Oliver will be retiring from PharfA work soon. A congratulatory note should be sent from IUPHAR to D. Oliver for his immense work for PharfA and WCP 2014. H. Kawanashie discussed the importance of PharfA and its acceptance in Africa, and whether it was too South-African based. The secretary-general proposed that H. Kwanashie work closely with Makhotso Lekhooa which was agreed to reinforce PharfA.
- 7. Natural Products Report G. Du reported on CNPHARS and natural products. An IUPHAR sub-office in China is being proposed by the CNPHARS Natural Products group. The background of the natural products group in China was reviewed. Recent meetings of natural products were highlighted. The proposal of the sub-office was reviewed (document attached). The personnel and location of the sub-office were also discussed. The budget of the office will be covered by CNPHARS and this would benefit IUPHAR, but the monies must remain in China. This is a way to utilize manpower for IUPHAR. There is support for this sub-office by the Executive Committee. M. Spedding brought up the need to keep a 'level playing field' and to remain transparent worldwide. Geo-political issues may arise. A lecture on benefit sharing is being organized and this could be beneficial for the future of natural products. M. Spedding proposes utilizing B. David, a European expert on benefit sharing on natural products as a consultant for the IUPHAR/CNPHARS office. He also proposed that as CNPHARS will have a budget for use within China, that IUPHAR and the NP committee appoint a treasurer for funds outside China. The present executive committee members are in favor of moving forward with the CNPHARS Natural Products IUPHAR sub-office but need a more detailed document and also a governance document. A question was asked about South America's knowledge of this proposal (the NP committee will notify the South American society. It is also important to make links with the Edinburgh drug target database which has some NPs in it already. The Natural Products subcommittee is responsible for outlining and documenting the governance of this suboffice moving forward, with approval from the executive committee. B. David will be involved with this activity. SIF will also produce a paper on strategy for a similar office in Italy. IPS may explore hosting an Indian sub-office as well.
- 8. 2018 Kyoto What Did We Learn/Importance Y. Kanai reported on what has been learned since Kyoto in 2018. Program policy was covered, specifically on the future of pharmacology and an emphasis on drug development. The structure of the program based on 'Pillars and Platforms' was also covered. Special lectures were highlighted. A young pharmacologist mixer was held in July of 2018 and was very successful. Much has been learned since the Kyoto meeting and was reviewed by Y. Kanai.
 M. Spedding asked what was most gained by the Kyoto meetings. Y. Kanai responded that the Japan government is more supportive of a database for drug discovery.
- 9. 2022 WCP Glasgow Update D. Webb reported about the early stages of the WCP 2022. Diversity and inclusion will be an important theme of the congress. A PCO called TFI has been appointed and an international council has been developed. Logistic planning is underway. Strategic partnerships and sponsorships are being explored. More marketing will be coming soon, as well as planning for guest speakers.
- **10. 2026 WCP Melbourne Update** M. Spedding reported an update on the contract for WCP 2026 in Melbourne. The contract has been finalized and signed.

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- 11. Elsevier Journal Proposal Update I. Cascorbi reviewed the terms of the proposal. There have been a couple of counter proposals with Elsevier around funds and clarifying the words of the journal. This would be with Pharmacological Research (editor E Clementi). A minimum of six articles would need to be published per year. This might be an issue. E. Clementi stated finding people to submit and organize these articles could be a challenge. Someone from IUPHAR should be a part of Elsevier to liaison to decide what should be included in the journal. A person should be identified. E. Clementi suggested an NC-IUPHAR representative could be utilized. I. Cascorbi asked if there is an associate editor for the journal, are they paid? There will need to be some incentive for the editor to take on this work. IUPHAR could possibly fund. J. Barrett has been in discussions with Elsevier for several months. IUPHAR needs a decision about the way forward with the journal proposal. The proposal seems fair and could be beneficial to have this collaboration. The challenge is finding the right person to take on the associate editor role. Some reservations about conflict of interest with BPS and ASPET activities were raised. I. Cascorbi asked if the EC wants to pursue this proposal going forward. Some due diligence needs to be done before making decisions.
- 12. Governance Update Discussion Continued L. Devine's presentation was distributed by I. Cascorbi. D. Webb suggested looking at next steps strategically, as recommended by L. Devine.

The 'early recommendations' from L. Devine were brainstormed and discussed by the EC members:

- The strategy about getting back to the core business of pharmacology was discussed. Focus on important issues is critical in order to best use the resources available.
- Ways to increase IUPHAR's profile were discussed. IUPHAR could be more involved in major public health issues. This could create a great deal of work and effort for IUPHAR. IUPHAR could take a policy stance on some major drug issues (eq opioid crisis) moving forward.
- Models to improve the governance of IUPHAR should be explored. SOPs from other major societies could be utilized.
- 13. Future Support of Guide to Pharmacology & PEP M. Spedding reviewed the contract for the Guide to Pharmacology. The continuity of the database is critical. Grants have funded this initiative to date. In October 2020, the BPS contract supporting two curators will come to an end. This might jeopardize maintaining the staff of the Guide to Pharmacology moving forward. If there are not resources to maintain the database it will become out of date and ineffective. Future cost options were reviewed. Meetings are underway to discuss this issue, at Pharmacology 2019. The budget is important to continue with this critical project. Solutions to this issue should be explored over the next several months. The Guide to Pharmacology is very beneficial for both BPS and ASPET. BPS has helped to fund this in the past but ASPET has not. No decisions will be made at this meeting. Pharmaceutical companies have been pursed for funding the Guide to Pharmacology as support for educational purposes, but recently with no success. (Servier have been an important funder in the past.)
- **14.** Approval of October 8th2019 EC Meeting Minutes The minutes from the 08.10.19 were approved by the committee.
- 15. Next Executive Committee Meetings
 - a. February 11, 2020, 7am CST
 - b. April 14, 2020, 7am CDT

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- c. June 5-6, 2020 -In person, Switzerland
- **16.** Recapitulation of Action Points M. Spedding reviewed the following key issues from the meeting:
 - 1. Make a report of issues to L. Devine; await her suggestions and proposals
 - 2. Start to work on statutes as soon as possible.
 - 3. Modify delegate system.
 - 4. Provide a detailed proposition for a Natural Products sub-office in China and other countries (possibly India, Japan, Italy, S America). Consider having direct links with major societies.
 - 5. Setup a finance committee. (URGENT)
 - 6. Support and extend the Early Career Investigator committee.
 - 7. Develop Standard Operating Procedures (SOPs) to be gender balanced and inclusive (eg ASCEPT).
 - 8. Prioritize a decision on PEP.
 - 9. Hold Elsevier discussions with ASPET and BPS at upcoming BPS meeting in Edinburgh.
 - 10. Work on 'continental groups' particularly for small societies (eg. PharfA) and further discuss membership committee recommendations.
- 17. Closing Remarks I. Cascorbi thanked everyone for attending and closed the meeting.