



SOCIETY FOR RESEARCH ON NICOTINE & TOBACCO

CORE ORGANIZATION VALUES SURVEY RESULTS

Value Survey Participant Demographics

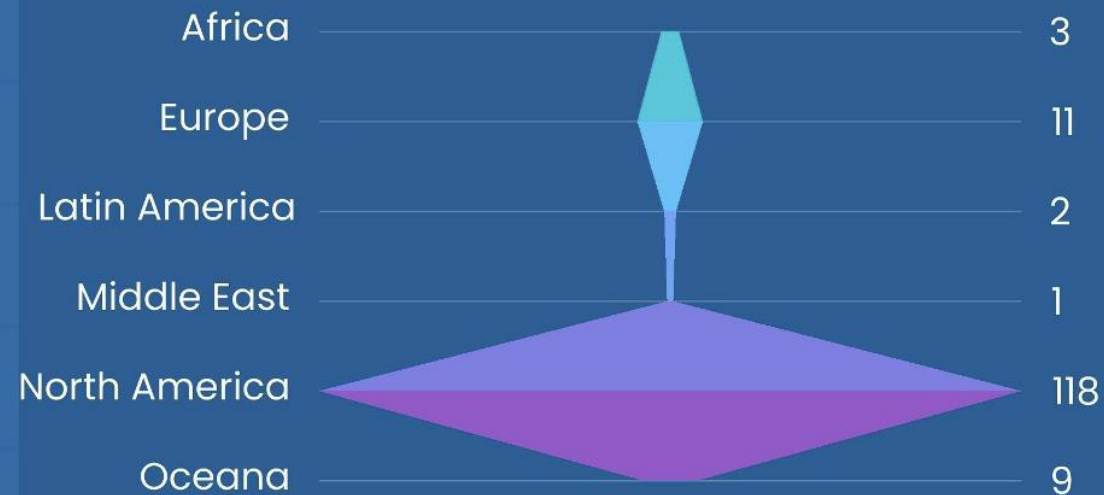
Value Survey Participant Demographics

These graphs provide a snapshot of the member demographics, and Network affiliation within SRNT.

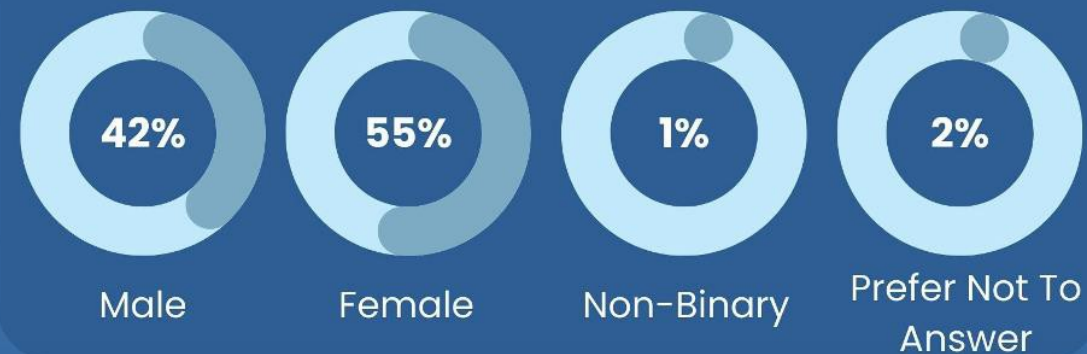
Highlighting the gender, global region, and career stage of the SRNT survey participants.

Results based on 194 participants.

Global Region



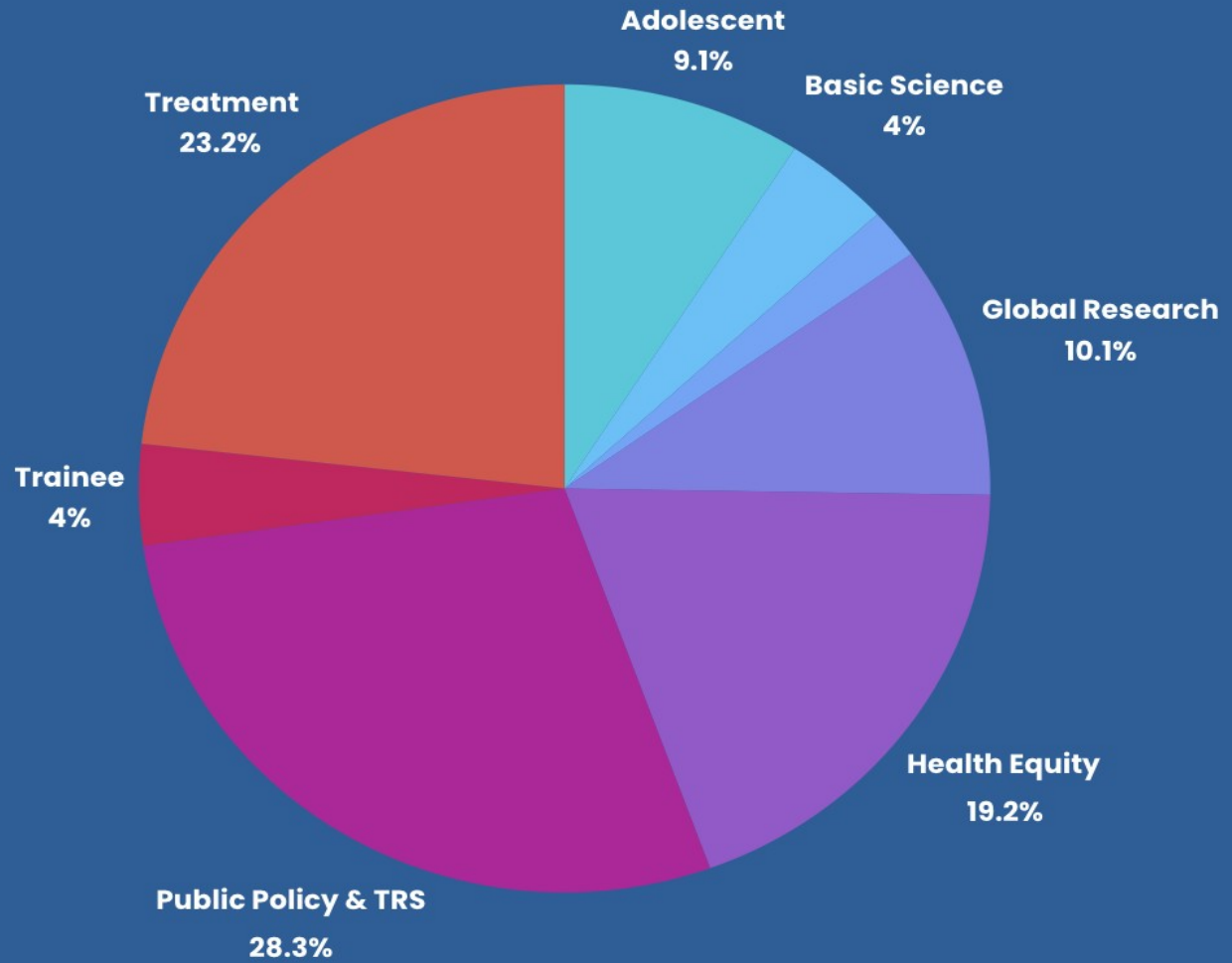
Gender Distribution



Network Affiliation – Primary

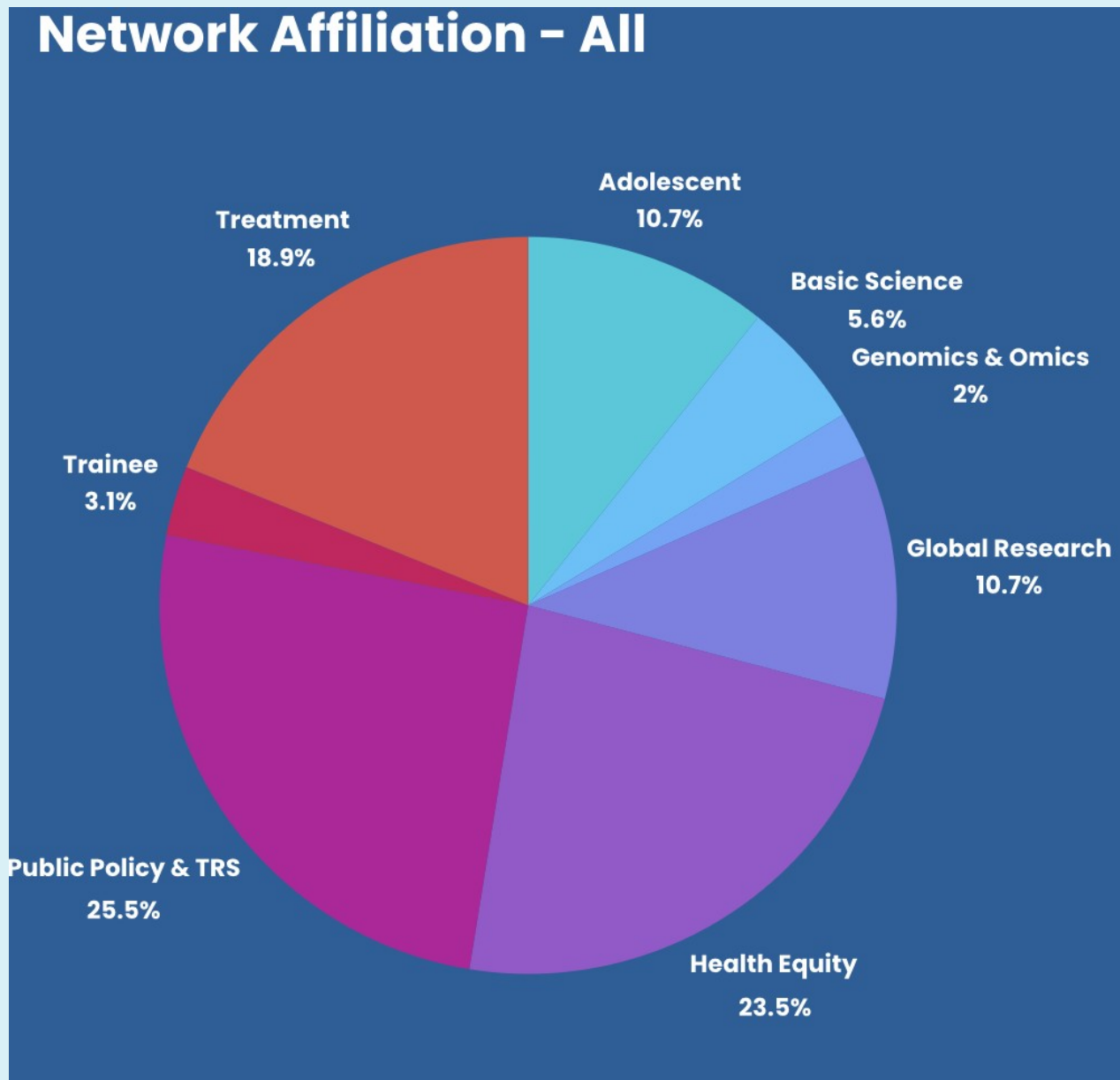
Participants were asked to indicate which is their primary Network.

Network Affiliation–Primary



Network Affiliation – All

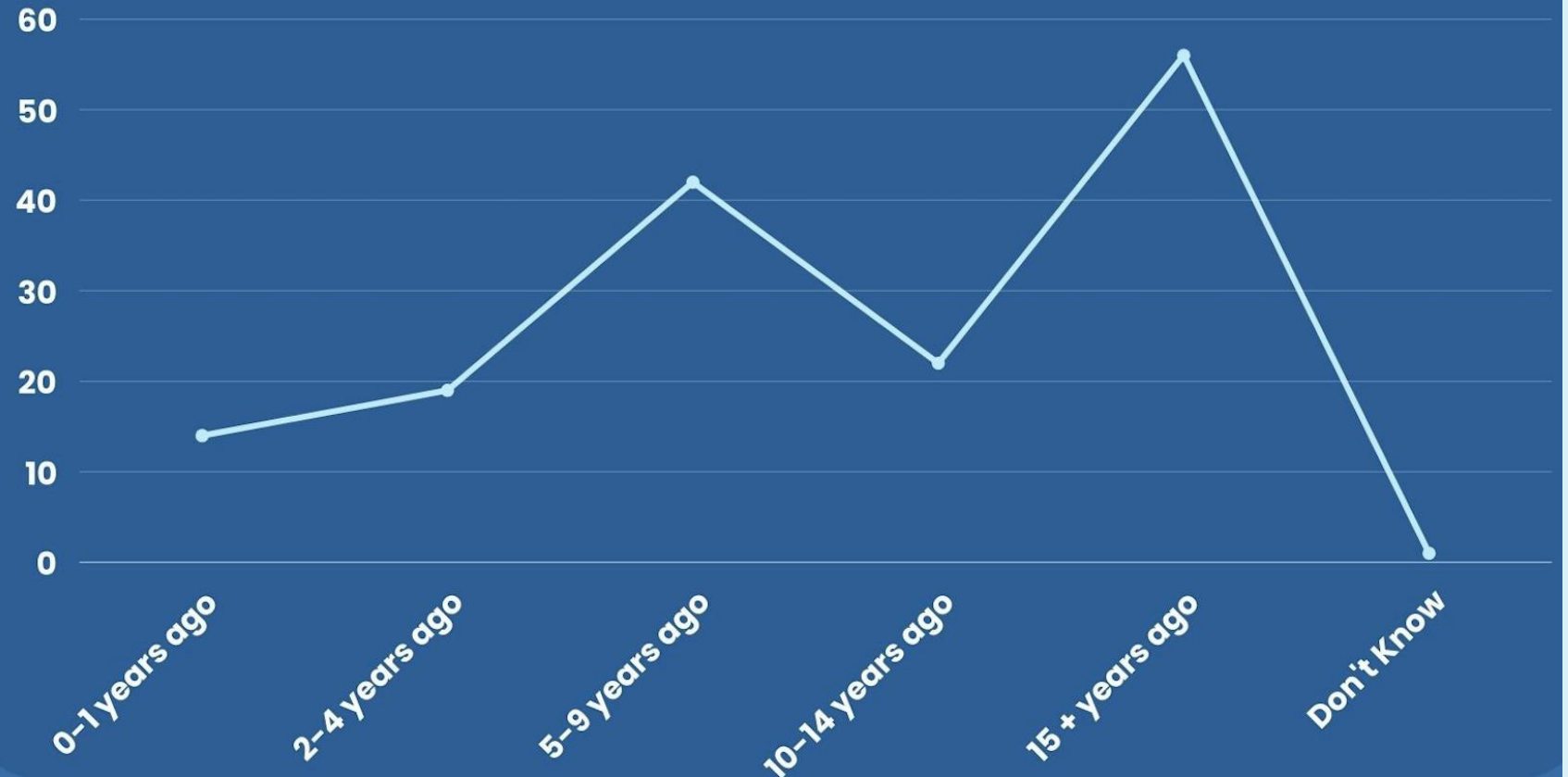
Participants were asked to indicate all Networks in which they are affiliated.



When Did You Join SRNT?

Participants were asked to indicate the time frame in which they joined SRNT.

When Did You Join SRNT?



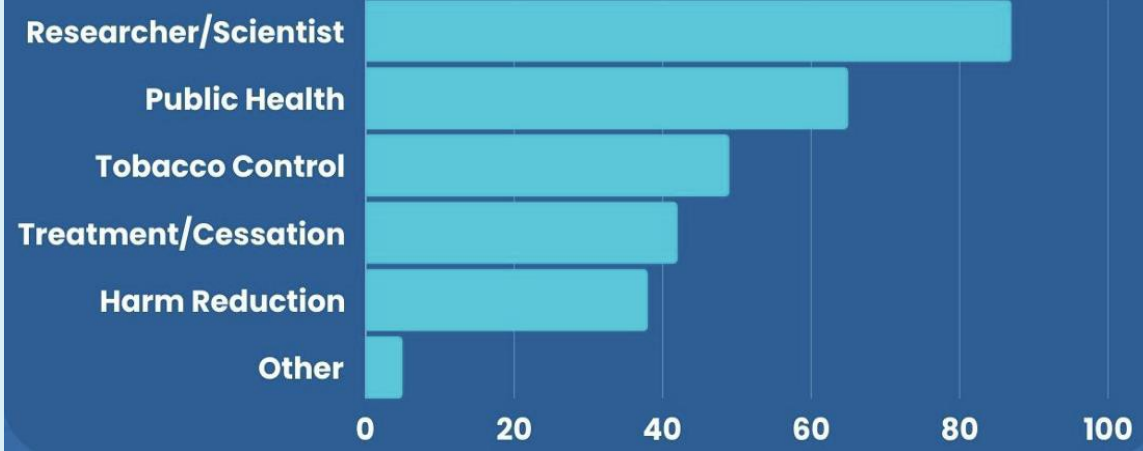
Community Identity –

Participants were asked to indicate all Communities in which they identify.

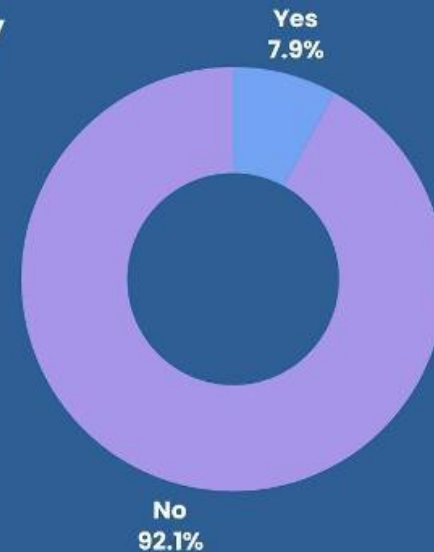
Identify As A Person With A Disability -

Participants were asked to indicate if they identify as a person with a disability.

Community Identity



Identify As A Person With A Disability



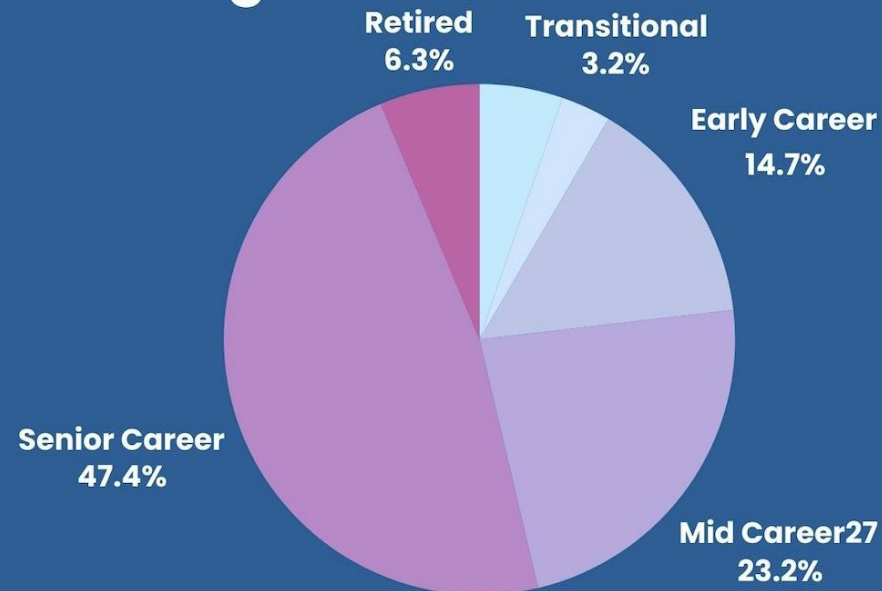
Career Stage -

Participants were asked to indicate one Career Stage.

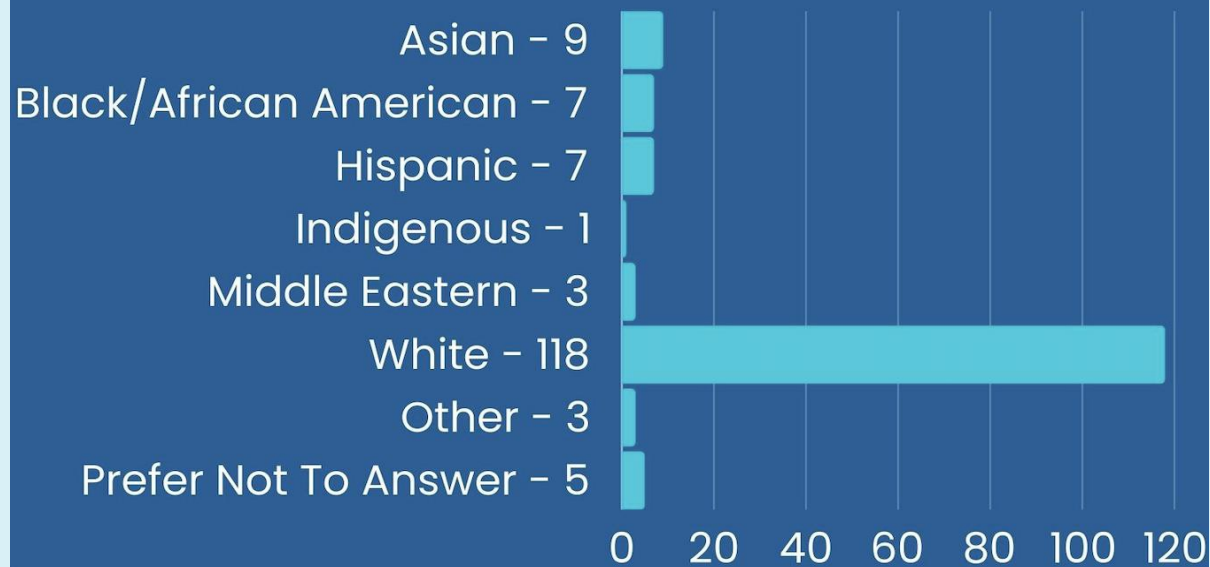
Race/Ethnic Ancestry -

Participants were asked to indicate all races/ethnic ancestries that apply.

Career Stage



Race/Ethnic Ancestry



Section 1

Core Organizational Values

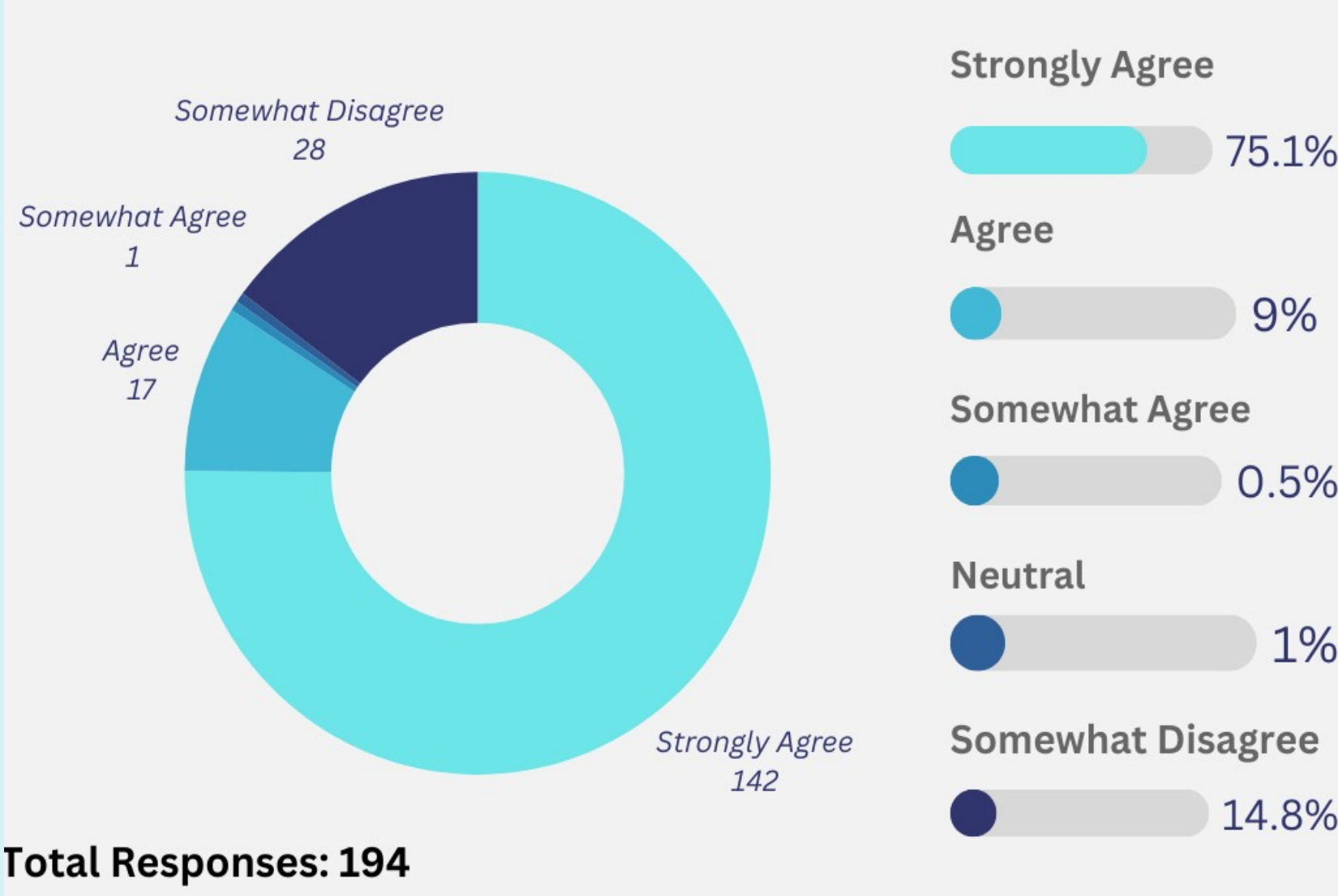
Value 1

Scientific Excellence And Research Integrity

"SRNT is a scientific society. As such, we value scientific excellence and research that is conducted with integrity and rigor using ethical, transparent, and reproducible methods. We value the full spectrum of ethical scientific inquiry, including basic science, public health, and clinical and translational research. We value respectful scientific discussion and debate, and we seek to promote the application of scientific knowledge in the real world, to achieve our mission and purpose."

Comments:

- 1) This is very-well, and inclusively, written and I hope that it will be implemented in such a way that a wider array of research than is now permitted within SRNT, i.e. including the tobacco industry (in all its current manifestations and with FULL DISCLOSURES) will be welcome within the Society.
- 2) Publishing tobacco industry in NRT. Permitting peer review by tobacco industry . Allowing tobacco industry narrative of harm reduction to lead - they own and control their data.



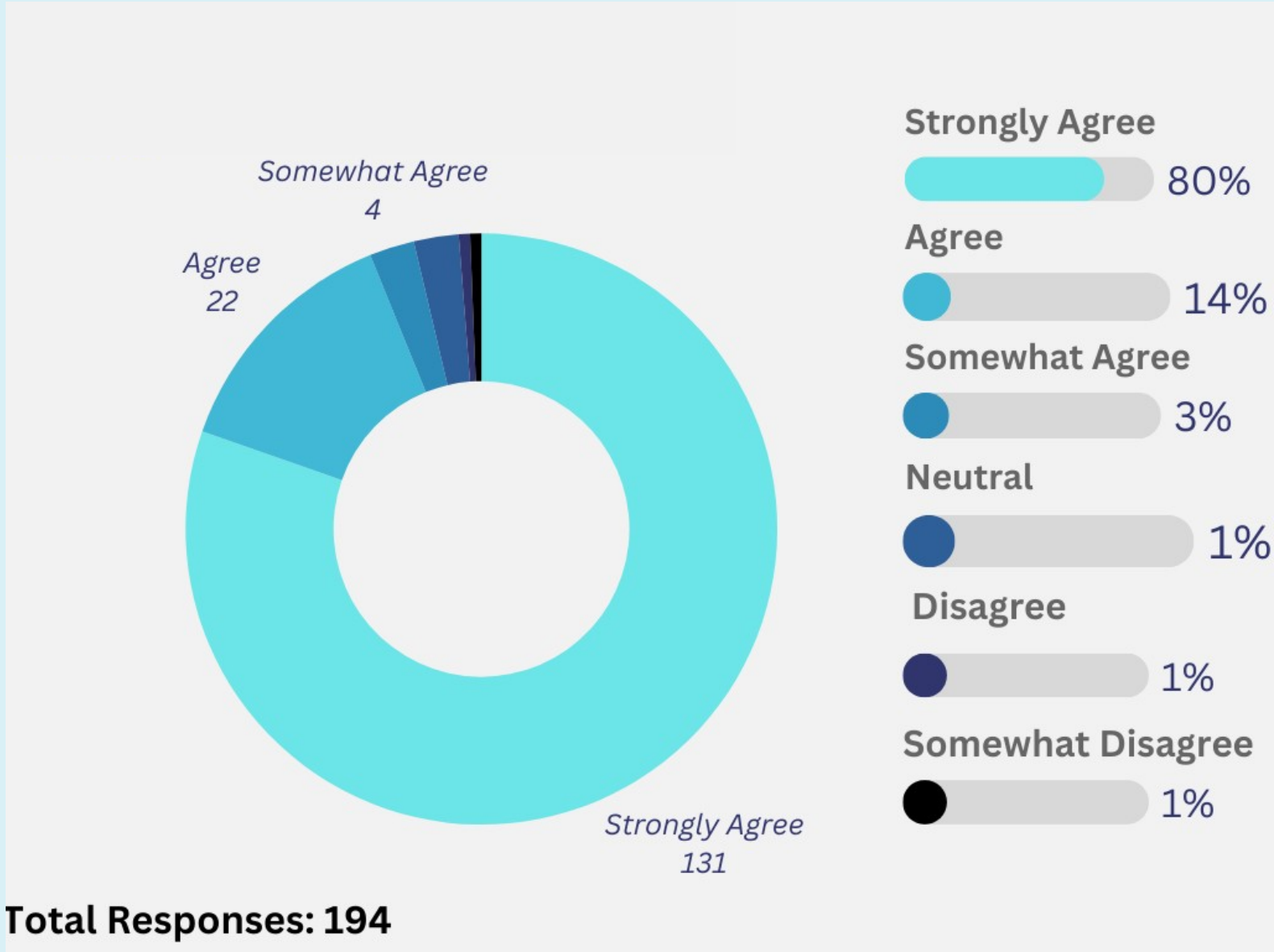
Value 2

Diversity of Experiences, Knowledge and Opinions

"SRNT members conduct research across disciplines from cellular to societal. Our members live in many regions of the globe and have diverse regional views on issues of importance to SRNT. Our members include community researchers, students, and postdoctoral trainees and all levels of academic investigators, including early career up through senior researchers and retirees. We value this breadth of experience and knowledge and the opinions that come with it. As such, we welcome and encourage our members to express different perspectives on issues of importance to our mission and purpose. We encourage safe and respectful scientific debate at Society-sponsored events, including the annual meeting and SRNT listserv, and we seek to use our platform to support the dissemination of sound, science-based knowledge, and ideas."

Comments:

- 1) Good to be explicit about SRNT being a global scientific organization and the positive nature of that.
- 2) Not entirely true statement. There is a power imbalance .
- 3) We must emphasize that in the expression of differing perspectives, FACTS must be sacrosanct. Where statements of facts are not being made, people must learn inform others that they are sharing their perspective and not scientific facts in order to prevent people from using the SRNT platform to disseminate misinformation



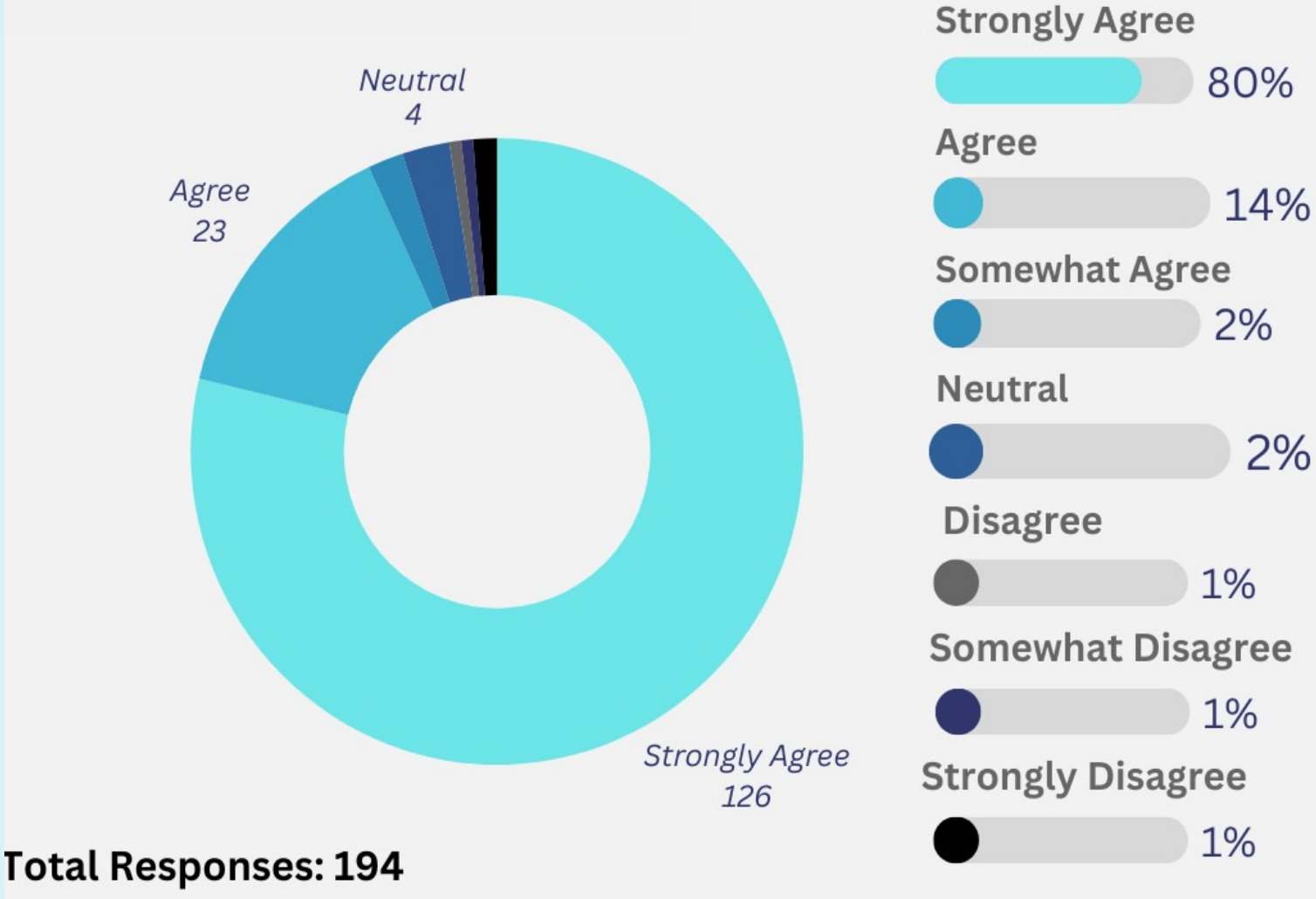
Value 3

Respect For All People

"SRNT stands against racism and all forms of discrimination, at all levels, personal and systemic, including but not limited to race, ethnicity, Indigeneity, gender, sex, age, disability, sexual orientation, nationality, and religion. Moreover, consistent with human rights and social justice principles, SRNT actively works to ensure the Society, Society-sponsored forums, and the annual meeting are safe spaces for all members to present and share their ideas, regardless of their lived experiences, training, status, demographics, geographic identity, or other characteristics."

Comments:

1) Are SRNT leaders in respect for all. I thought so until I read the responding editorials to one from HEN members. Are actions truly inclusive. HEN is an excellent example of good practice and values.



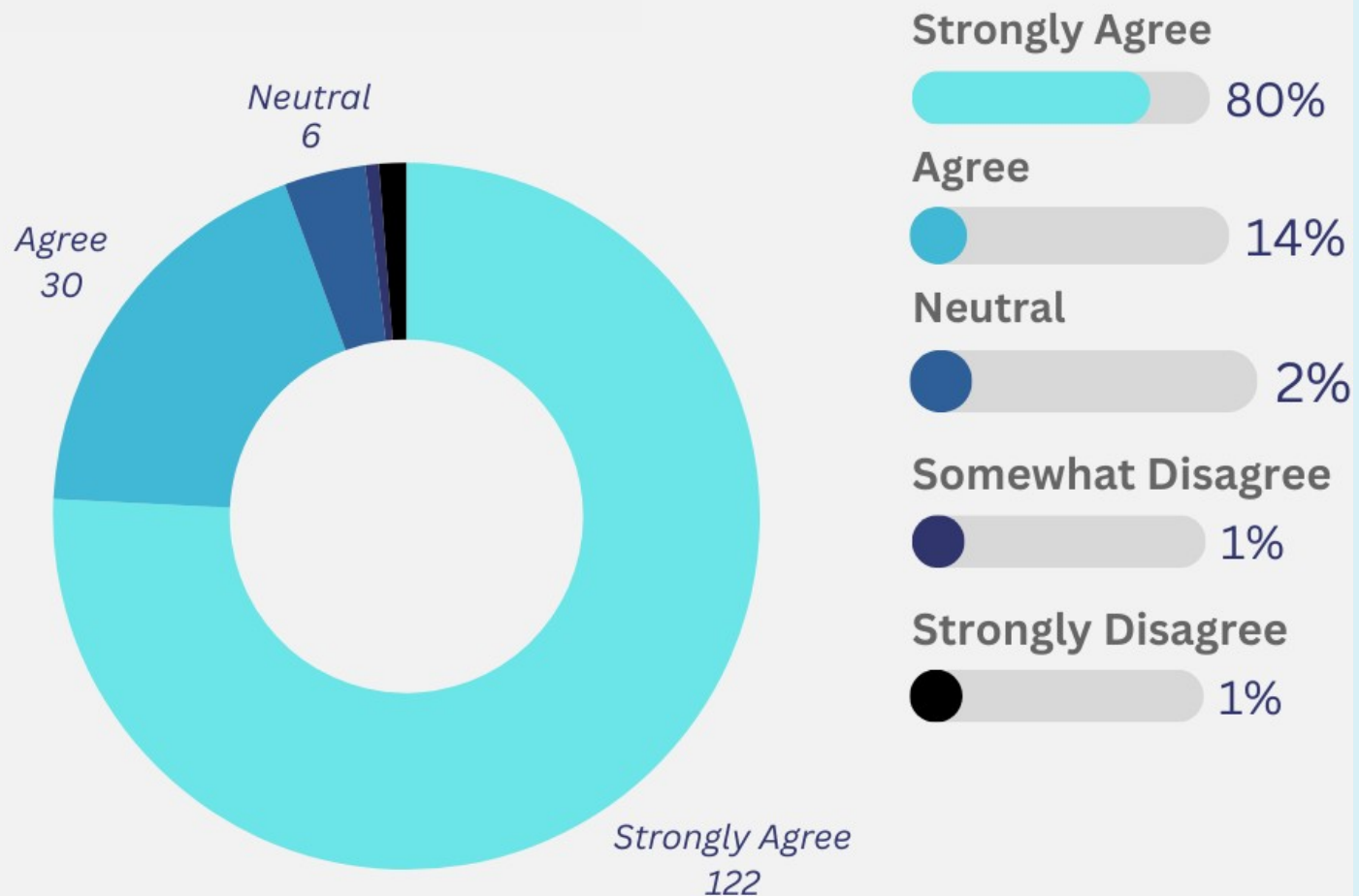
Value 4

Transparent Leadership

"When staff, elected Board members, or other leaders within the organization make decisions, they will seek diverse perspectives from the membership and make decisions grounded in the best interests of the organization, the pursuit of our mission, and reflective of our Core Organizational values, even when those interests may differ from personal opinions, desires, or objectives. Decisions and their rationale will be transparent to members, and Board Members will strive to be good stewards of the organization's resources, including finite financial resources."

Comments:

1) Is the current board a great representation of diversity and inclusion? I don't see any student voice or patient and public involvement rep.



Total Responses: 194

Section 1 - Additional Question

Question:

What additional Core Organizational Value or Values, if any, do you believe the Board should consider?

Answers:

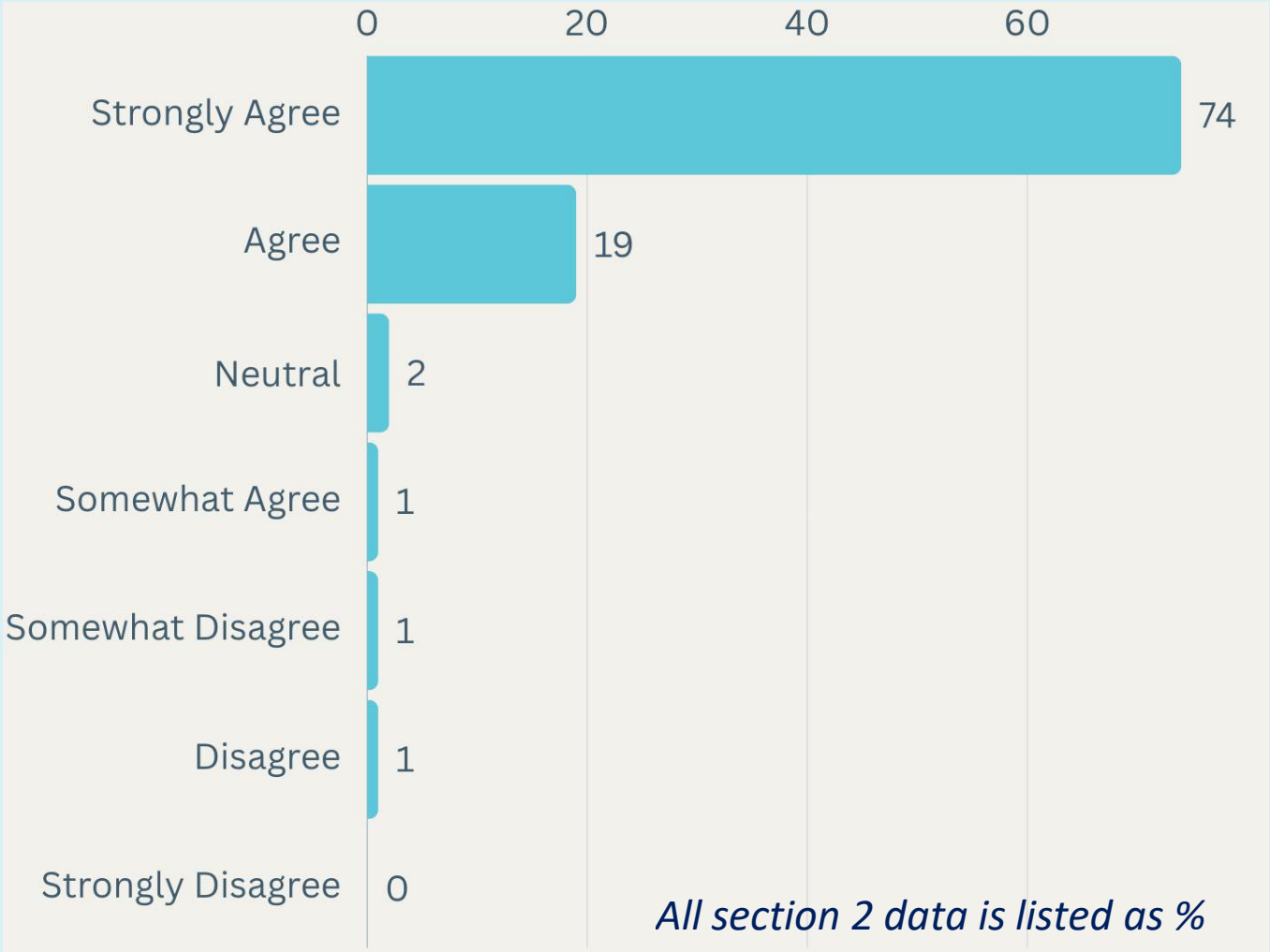
1. Inclusion and equity. Live it and demonstrate this- not tokenism.
2. Diversity in the executive position so that it is representative of ALL regions from where SNRT members are drawn. I do not think it is equitable for only one member to represent a group of regions.

Section 2

Statements of Commitment

Section 2 – Statements of Commitment

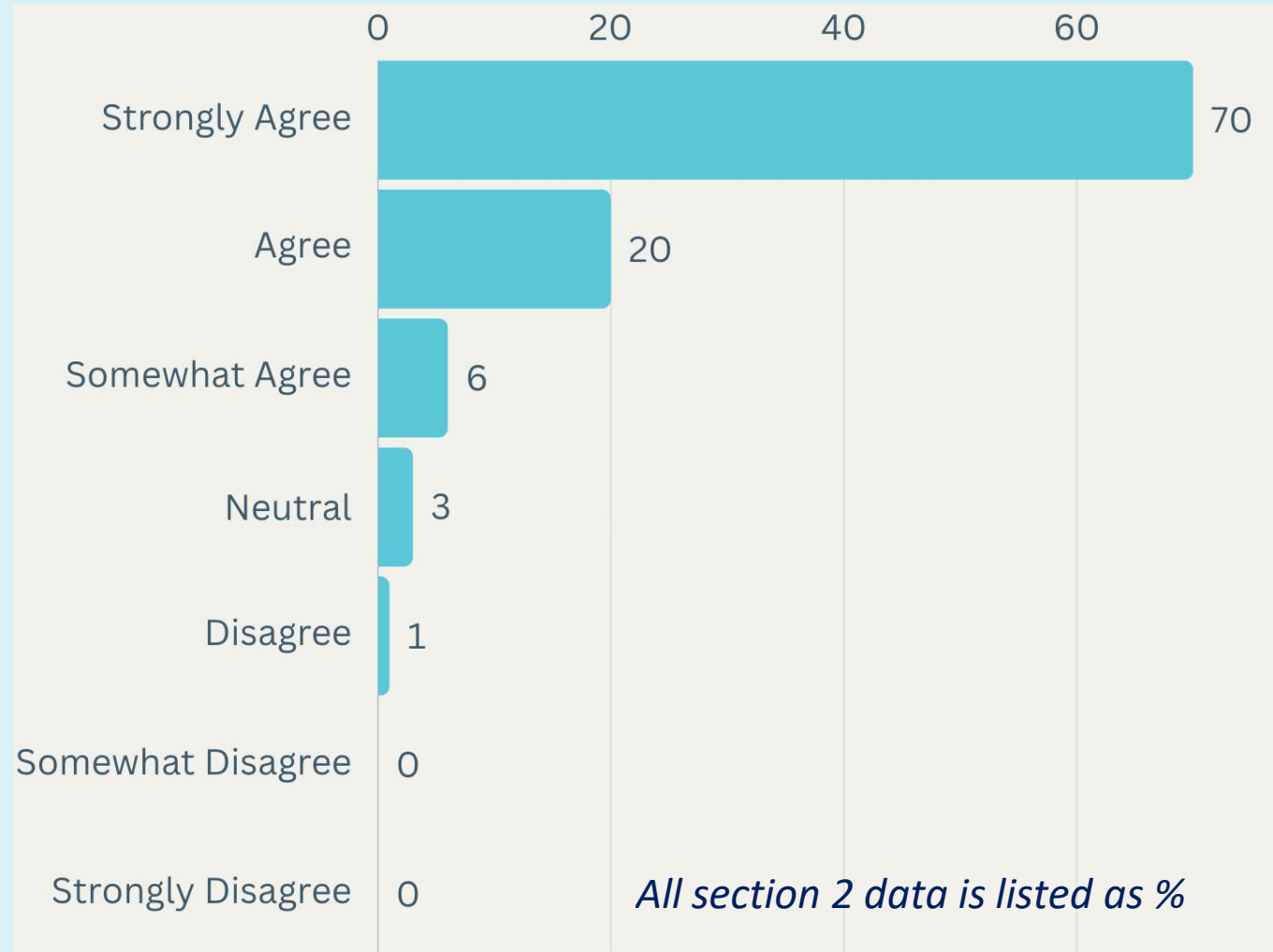
Statement 1 "SRNT is committed to open, ongoing communication with the membership."



No comments

Statement 2

"SRNT is committed to supporting early career researchers as they look for opportunities to grow in their chosen field through education, networking, and professional development opportunities."



Comments:

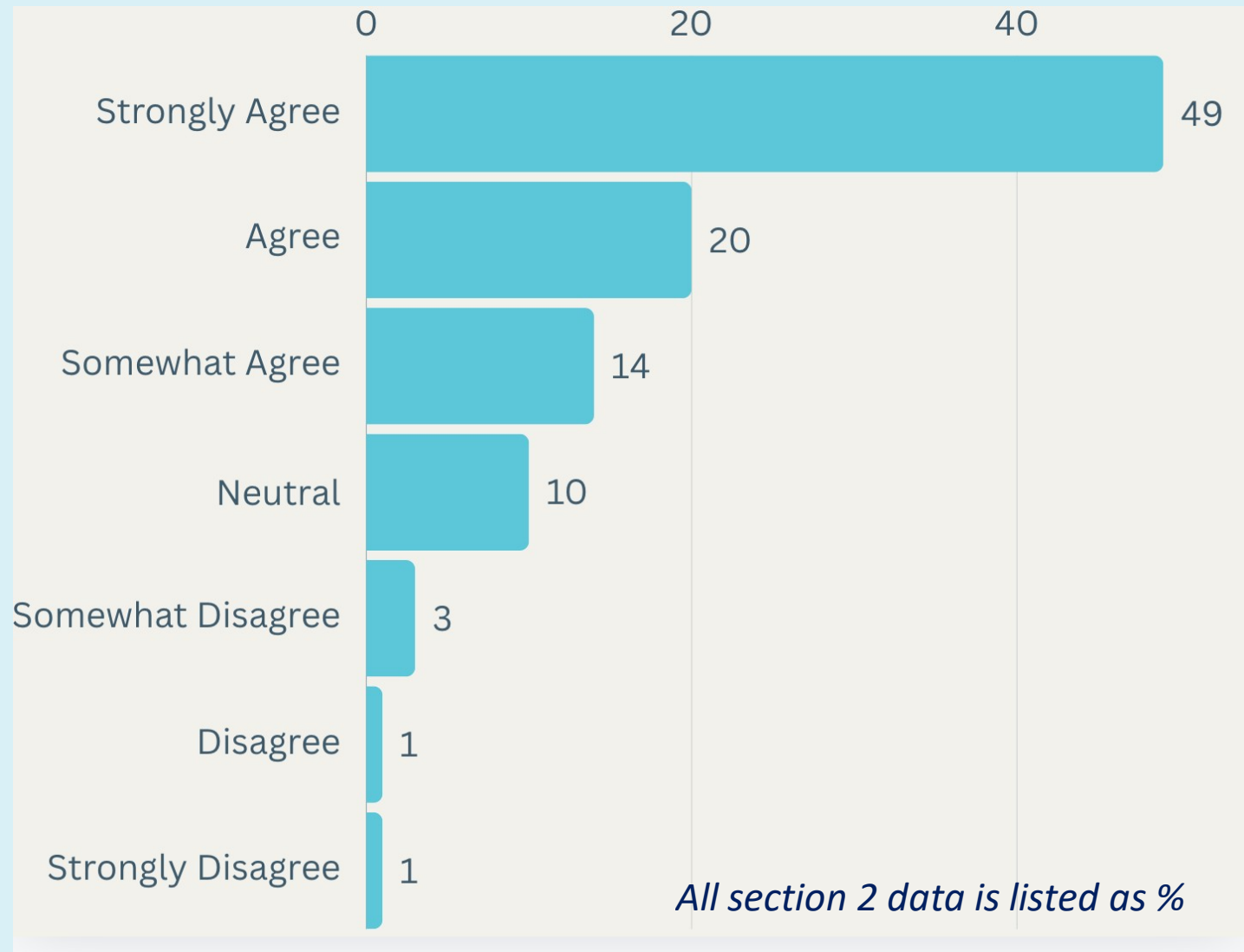
- Esp work of HEN.

Statement 3

“SRNT is committed to making its Annual Meeting as “green” and sustainable as possible.”

Comments:

- **Whatever tokenistic activities are introduced they do not balance the unsustainable or green in person meeting. No option for hybrid or online.**

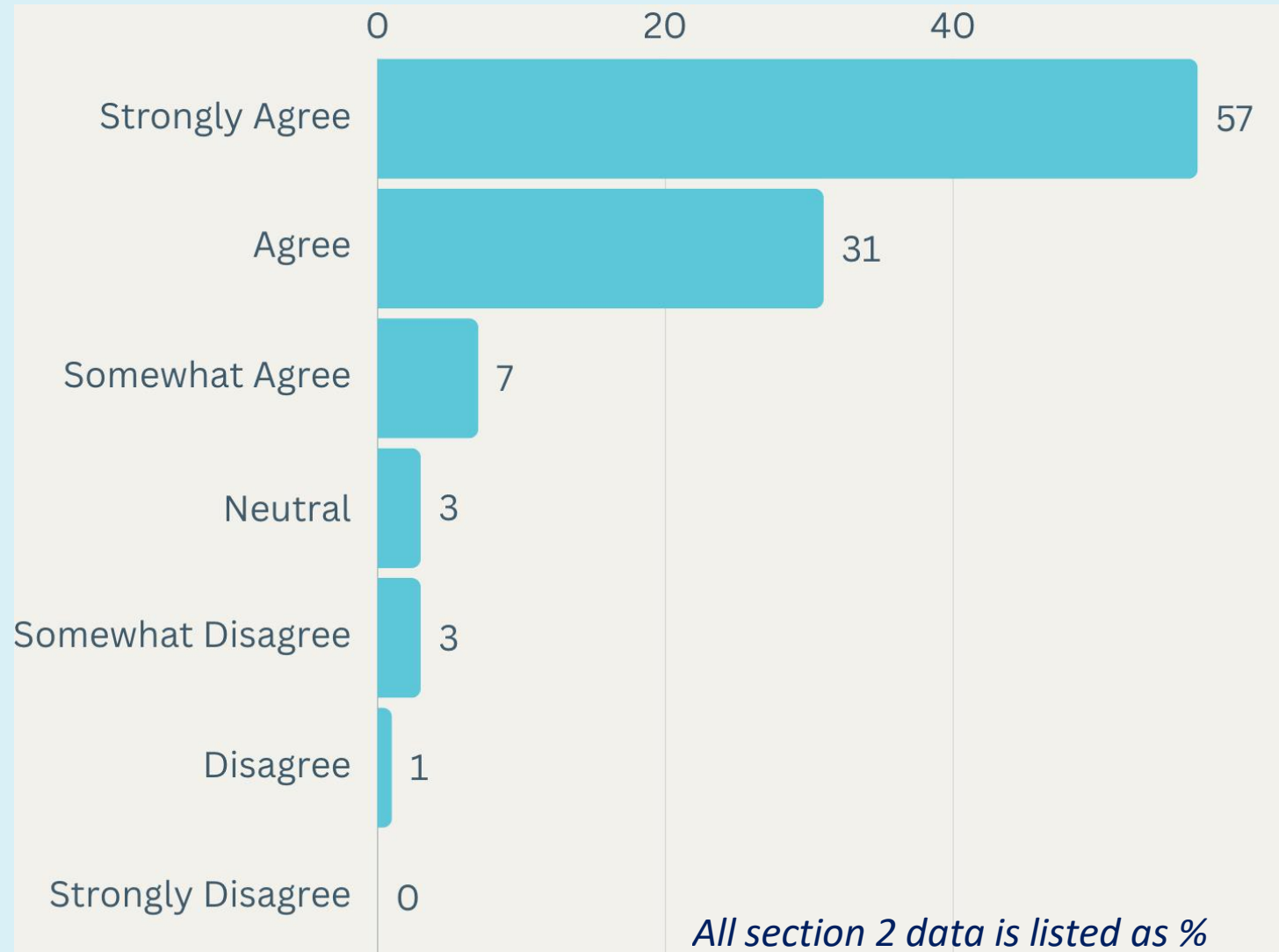


Statement 4

"SRNT is committed to fully supporting Networks, Committees, and all other Volunteer Activities as financial resources allow."

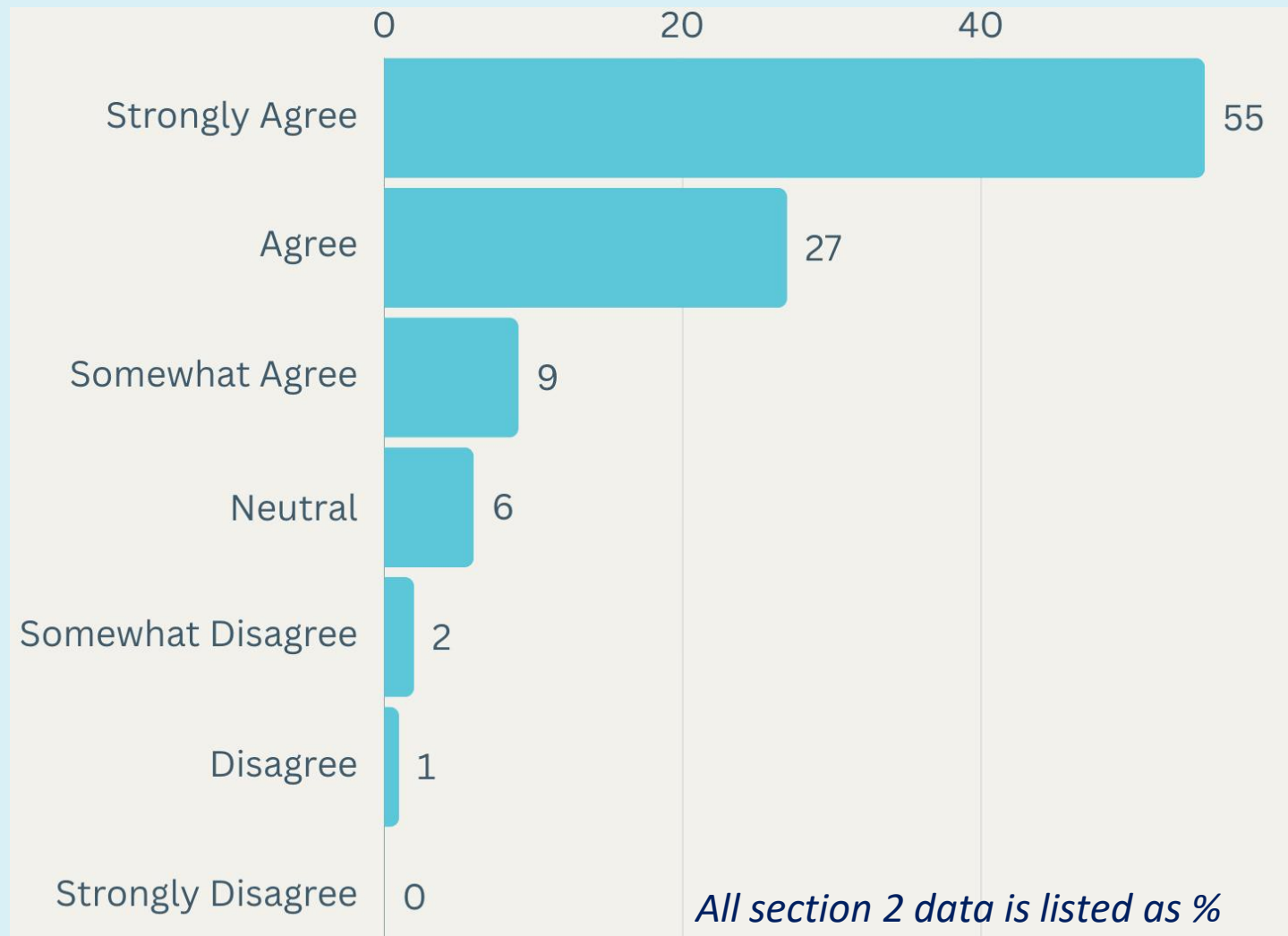
Comments:

- **What funding is provided to committees?
Haven't read that.**



Statement 5

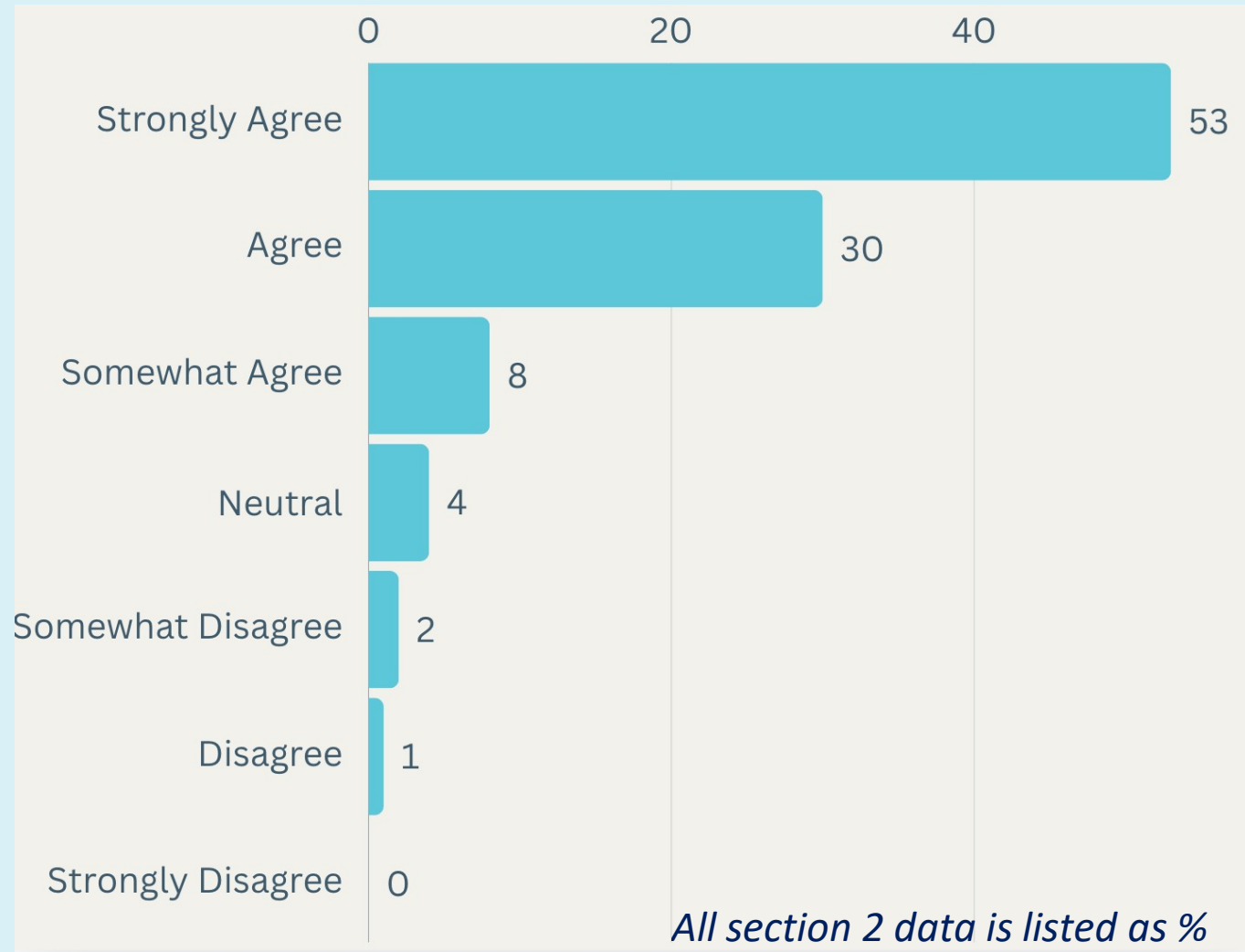
"SRNT is committed to facilitating organizational grant applications and exploring other opportunities that may increase funds for travel and other conference-related support."



No comments

Statement 6

"SRNT is committed to maintaining the balance of research discipline in leadership roles. (i.e. having basic science, treatment, and public health perspectives represented on committees, task forces, etc.)."

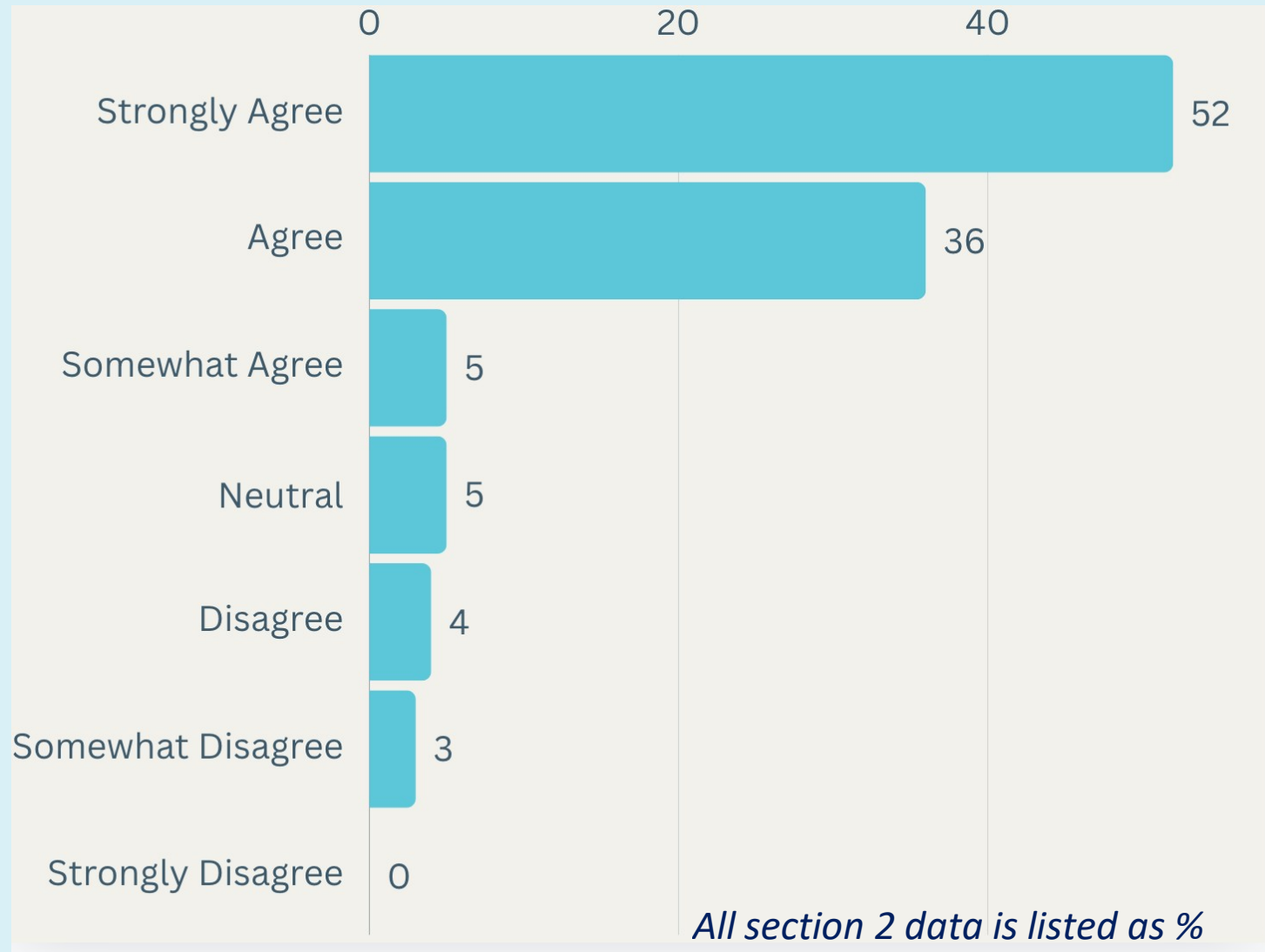


Comments:

'Is committed' - does that translate to reality. Seems too aspirational for 21st century and should be reworded.

Statement 7

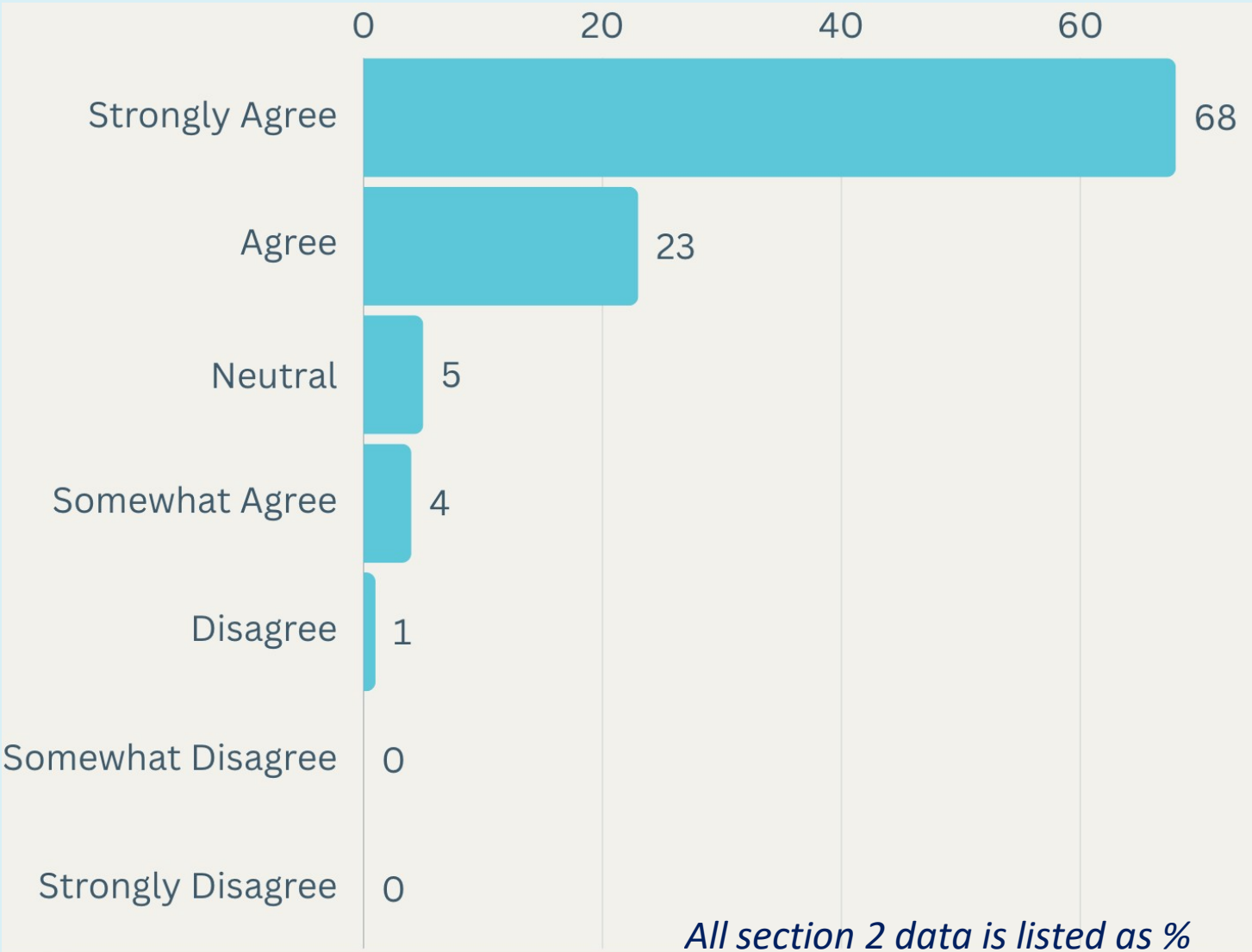
"SRNT is committed to finding ways to make participation in Society activities accessible despite time zone differences."



No Comments

Statement 8

"SRNT is committed to making its Annual Meeting accessible to people of all abilities and disabilities."

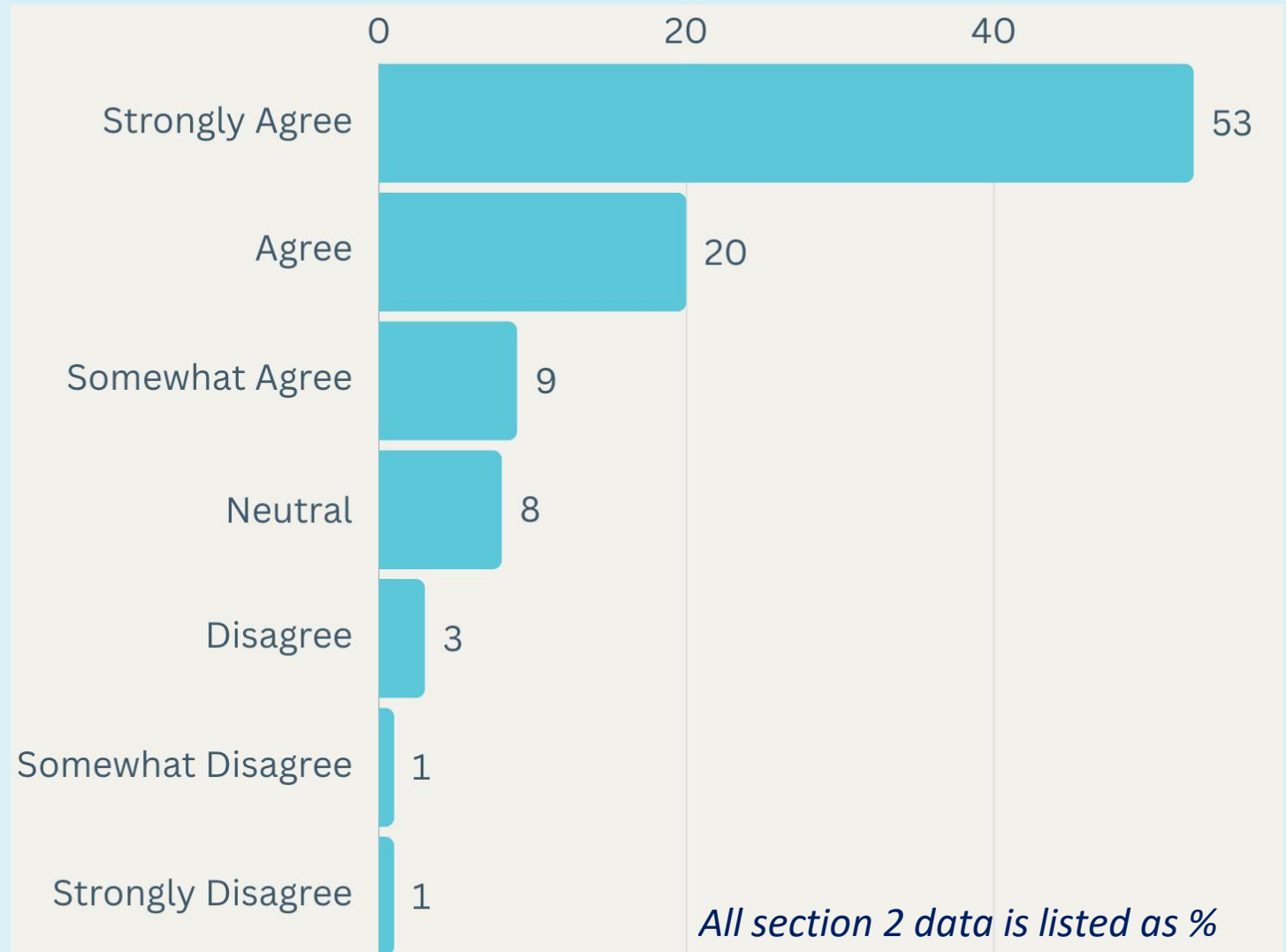


Comments:

How? Where the wording to support delegates about that. What if you can't travel to present- I don't see this beyond tokenism.

Statement 9

"SRNT is committed to supporting legislation around the globe that increases funding for nicotine/tobacco research."



Comments:

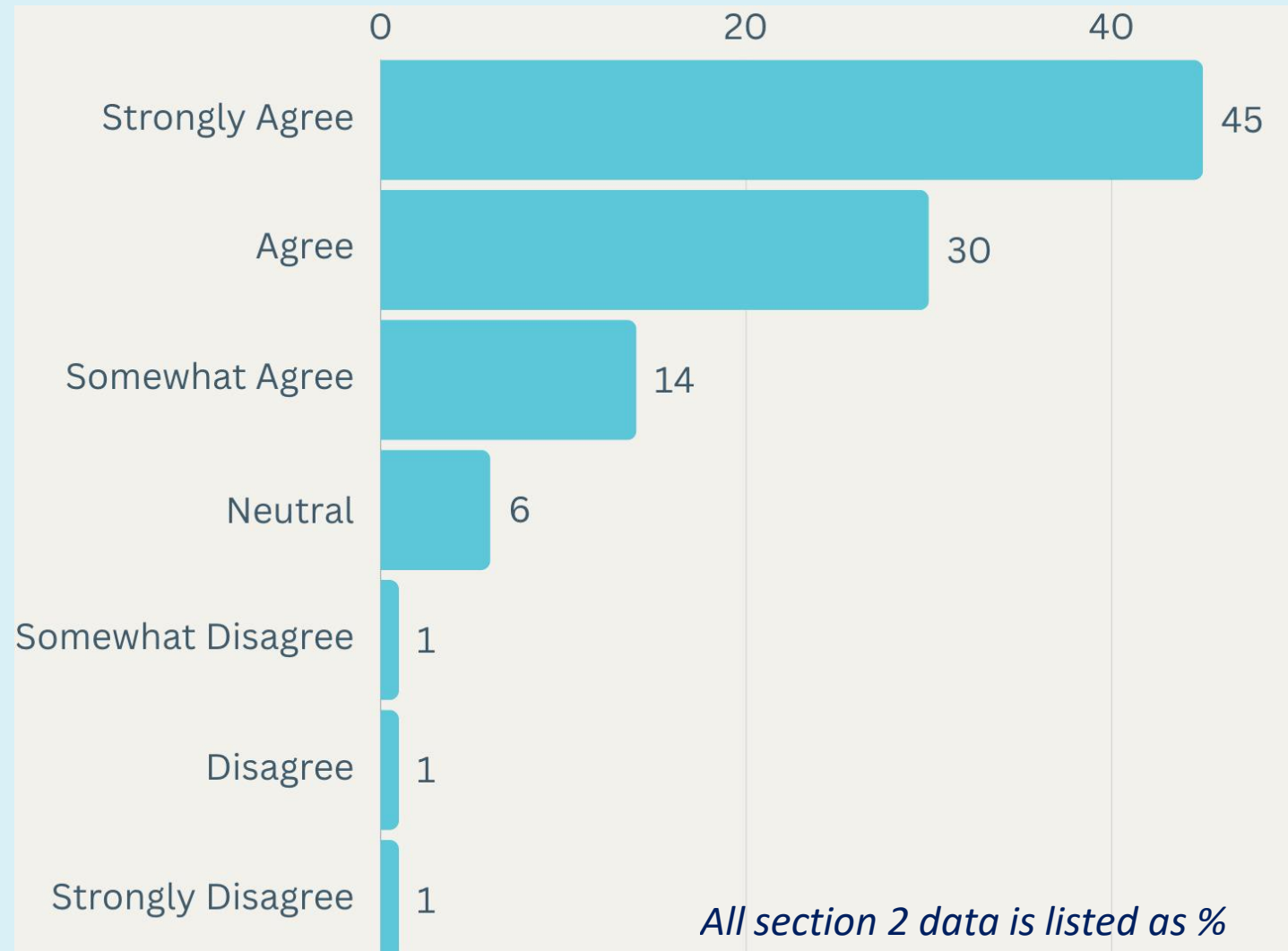
How ? What evidence exists beyond aspiration statement.

Statement 10

Comments:

Meaningless statement. Is SRNT - aware of harms of tobacco industry - is there any other view to be respected. What does respect look like for tobacco industry and pro tobacco lobby

"SRNT is committed to respecting regional differences in how cessation, public health, regulation, and public policy are viewed."

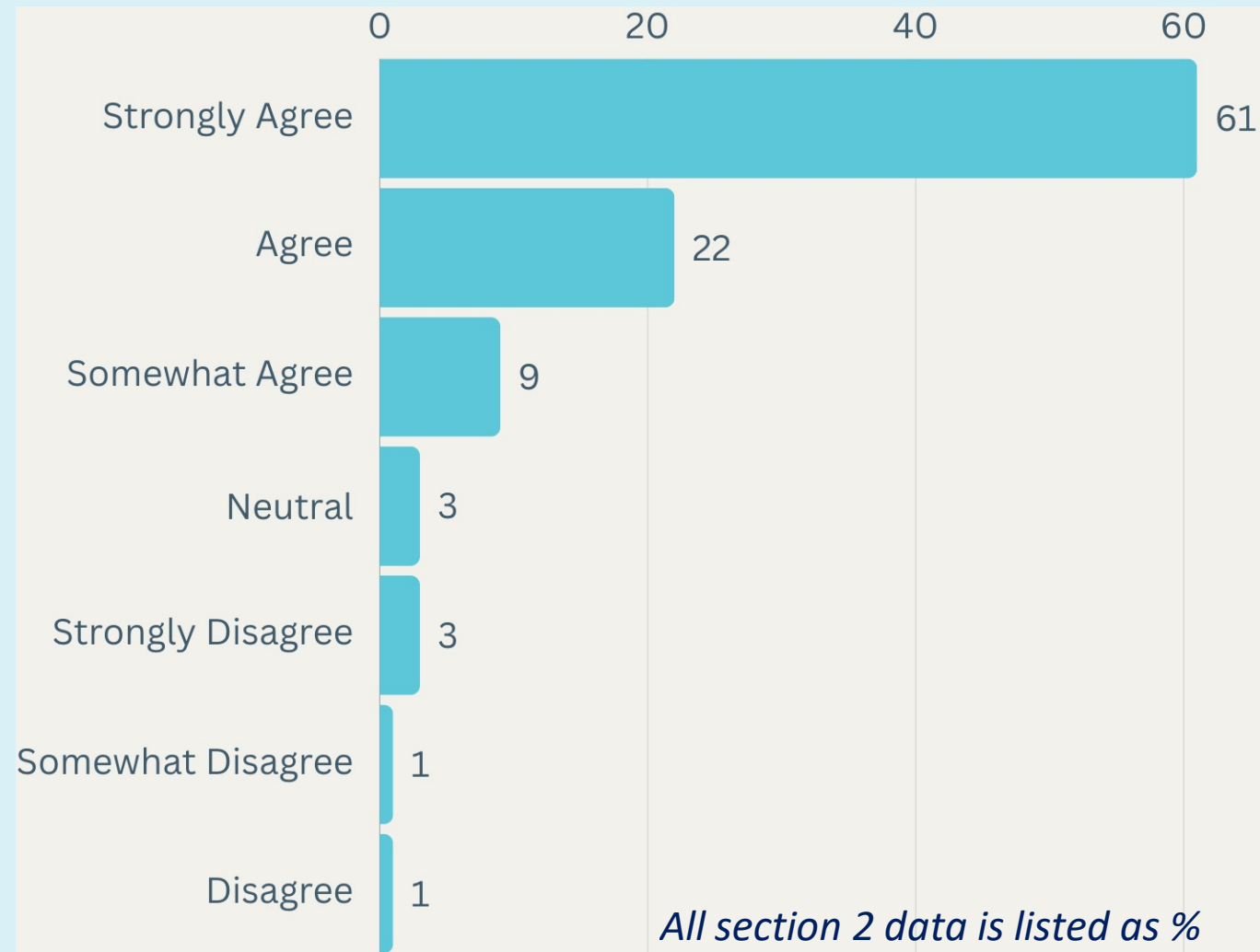


Statement 11

Comments:

- Committed to supporting - why not support. The language is very weak.
- If industry evidence is censored then it is unclear how SRNT can advocate for evidence based approaches without bias.

"SRNT is committed to supporting evidence-based legislation/regulation/positions on issues around the world, acknowledging and respecting regional differences."

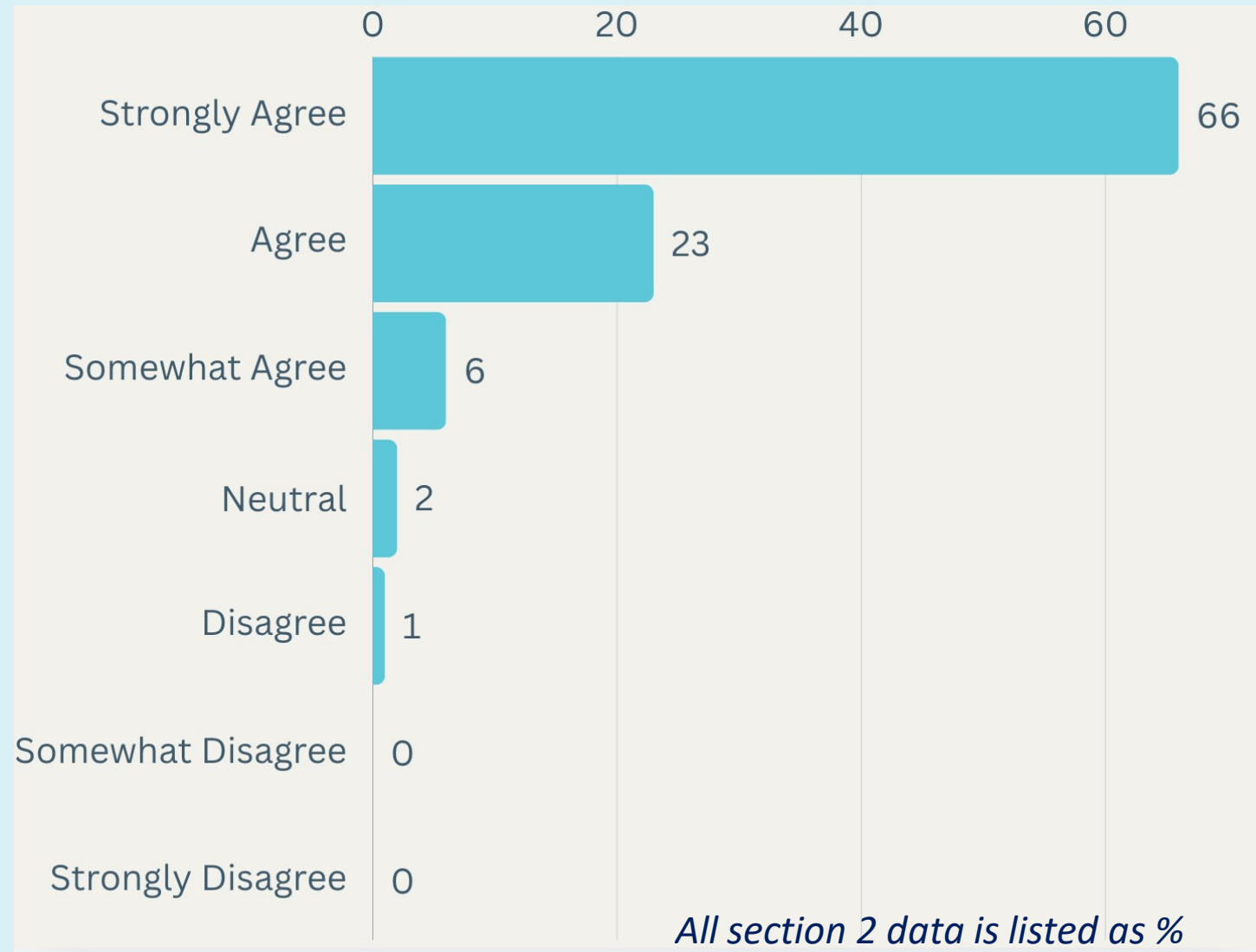


Statement 12

"SRNT is committed to supporting/standing behind member groups who are or identify as LGBTQ+, non-white, and other minoritized communities."

Comments:

- Will stand behind. Need to rephrase with active language
- not sure about singling out specific groups here and thereby 'othering' them
- Again, stop holding the annual meeting in hostile locations

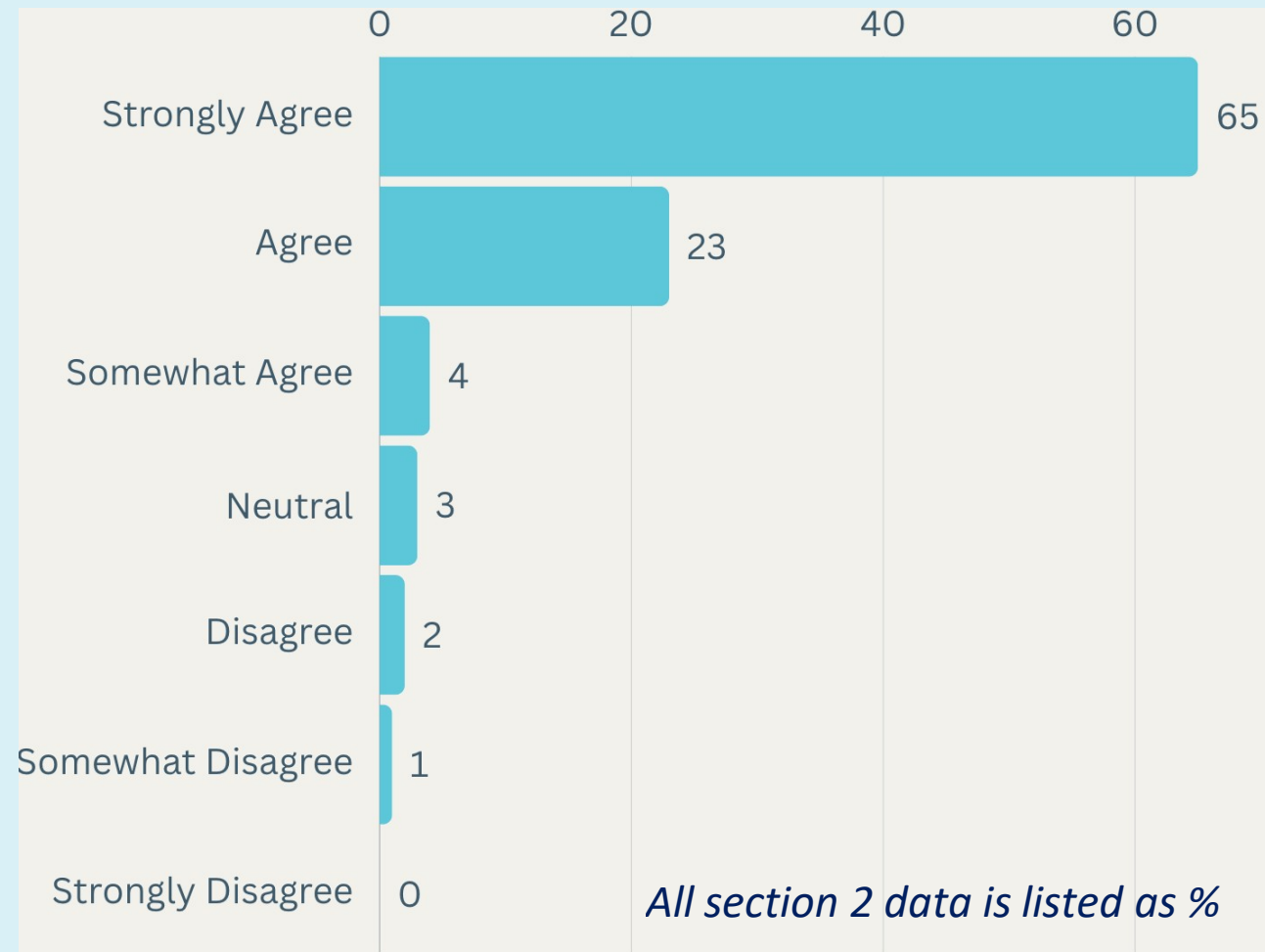


Statement 13

Comments:

- As long as it includes all stakeholder including Industry
- SRNT is a scientific society. Consultation with non-scientist should remain the prerogative of its members, not of the society.
- Meaning of statement is unclear
- This is vague, and I don't know what it means in practice.
- Who decides who the stakeholders are?

"SRNT is committed to creating an environment which supports collaboration and the cultivation of relationships built on trust and respect, recognizing and valuing the skills and qualities of others, and engaging in interprofessional research and educational endeavors, including involvement of stakeholders in our local and global communities to achieve shared objectives."

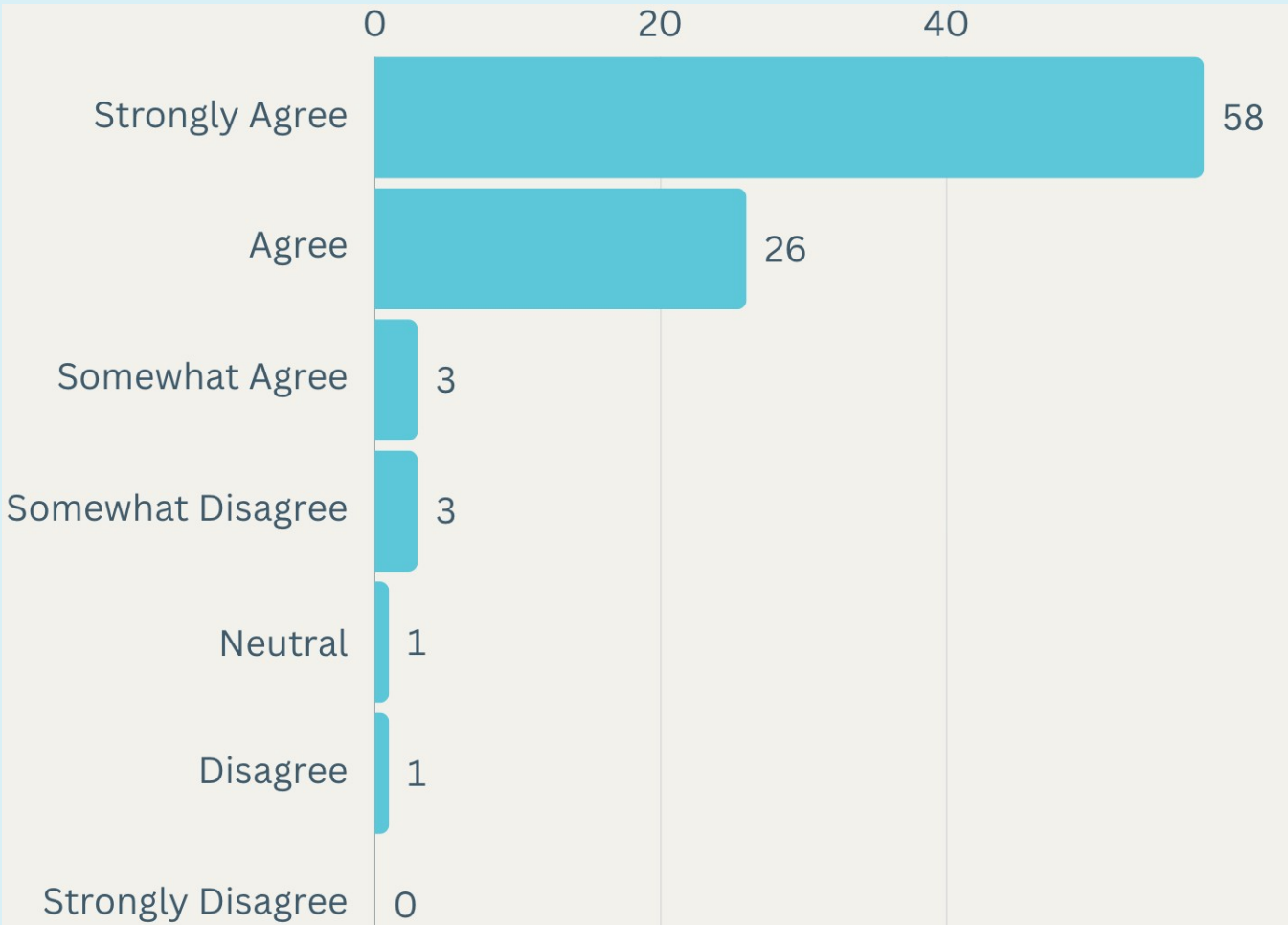


Statement 14

Comments:

- This is redundant with Core Organizational Value 2.
- compassion towards whom? this one seems a bit vague.
- And yet SRTN excludes people who use and/or manufacture nicotine from any of its core values. Ironical.
- I especially like this one given polarizing views that have emerged and caused tensions. We can disagree as scientists and still be respectful of each other and supportive of our shared goal to improve health and save lives.

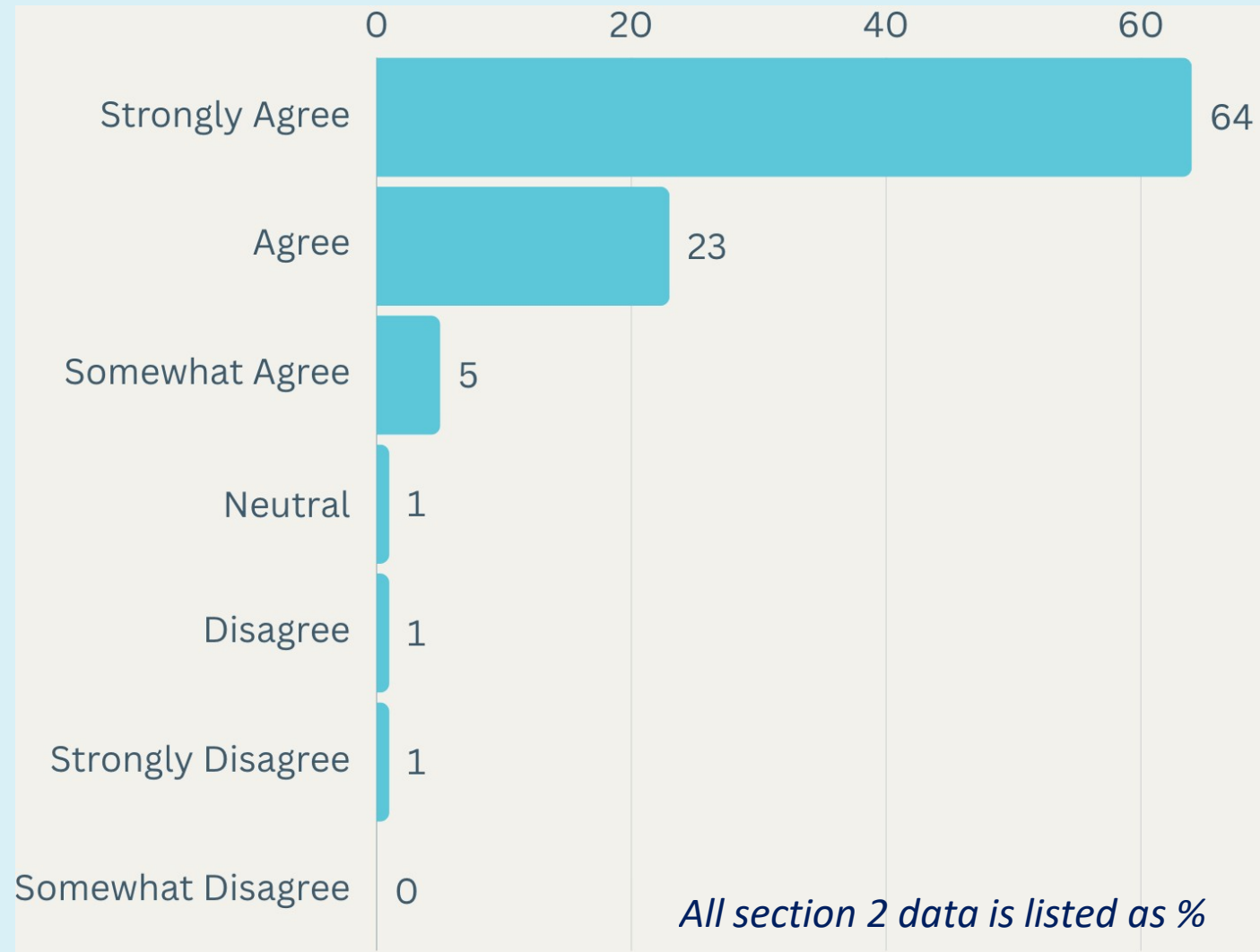
"SRNT is committed to infusing compassion into all aspects of the research-related initiatives we support. SRNT is committed to fostering empathy, understanding, and care within our organization, thereby creating an environment where individuals treat each other with kindness, consideration, mutual respect, and support."



All section 2 data is listed as %

Statement 15

“ SRNT is committed to working collaboratively by cultivating relationships built on trust and respect, recognizing and valuing the skills and qualities of others, and engaging in interprofessional research and educational endeavors, including the involvement of stakeholders in our local and global communities to achieve shared objectives.”



No Comments

Section 2 - Additional Question

Question:

What, if any, additional Statements of Commitment would you suggest the Board consider?

Answers:

1. Maybe something (although you could argue that it is already addressed, if a bit obliquely, above) about the full-spectrum concept (mentioned in Core Value 1), which would include recognizing that the "tobacco industry" is no longer the abhorrent monolith that it was, but that it is - gasp - nuanced and should, with all the proper caveats and transparency - be heard within SRNT.
2. None. Language is too woolly
3. The Core values and statements of commitment are hard to disagree with yet I don't feel SRNT actively lives up to many of them. It's one thing to say you support evidence-based legislation when you don't actually submit any data to a public docket (like an FDA ANPRM) or take any public position on a topic (like banning menthol cigarettes).

Section 3

Final Question

Participants were asked to complete the following sentence...

“I am involved in nicotine and tobacco research...”

<i>"I am involved in nicotine and tobacco research..."</i>	Percentage	Count
To prevent cancer and other diseases caused by smoking	83%	128
To improve people’s mental wellbeing	42%	65
For community/to join a community/to be part of a community	24%	37
To inform the development and adoption of more effective and equitable tobacco control policies	71%	110
Because it was a great opportunity to have a real impact	49%	75
To discover how nicotine and/or other constituents in tobacco products act on central and/or peripheral mechanisms	18%	27
To create treatments that help people stop nicotine use	44%	68
To discover how nicotine and/or other constituents in tobacco products induce persistent changes on neurobiological mechanisms leading to addiction	18%	27

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Previous Page

To contribute to reducing tobacco-related health inequities	77%	119
To improve people’s financial wellbeing	17%	26
Because a loved one succumbed to a tobacco-caused death/disease	25%	39
To develop more efficacious therapeutics to treat nicotine/tobacco dependence	44%	68
To identify biomarkers of disease	14%	22
Because of the greed and immorality of the tobacco industry	19%	30
To discover more effective ways to help people to quit smoking or using other harmful tobacco products	62%	96