



SRNT

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Summary of the Year-long SRNT Core Organizational Values Process, Facilitated Discussions, and Listening Sessions

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Executive Summary

In August of 2023, the SRNT Board of Directors began talking about the future of SRNT, about changes taking place in the field of nicotine and tobacco research that are impacting the Society.

Our founding generation is near or past retirement age—almost half of SRNT’s Presidents are retired—and a new generation of researchers is joining the field. As generations change, the field changes. And as the industry making products that are the focus of our research evolves with increasing speed, the very environment in which we operate changes with increasing speed.

Differing reasons for choosing this field of research; evolving views on subjects both old and new; different disciplines working with communities faced with new problems; evolving ideas about how we use our research and what we do with findings once an abstract is presented or a paper published; differing viewpoints on industry research and, more recently, how to define the commercial tobacco industry¹, are all part of a natural evolution spanning decades as well as generations, the field as well as the Society.

And with change comes challenge.

Differences of opinion in the field have been reflected in SRNT since its founding. As a result of—or, perhaps, simply amplified by—30 years of evolution, the Society has in recent years witnessed an increase in divisiveness. Disagreements that once were respectful are now, at times, quite acrimonious, be they through interactions with presenters at the Annual Meeting, via listservs, or in other communications. It has been noted more than once that what once was a collegial group in a welcoming atmosphere has increasingly become less so, with segmented groups and a conference where *positions* are *argued* as well as *science* being *discussed*, another change in the field finding its way into SRNT. The fact that changes in the field are amplified within our Society is not surprising; after all, SRNT is a microcosm of the field with all the diversity of discipline, geography, opinions, beliefs, and positions every bit as present within SRNT as they are in the broader research community.

It was against this backdrop that the Board began looking at the future of the Society, specifically how SRNT, an international, transdisciplinary scientific society, can best carry out its mission, present the latest, cutting-edge research at the Annual Meeting and publish the best scientific papers in our Journal. It was necessary to find common ground.

During this period of strategic thinking the Board also began discussing the Racial Equity Task Force’s (RETF) recommendation to ban commercial tobacco industry-funded research based on the industry’s decades-long, well documented history of racism. After months of discussion, the Board

¹ Definition of the “commercial tobacco industry” for the Purpose of SRNT Policies

The commercial tobacco industry is defined as any manufacturer, marketer, distributor, or importer of a commercial tobacco product, and any partially or wholly owned subsidiary. Also included are marketing/PR firms; legal firms; commercial tobacco industry-sponsored advocacy groups; and private foundations that have received or continue to receive funding from a commercial tobacco manufacturer. The definition does not extend to manufacturers of nicotine products that do not contain tobacco leaf, unless the nicotine product manufacturer is a wholly or partially owned subsidiary of a commercial tobacco product manufacturer. In those cases, all policies related to the commercial tobacco industry apply.

accepted the RETF recommendation, and the new policy was announced shortly after the 2024 Annual Meeting in Edinburgh.

Heading into the 2024 Annual Meeting the Board began work with an outside consultant to develop Core Organizational Values, intended to help the Board navigate difficult or divisive issues in the future. While values-based decisions were certainly not new to the SRNT Board, codifying Core Organizational Values was necessary, as was member feedback on the work undertaken by the Board.

During this process, two commentaries addressing the commercial tobacco industry's engagement with SRNT were published in *Nicotine & Tobacco Research*. Regarding industry engagement, SRNT has implemented successive and increasingly restrictive bans on the commercial tobacco industry over the last 15 years:

- In 2010 commercial tobacco industry employees were banned from membership in the Society and participation in all membership activities, including our topical Networks.
- By 2017 commercial tobacco industry employees were banned from reviewing papers for the Journal and abstracts for the conference.
- In 2021 commercial tobacco industry employees were banned from attending the SRNT conference.
- In May of 2024 commercial tobacco industry-funded research was banned from both the conference and Journal.

Each Board policy was enacted in response to a specific concern, problem, or historical practice on industry's part.

Following publication of the commentaries, the Board's plans for codifying Core Organizational Values with membership input were expanded to include Facilitated Board Discussions with commentary authors and with trainees and early career researchers. In addition, two open Listening Sessions were held, during which members were invited to share with the Board their thoughts, opinions, and/or concerns on any topic. At the request of the Indigenous Circle, the Board held an additional listening session in early February of this year for Circle members. Not surprisingly, the Board heard divergent opinions on complex issues across all of these events.

Finally, an important goal of the Board's efforts to codify Core Organizational Values was to bring members together, to identify and document what we share in common even as divisions in the field have widened. We need to bring SRNT to a place where disagreements can be respectfully discussed. We all need to be reminded that, as a community of researchers working across disciplines and geographic regions, we have more in common than not; the broad support of proposed Core Organizational Values provided confirmation. Furthermore, as part of the member survey conducted in September, we asked *why* members chose this field of research. Again, we found much in common. Ultimately, SRNT members work in nicotine and tobacco research to advance science, to improve health, and to save lives.

Important: The work reflected in this document was largely conducted and concluded prior to the release of the new Administration's Executive Orders in late January 2025 that have had such a dramatic impact on US researchers. This is important to note because those Executive Orders, as well as the ones that have been release since and continue to be released, have put a sharp focus on the values that SRNT stands for, including but not limited to, science itself, scientific integrity,

inclusion, health equity, etc. As the Board takes up the next phase of this work, it will do so in a different context and with different internal and external pressures compared to when discussions and this work began. While the contextual pressures are different, the need for SRNT members to come together as a unified scientific society to live our shared values—despite our differences—and make principled decisions about our future as a scientific membership society has never been more critical.

Timeline

August 2023

The Board began looking to the future, discussing changes within the field and the impact those changes are having on the Society.

September 2023

The Board began discussing the 2022 Racial Equity Task Force recommendation to ban commercial tobacco industry-funded research.

January 2024

An outside consultant was hired to work with staff in preparation for a focused, facilitated discussion in Scotland about values-based decision making.

March 2024

Guided by the consultant, the Board worked through a number of issues, ultimately identifying four Core Organizational Values, three Common Goals, and an extended list of Statements of Commitment that would help inform future decision-making.

April 2024

The Board of Directors announced the new policy banning commercial tobacco industry-funded research from presentation at the Annual Meeting. The Journal editorial team, which traditionally supports SRNT Board policy, followed suit.

May through July 2024

The Board reviewed, revised, and finalized the proposed Core Organizational Values and Statements of Commitment in preparation for member comment.

September 2024

The Board conducted a membership survey on the proposed Core Organizational Values and Statements of Commitment.

October 2024

The Board engaged in Facilitated Discussions with authors of the Rose et al and Cummings et al commentaries published in *Nicotine & Tobacco Research*.

November 2024

At the request of Trainee Network leadership, trainee and post doc members were invited to participate in a facilitated discussion so these critical but often unheard voices would be part of the conversation.

December 2024

The Board engaged in open listening sessions with SRNT members, inviting written comments from those who preferred not to speak, and scheduling the meetings to better accommodate time zone differences in Europe, the Americas, and Asia/Oceania

February 2025

The Board of Directors held a final listening session with members of the SRNT Indigenous Circle, another underrepresented membership group.

January/February 2025

The Board engaged in discussions about what was learned throughout 2024; about viewpoints and opinions raised by members; and about our Core Organizational Values and Common Goals.

Common Goals

Before the Board could delve into the question of organizational values, it first had to answer the question of why we do what we do. What are the reasons that researchers go into this field, regardless of their chosen discipline?

SRNT's mission is *to stimulate the generation and dissemination of new knowledge concerning nicotine in all its manifestations, from cellular to societal*. Missing from the mission is the “why.” *Why* is SRNT generating and disseminating new knowledge? *To what end?* Why are member researchers working in *this* field?

The Board identified three common goals, which were confirmed by responses to question in the member survey which asked why respondents chose nicotine and tobacco as their field of research. The three overarching goals are:

1. To Advance Science
2. To Improve Health
3. To Save Lives

These goals cross research disciplines, regions around the globe and career stage, as well as personal philosophy and professional views. While *how* we each go about accomplishing these goals may differ and while there are and always will be disagreements within the field, *why* we do what we do is largely for the same reasons. We have common ground.

Core Organizational Values & Statements of Commitment

With our mission long established and common goals identified, the Board began discussing Core Organizational Values in earnest. Values-based decision making is not a new concept. Societal opinions are changing everywhere around us and businesses are being challenged to lean into their organizational values more heavily than in the past—to truly live their values.

SRNT is no different.

Prior to this evaluative period, making organizational decisions based on member opinions had become an increasingly difficult challenge, particularly when member opinions are deeply personal and fall on different sides of a given debate in the broader research community. Doing so puts SRNT in the *de facto* position of referee.

It was necessary for the Board to find and codify a better way to resolve issues, one that would bring members together rather than widen divides. SRNT is not a monolith—a diverse membership will, understandably, take different positions and hold different beliefs based on their area of research, as well as their geographic location and other factors. With such diversity within the membership, the Board’s challenge was to identify areas of organizational agreement and adopt a decision-making framework based on those agreements. Those agreements, endorsed by the membership, are our Core Organizational Values.

Adoption of Core Organizational Values is not a panacea, but the starting point; the Board is well aware of this. However, by establishing a set of *organizational* values SRNT will have a framework to guide *organizational* decision-making.

It is also important to point out that members’ *individual* goals and SRNT’s *organizational* goals may not always align. The responsibility of the Board is to make decisions in the best interest of the Society as a whole, to listen to and consider differences of opinion, and act on what is in SRNT’s best interest. Very little in our field, in our Society, can be painted in black or white. Even within groups where one might expect unanimity, agreement cannot always be reached. While there may be persuasive voices that purport to speak for a given group, those voices don’t necessarily represent the many individuals, the perspectives, or the nuances of opinion within that group.

Basing future decisions on membership-endorsed Core Organizational Values helps raise deliberations above the personal level to the organizational level and helps prevent decision paralysis, which is an easy trap to fall into when differing viewpoints are present.

Before adopting and operationalizing a Core Organizational Values framework, the proposed Core Organizational Values needed to be vetted by membership. The Board discussed Core Organizational Values variations for five months in 2024 prior to seeking member feedback via a membership-wide survey and comment period.

Not surprisingly, considering the many months and multiple discussions that went into the process, SRNT members were almost unanimous in their support of the Core Organizational Values as proposed. Also included in the member survey was a list of proposed Statements of Commitment, intended to compliment the Core Organizational Values and, when necessary, provide a second tier for discussion and consideration. The proposed Statements of Commitment also received broad support from the membership.

The Core Organizational Values agreed upon by the SRNT membership and which will form the framework for future values-based decision-making are:

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 knowledges in the real world, to achieve our mission and purpose.

Diversity of Experience, 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 experiences and knowledges and the opinions that come with it. The diversity of viewpoints represented within SRNT's membership makes it stronger as an organization. We are not, nor do we strive to be, an echo chamber. 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 knowledges, and ideas.

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, 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.

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 reflecting our 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.

The Statements of Commitment, intended to complement the Core Organizational Values and, when necessary, provide a second tier for discussion and consideration are:

- SRNT is committed to open, ongoing communication with the membership.
- SRNT is committed to providing a forum for open, respectful scientific debate and discussion of ideas.
- SRNT is committed to supporting early career researchers as they look for opportunities to grow in their chosen field through education, networking, and volunteer opportunities.
- SRNT is committed to work 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 involvement of stakeholders in our local and global communities to achieve shared objectives.
- SRNT is committed to infusing compassion into all aspects of the research-related activities we support.

- SRNT endeavors to foster empathy, understanding, and care within our organization, thereby creating an environment where individuals treat each other with kindness, consideration, mutual respect, and support.
- SRNT is committed to supporting/standing behind members from all marginalized groups (for instance, those who identify as LGBTQ+ or non-white), particularly when those groups are victims of public attacks.
- SRNT is committed to fully supporting Networks, Committees, and all other Volunteer Activities as financial resources allow.
- SRNT is committed to facilitating organizational grant applications and exploring other opportunities that may increase funds for travel and other conference-related support.
- SRNT is committed to maintaining the balance of research discipline in leadership roles, to the extent possible (i.e. having basic science, treatment, and public health perspectives represented on committees, task forces, etc.).
- SRNT is committed to finding ways to make participation in Society activities accessible despite time zone challenges.
- SRNT is committed to making its Annual Meeting accessible to all attendees.
- SRNT is committed to supporting legislation around the globe that increases funding for nicotine/tobacco research.
- SRNT is committed to respecting and supporting, to the extent possible, regional differences in how cessation, public health, regulation, and public policy are viewed.
- SRNT is committed to supporting evidence-based legislation, regulation, and positions on issues around the world, acknowledging and respecting regional differences, not just in the US.
- SRNT is committed to making its Annual Meeting as “green” and sustainable as possible.

Challenges may occur if Core Organizational Values conflict, as interpretation of values is subjective and individual Board members’ interpretation or prioritization of a particular Value may vary. Again, the Board acknowledges this. However, this challenge will not deter the Board from working through the difficult issues or from coming to consensus around which values will drive which conversations.

The Board will be transparent as the Values-based decision-making process is applied within different contexts and will communicate to the membership new policies or changes to existing policies affecting the organization.

Facilitated Board Discussions and Member Listening Sessions

As the Board worked through the process of codifying Core Organizational Values and Statements of Commitment, two commentaries about the commercial tobacco industry’s engagement with SRNT were published in *Nicotine & Tobacco Research*. If anything, the commentaries reinforced the need for a more thoughtful way to navigate issues of disagreement in the membership.

The Board’s plan to gather member feedback was therefore expanded to include discussions with authors of the two commentaries, facilitated by our consultant, and a similar discussion with the Trainee Network, also facilitated by the consultant. In addition, the Board hosted two open Member Listening Sessions as well as inviting written comments. At the request of the Indigenous Circle, the Board held one final Listening Session.

Reports from the Facilitated Board Discussions and summaries of the Member Listening Sessions are attached.

Impact of Divisions in the Field on Students and Early Career Researchers

As discussions about Member Listening Sessions began, leadership of the Trainee Network expressed interest in an anonymous, facilitated listening session to discuss how divisions in the field are directly impacting students and early career researchers. They requested an anonymous session without Board members or staff present, specifically because trainees and early career researchers were afraid of professional repercussions if they said the “wrong thing.”

Therefore, the session went forward with our outside facilitator taking the lead.

Board members were greatly disturbed by participant comments made during the facilitated discussion. From the Session Report:

“...key themes were consistently woven throughout as discussion continued about the impact of current controversial issues on their participation in SRNT as well as their careers.

“All agreed that the current controversies put them in uncomfortable positions, specifically, not knowing what to say or do within or outside of SRNT. There is clear concern about jeopardizing careers if they say the wrong thing to researchers who feel very strongly about the various issues such as health equity, harm reduction, or complete industry bans.

“This fear is exacerbated by all the ‘strongly worded’ emails being sent around the membership. The majority agreed they and colleagues are intimidated by observing the exchanges being ‘launched’ over the listserv, and are concerned about a perceived lack of respect for differing positions as well as a loss of civility. They are alarmed by the vitriol, feeling overwhelmed and fearful of making a misstep. There is significant apprehension about saying the wrong thing at the wrong time to the wrong people, especially mentors and others who have influence or power over their careers.”

Even more concerning was this section of the Report:

“This also makes it difficult for Trainees to pursue or be open to careers that are not in academia. They don’t know or don’t trust with whom to speak about opportunities for careers outside of universities because of these controversies and a strong lean towards academia. This hurts trainees trying to explore all the career options. They were in agreement that saying the wrong thing can make or break a collaboration, and they don’t see that Trainees are in a position to say something without getting a backlash. They are not comfortable being open about their perspectives because there can be negative consequences, with concern that if they are seen as being on the ‘wrong side’ of a controversy it will impact their ability to get grants.”

The report from the Trainee Facilitated Discussion is attached, along with the other reports. Also included is the link to a paper written by early career SRNT member-researchers on this subject, published in 2020.

What Was Learned

Over the course of the last seven months, through the Core Organizational Values survey, through Facilitated Discussions, and through Member Listening Sessions the Board learned that:

- As researchers, we have more in common than members might realize. This was confirmed through the survey, as well as in discussions with authors of the two commentaries. Both groups began their presentations by acknowledging that they share much in common with authors of the other paper. As we debate important issues it is incumbent on all of us to keep this in mind.
- Members care deeply and passionately about the issues facing the field and the Society. Disagreements around the commercial nicotine industry, how to define the commercial tobacco industry, and consultants to the commercial tobacco and nicotine industries remain. Members were eloquent in explaining their positions, with thoughtful, well-reasoned arguments on both sides of these debates.
- Differences don't just exist between groups of members; differences also exist *within* those groups; reaching consensus will take time, thought, and effort.
- Trainees and early career investigators are being negatively impacted by the divisions in the membership.
- It bears repeating: As a community of researchers, we have more in common than not.

For Immediate Implementation

While disagreement around several issues remain (see “Next Steps” a little later in this Summary) these are the steps that the Board will implement, based on the processes and discussions to date:

1. **SRNT will focus on our Common Goals**, supporting the generation and dissemination of research that Advances Science, Improves Health, and Saves Lives.
2. **The Board will adopt a Core Organizational Values framework for decision-making.**
3. **The Board will listen to and respect different viewpoints** and strive to enact policy in the best interest of the Society as a whole. SRNT cannot be governed as if those on one side of a given debate are right and all others are wrong; that approach doesn't work in politics, and it has the potential to destroy a membership organization as diverse as SRNT. The Board will honor the diversity of the membership—diversity of discipline, of thought/positions, of geography, of career stage, of race/ethnicity.
4. **The Board will work with leaders of the Trainee Network to help our next generation of researchers succeed.** To that end, the Board is committed to:
 - Addressing concerns about the vitriol that has become more evident in SRNT.
 - Working to ensure individuals in this important group are not attacked based on *positions* but are respectfully engaged with when discussing *research findings*.
 - Educating the membership as well as the broader research community that students and early career researchers may be considering leaving nicotine and tobacco research out of

fear that expressing opinions not shared by senior researchers, grantors, and others could jeopardize their careers.

5. **The Board will continue to support the Racial Equity Committee**, whose work remains ongoing.
6. **The Board will be transparent** as the Values-based decision-making process is applied within different contexts and will communicate to the membership new policies or changes to existing policies affecting the organization.

Clarifications

Based on comments made during the Facilitated Board Discussions, Member Listening Sessions, and in comments/emails outside those sessions, it appears there is a misunderstanding about why the Board of Directors approved the 2024 policy which bans commercial tobacco industry-funded research.

To be clear, the decision was made in response to a recommendation from the Racial Equity Task Force. That recommendation was based on the commercial tobacco industry's decades-long history of targeting racially minoritized communities, as noted most recently in the [US Surgeon General's Report](#), which states on Page 3 of the Executive Summary:

"4. The tobacco industry has designed, engineered, and marketed menthol cigarettes and other tobacco products that deliver multisensory flavor experiences which increase the likelihood of tobacco initiation, addiction, and sustained use. Policies that restrict the availability of menthol cigarettes can reduce smoking initiation and prevalence among adolescents, young adults, Black people, and other population groups that have disproportionately higher use of menthol cigarettes.

"5. For decades, the tobacco industry has targeted its products and marketing to specific groups, including through concentrated marketing in neighborhoods with greater percentages of Black people, Hispanic people, and residents with lower incomes. Tobacco companies employ multiple tactics to undermine tobacco prevention and control efforts and enhance their corporate image."

The Board willingly embarked upon a path toward becoming an anti-racist organization, and the Board remains committed to that path.

As a result of recent Board policies restricting engagement with the commercial tobacco industry, it should be noted that, prior to the new policy banning industry-funded research, the number of articles published in the journal had dwindled to no more than two or three annually out of 120+ and the number of posters presented at the Annual Meeting had dropped to fewer than 10 out of 1200+ submissions. Despite this reduction in industry-funded papers and posters, both the Journal and the Annual Meeting have remained vital avenues for research dissemination. While the policy banning research funded by the commercial tobacco industry may be seen as a dramatic shift—and in principle it is—in practice the policy will have minimal impact on *Ne&TR* or the Annual Meeting, based on recent history.

Another clarification is that SRNT does not direct the field, as suggested by members in Listening Sessions. Rather, SRNT *reflects* the field. Our membership is a microcosm, with all the passion, all the opinions, all the disagreements and, yes, all the contradictions finding voice in the Society. At the end of the day, the field directs SRNT, not vice versa.

While the Society is a microcosm of the field the SRNT Board of Directors is a microcosm of the Society, with representation from different research disciplines, different geographic regions, different career stages, and different opinions on the issues facing the membership. In addition to what was learned over the past few months, each Board member brings to the discussion their own viewpoints, perspectives, and opinions. For those who believe the Board is of one mind on the difficult issues, this couldn't be further from the truth. The Board works through issues—all issues—carefully, thoughtfully, and with input based on the diversity of viewpoints, research disciplines and geographic regions found in the Board, itself.

Next Steps

The Board of Directors deeply appreciates the members who spoke and who provided written comments about their views on the commercial tobacco and the non-therapeutic nicotine industries during Facilitated Discussions and Listening Sessions. The incoming Board of Directors will discuss these issues during and after the Annual Meeting in New Orleans and will carefully consider the viewpoints presented as they determine how best to move forward. Any changes to existing policy will be shared with the membership.

As noted in the Executive Summary, the work reflected in this document was largely conducted prior to the release of the new US Administration's Executive Orders in late January 2025. As the Board takes up the next phase of this work, it will do so in a different context and with different internal and external pressures compared to when discussions and this work began. While the contextual pressures are different, the need for SRNT members to come together as a unified scientific society to live our shared values—despite our differences—and make principled decisions about our future as a scientific membership society has never been more critical.

Conclusion

The SRNT Board began discussing high-level organizational values and common goals in 2024, following discussions in the second half of 2023 about changes within the field and widening division within the membership. Publication of two commentaries about the commercial tobacco industry's engagement with SRNT expanded the Board's plan to gather member input on Core Organizational Values, but did not fundamentally change what the Board set out to accomplish following the Edinburgh Annual Meeting, which was to codify Core Organizational Values. The opinions expressed in the commentaries confirmed the need to find common ground as well as an organizational values-based framework to guide future Board decisions.

Through the course of Facilitated Discussions with invited presenters and open Listening Sessions with the membership, the Board heard confirmation that we have more in common than not.

Those commonalities are what we must focus on moving forward, not the differences. For the sake of Society, we must get back to discussing science rather than arguing positions.

Finally, it should be stated for the record that evolution is the nature of the beast in membership associations—all of them, not just SRNT. As fields evolve and generations change so too *must* their associations. If SRNT doesn't evolve along with the attitudes/needs/desires of incoming generations of researchers, SRNT will stagnate and lose any sense of relevance or importance.

In response to changes within the field and growth of the Society, the past two decades have seen:

- Two revisions of the SRNT Bylaws.
- Creation of eight topical Networks to support the different disciplines in which our members conduct research.
- A focus on members' educational needs through creation of SRNT University, now the SRNT Library, and presentation of Network Webinars and Virtual Events.
- Creation of member groups defined by identity (Indigenous Circle, LGBTQ+ workgroup) and the addition of a new regional Chapter to support researchers working in Oceania.
- Seating of a Racial Equity Task Force and, subsequently, the Racial Equity Committee to help SRNT on its path toward becoming an anti-racist organization.
- Recognition of the need for more focus on health equity research.
- More support of LMIC researchers through the Global Research Network and recognition of that group's efforts by the Awards Committee.
- More support of Trainees and Early Career Researchers through an expanding Trainee Network; at the SRNT Annual Meeting; and on the Board of Directors with a recently created Student Representative elected by this constituent group.
- Codification of Core Organizational Values to inform future Board discussions and decisions.

The above clearly demonstrate the Boards' commitment to meeting the changing needs of members over the years and evolving, as an organization, as the field in which we conduct research evolves. Despite challenges both old and new, our commitment has not wavered, and conversations will continue.

SRNT will continue to publish and present research that reflects the diversity of discipline, of geography, of career stage, and of opinion within the membership.

SRNT will continue to listen to members and make Core Organizational Values-based decisions in the best interest of the Society.

And SRNT will continue to seek strategies that highlight and advance our Common Goals to:

Advance Science.

Improve Health.

Save Lives.

Links & Attachments

[Unlock the advantages of values-based decision-making](#)

[**Commercial Tobacco and Nicotine Industry-Funded Research Has No Place in SRNT and *Nicotine & Tobacco Research***](#)

[**Open Science, Transparency, and Disclosure of Data is What the Society for Research on Nicotine & Tobacco Should be About**](#)

[**Polarization Within the Field of Tobacco and Nicotine Science and its Potential Impact on Trainees**](#)

<https://www.hhs.gov/sites/default/files/2024-sgr-tobacco-related-health-disparities-exec-summary.pdf>

Values Diagram

Facilitated Board Discussion #1 Report

Facilitated Board Discussion #2 Report

Facilitated Trainee Network Discussion Report

Listening Session #1 Summary

Listening Session #2 Summary

Indigenous Circle Listening Session Summary

Core Organizational Values Survey Report