DIVISION 12 SOCIETY OF CLINICAL PSYCHOLOGY

Section Annual Report
Year 2020

SECTION NAME: The Association of Academic Health Centers
COMPLETED BY: Donna LaPaglia, PsyD
OFFICE HELD: Division 12 Liaison
PHONE: 203 815-8514
EMAIL: donna.lapaglia@yale.edu

MEMBERSHIP NUMBERS:

Member Type 1: Regular Total: 286
Member Type 2: Affiliate Total: 0
Member Type 3: Early Career Total: 125
Member Type 4: Student Total: 67
Total Members: 353
Total Members that are SCP Members: 112

Please return to Division 12 Central Office by January 1, 2021
SPECIAL PROJECTS/INITIATIVES:

1. Molly Clark is rotating off as MAL, replaced by Leila Islam. Lauren Penwell-Waines is rotating off as Editor of the Grand Rounds and Ashley Junghans-Rutelonis is rotating on. Amit Shahane is rotating off replaced by Sasha Zagaloff as Treasurer and chair of the finance committee. Dr. Shahane will remain in an advisory capacity on that committee.

2. APAHC focused this year on producing and regularly updating a website of COVID coping resources for health care professionals, the public, parents, children, and more. www.Ahcpsychologists.org/covid

3. APAHC has focused on developing a robust diversity, equity, and inclusion approach that permeates every board role and action. You can find the summary on our webpage listed first under “Announcements”: https://ahcpsychologists.org/ We hope this serves as a model for other sections in Div 12.

4. The APAHC Education Committee, in conjunction with Division 12, partnered on webinars this past year with plans to continue to do so for the upcoming year. Topics this year included diversity, equity, and professional wellness.

5. APAHC is in the process of planning its 10th National Biennial APAHC Conference for Mar 4-5, 2021, and will continue to include the Early Career Bootcamp and the Mid Career Bootcamp. Registration will open December 16th, 2020.
**SECTION OFFICERS:**

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<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Years</th>
<th>Email</th>
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<tbody>
<tr>
<td>President</td>
<td>Wendy Ward, PhD, ABPP</td>
<td>2020 – 2021</td>
<td><a href="mailto:wward@uams.edu">wward@uams.edu</a></td>
</tr>
<tr>
<td>President-Elect</td>
<td>Laura Shaffer, PhD</td>
<td>2020-2021</td>
<td><a href="mailto:laura.shaffer@virginia.edu">laura.shaffer@virginia.edu</a></td>
</tr>
<tr>
<td>Past President</td>
<td>Zeeshan Butt, PhD</td>
<td>2020-2021</td>
<td><a href="mailto:z-butt@northwestern.edu">z-butt@northwestern.edu</a></td>
</tr>
<tr>
<td>Secretary</td>
<td>Liz Cash, Ph.D.</td>
<td>2020 – 2022</td>
<td><a href="mailto:liz.cash@louisville.edu">liz.cash@louisville.edu</a></td>
</tr>
<tr>
<td>Treasurer</td>
<td>Sasha Zagloff, PhD</td>
<td>2021 – 2023</td>
<td><a href="mailto:zagol001@umn.edu">zagol001@umn.edu</a></td>
</tr>
<tr>
<td>Division 12 Representative</td>
<td>Donna LaPaglia, PsyD</td>
<td>2020 – 2022</td>
<td><a href="mailto:donna.lapaglia@yale.edu">donna.lapaglia@yale.edu</a></td>
</tr>
<tr>
<td>Members-At-Large</td>
<td>Amy Williams, PhD</td>
<td>2020 – 2022</td>
<td><a href="mailto:awilli50@hfhs.org">awilli50@hfhs.org</a></td>
</tr>
<tr>
<td></td>
<td>Leila Islam, PhD</td>
<td>2021 – 2023</td>
<td><a href="mailto:Leila.Islam@vcuhealth.org">Leila.Islam@vcuhealth.org</a></td>
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**Non-Voting Members of the APAHC Board**

AAMC Council of Faculty and Academic Societies Representatives

| Membership Chair                | Heather Bruschein, PsyD   | 2019 – 2021|                                |
| Trainee Committee Chair         | Alexander Young           | 2018 – 2020|                                |
| Diversity and Health Disparities Chair | RoseAnne Illes, PhD, LP |            |                                |
| Editor, Journal of Clinical Psychology in Medical Setting | Ron Brown, PhD |            |                                |
| Web Liaison                     | Phil Fizur, PsyD          |            |                                |
| Early Career Committee Chair    | Leila Z. Islam, PhD       |            |                                |
| Social Media Chair              | Joanna Yost, PhD          |            |                                |
| APAHC Grand Rounds Editor       | Lauren Penwell-Waines, PhD|            |                                |

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DIVERSITY INITIATIVES:

In an effort to advance the Recommendations for Increasing Diversity within APA Division 12 (as approved by the Board of Directors and posted on the Division 12 website), the Committee on Diversity (COD) would like to help our Division accomplish the five goals listed below. To do so, the COD will be happy to consult with any Sections in exploring ways to best meet these goals.

1. Increase the attention to and endorsement of culturally congruent, research-supported treatment strategies. The Research Committee (RC) collaborated with the American Psychological Association’s Center for Workforce Studies’ (APA-CWS) in developing items for the 2015 on-line Survey of Psychology Health Service Providers. Whereas the RC’s efforts were mostly focused on developing items that covered experiences with team-based care, the survey includes items about providing psychological services to clients of different racial and ethnic backgrounds, genders, sexual orientations, ages, socioeconomic categories, and presenting problems. In addition, the survey included items that asked respondents the frequency with which they provided psychological services to clients who reside in a rural community, and if they provided psychological services to clients whose primary focus of care was related to a physical disability, a developmental disability, and an intellectual disability. The partnership between the RC and APA-CWS has continued through the close of the survey and data collection, and has thus far resulted in a manuscript on the patterns of psychologists’ interprofessional collaboration across clinical practice settings that have been submitted for review.

The Research Committee (RC) and Membership Committee (MC) engaged in a membership survey in 2017 and discussed appropriate best practices for assessing racial and ethnic backgrounds, genders, ages, etc. APAHC has historically done a membership survey every 5 years to assess satisfaction with membership benefits and explore key issues in the field. Three published manuscripts have resulted from this work and set a precedence for future APAHC-driven research to utilize these best practices for assessing demographics (and a model for members to use in their own work).

The Membership committee utilized these demographic questions and related best practices to discuss membership renewal and how to gain more data on our members through a revision of our website portal and renewal process.

With regard to the Diversity and Disparities Committee, this year’s main focus has been on supporting the development of the comprehensive strategic DEI plan noted below. They successfully increased the Diversity and Disparities committee membership. They also provided a webinar this past year.

2. Increase the diversity of Section-sponsored publications and revise review criteria regarding the inclusion of diverse populations as standard operating procedure. Support a special issue in diversity, equity, and inclusion announced in 2020 year with a goal of publishing in 2021 (and periodically a special issue thereafter). Commit to engagement and inclusion of underrepresented minorities as Editorial Board members and as both mentors and mentees in the new Mentored Review Program. Our journal has made significant effort to reach out to underrepresented groups including individuals of color and various ethnic groups for the purpose of identifying reviewers of manuscripts. Also, it is now a requirement to include diverse populations in the samples described in
the various articles and if diversity of the samples is not included the author is expected to provide a rationale for not including diverse groups. We also have made significant effort to reach minority groups for the purpose of seeking authors of manuscripts and authors from under-represented groups have increased over the past several years.

3. Adapt new strategies to attract and retain new Section members who are early in their career and those who represent diverse populations; and reclaim former members from diverse populations who are either inactive in status or participation. The Diversity and Disparities Committee has engaged in multiple discussions through the year regarding strategies to attract and retain members, i.e. review of conference call times/days, recruitment at the conference, conference call discussions with current President and President-Elect. The chairs have spoken with individuals in their networks that would be a good fit for membership to Div. 12 and APAHC. They were also an integral part of the development of the strategic DEI plan noted below, and serve as consultants and support to all board members initiatives in line with this plan.

The current President has developed a logo/branding on advertising the section to other psychology groups who typically work in medical/health care settings with an eye toward increasing Div 12 and APAHC membership, including those who represent diverse populations.

The Membership Committee also added required questions related to racial and ethnic backgrounds, genders, ages, etc to the membership portal website to be completed by all members and allow for the assessment of a benchmark from which the Diversity and Disparities Committee and the Membership Committee can assess impact of initiatives designed to increase the diversity in membership.

The APAHC biennial conference includes an Early Career Boot Camp, which is advertised to all early career members. This boot camp is intended to attract and retain early career members. As an effort to further engage early career members, the Membership Committee reached out to all attendees of the APAHC 2019 Early Career Boot Camp and invited them to join the Membership Committee or other APAHC committees of interest to them. As a result, three early career members joined the Membership Committee. The APAHC biennial conference also includes a Mid-Career Boot Camp. This boot camp is intended to attract and retain diverse members from different backgrounds to provide leadership training.

4. Increase diversity in Section leadership through active recruitment of clinical psychologists from diverse populations for top governance positions, on committees, boards, council and any other decision-making group.” Please see review of our DEI strategic plan below related to recruitment. The Board has made efforts to recruit broadly for all elected positions and has strived to be mindful of diversity in efforts to fill appointed positions on its standing committees. Currently, 70% of voting members of the Board are women and 20% ethnic minorities. Full composition of the Board can be seen here: https://ahcpsychologists.org/welcome/#board-of-directors. We consider a commitment to diversity and inclusion through all the work we do and welcome input on how best to maintain and improve these efforts.

5. Increase diversity in Section award recipients: We give awards biennially so they will be next year. This was our report from 2019 awards: Division 12, Section 8, Association of Psychologists in Academic Health Centers bestowed 6 awards for distinguished achievements in

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research, teaching, contributions for psychology in academic health centers, mid-career psychologists contribution award, early career psychologist contribution award, and the student outstanding student contribution to psychology in academic health centers. Each of these accolades was awarded to women and one of the awardees was African American. Two women have recently been elected as incoming President and President-Elect of the Association.

The Committee on Diversity would also like to monitor the Sections’ efforts in reaching these goals. Doing so will enable us to learn what we are doing well and where we need to improve. We hope to use such information to help one another. For example, if one section is doing well in a given domain, we will want to learn from that Section and see if other Sections can apply their strategies. Please help us monitor our activities regarding diversity by completing the brief questionnaire that follows.

2020 has shown a series of incidents that raised racial tensions and called on many organizations to address diversity, equity, and inclusion initiatives. In response, we released a statement to our members and this year we created a comprehensive strategic plan for DEI initiatives:

**STATEMENT**

Like many of you, we have been feeling strong emotions as a result of the recent deaths of unarmed African Americans and the health disparities of the COVID pandemic on minority communities. We feel sadness, anger, frustration, and outrage. Racism and the marginalization of persons of color permeates our society, and addressing it is easier said than done. The recent events have resulted from generations of implicit and explicit oppression and bias toward communities of color.

APAHC stands against all forms of racism and discrimination and encourages its members to foster physical, psychological, and social environments that promote equity and health. Psychologists in academic health centers are in a unique position to advocate for the ideals that reflect respect, dignity, and safety for all persons regardless of race, ethnicity, religion, mental health, physical disability, sexual orientation, and other individual differences. Psychologists in academic health centers can and should work toward institutional and societal human and civil rights.

The APAHC Board and the Committee on Diversity and Health Disparities are committed to supporting diversity, equity, and inclusion and reject prejudice - not just in a statement, but as an ongoing topic in our Board discussions with an eye toward public advocacy and our own association’s policies and procedures. Our Diversity Committee will be leading additional efforts focusing on diversity, equity, and inclusion as they relate to APAHC, its membership, the work we all do in healthcare settings, and the patients/families we serve. If you are interested and would like to participate in this work, please email our Diversity Co-Chairs Michael Mejia, PhD (mgmejia@shrinenet.org) and Rose Ann Illes, Ph.D. (roseanne.illes@leehealth.org).

The APAHC Board

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STRATEGIC PLAN FOR DEI INITIATIVES

The APAHC Board is committed to supporting diversity, equity, and inclusion initiatives within the association as well as nationally. Toward that end, the Board members have discussed and created this list of Strategic Initiatives. For the purposes of this document, DEI is an acronym for diversity, equity, and inclusion though they are all distinctly different concepts. Diversity refers to the traits and characteristics that make people unique while Inclusion refers to the behaviors, policies, procedures, and social norms that ensure people feel welcome and are positively engaged. Equality has to do with giving everyone the exact same resources, whereas Equity involves distributing resources based on the needs of the recipients and in order to address barriers to engagement. Further, underrepresented minorities (URM) is used in its broadest definition, to include minority populations (such as based on age, gender, race, education, ethnicity, socioeconomic status, culture, language, sexual orientation, religion/spiritual beliefs, geographic location, and exceptionality/disability). A more specific definition is often utilized in comparison to the defined larger group. For example, the AAMC says "Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their” local, regional, or national population. This lens currently includes students who identify as African Americans and/or Black, Hispanic/Latino, Native American (American Indians, Alaska Natives, and Native Hawaiians), Pacific Islander, and mainland Puerto Rican. The definition also refers to those who come from disadvantaged backgrounds.

1. Presidential Trio……………………………………………………………… But, Ward, Shaffer

Catalyze and support the development of strategic initiatives noted below as well as the implementation and evaluation of DEI initiatives over the next five years with a review and new goal-setting at that time in support of a long-term, sustained effort. Work toward an even more diverse board with efforts to engage/recruit APAHC members who are Under Represented Minorities (URM; broadly defined) to join board committees and run for board positions. Develop a culture of inclusion on the board, modeling self-reflection and awareness of bias.

2. Diversity & Health Disparities................................................................. Iles, Mejia

Serve as the experts and collaborators with all DEI board initiatives. Lead endeavors to promote racial literacy and a climate of social justice for APAHC members as well as for the communities we serve. Collaborate with other committees such as membership recruitment initiatives, speaker/article requests, webinar, newsletter, and conference planning that highlights DEI content. This collaboration may take many forms, including liaisons to the other committees. Provide insight and creative ideas utilizing their committee for brainstorming and when appropriate as subject matter experts.

3. Membership ......................................................................................... Bruschwein; Williams

Develop benchmarks for current membership demographics: gender, race, ethnicity. Revise membership questions on website to include sexual orientation, religion, disability to benchmark those as well. Engage in intentional membership recruitment efforts targeting URMs (broadly defined) to improve these numbers over the next 5 years.

4. Treasurer/Finance Committee............................................................... Shahane

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Work with board members to develop a budget that can support DEI initiatives within the context of a balanced budget that supports fiscal stability so that APAHC can support these efforts long-term.

5. **Secretary**......................................................................................................................... Cash

Clearly document initiatives and track action items and their completion for those DEI initiatives created by board members by maintaining agenda items and clear minutes of meetings.

6. **Division 12 Representative**.............................................................................................. LaPaglia

Work with Division 12 on any joint DEI initiatives. This may include the emerging Division 12 Mentorship program which APAHC could partner with. Assist with dissemination of DEI efforts in Division 12 Newsletter to serve as a model for other sections of Division 12.

7. **Social Media/Communications committee**.................................................................... Yost

Support intentional membership recruitment efforts targeting URMs (broadly defined), advertisement regarding webinars and conference and their DEI content, and routinely post social media content that highlights key concepts in DEI. Utilize the APAHC listserv for discussion and dissemination of emerging best practices in the areas of DEI and include advertisement to organizations that incorporate URM.

8. **Early Career Psychologists**............................................................................................. Islam

Galvanize early career members in all APAHC DEI initiatives including membership recruitment, social media, newsletter content, conference content, JCPMS Mentored Reviewer efforts and utilize the ECP listserv for discussion and dissemination of emerging best practices in the areas of DEI.

9. **Trainee**.............................................................................................................................. Young

Galvanize trainee members in all APAHC DEI initiatives including membership recruitment, social media, newsletter content, conference content, JCPMS Mentored Reviewer efforts.

10. **Education and Training Committee**................................................................................... Pan

Support webinars related to diversity, equity, and inclusion for continuing education of psychologists within and outside of APAHC membership.

11. **Web Editor**....................................................................................................................... Fizur

Review website to ensure content reflects the diversity in our profession as well as the communities we serve. Develop a section of the APAHC website for diversity, equity, and inclusion resources (similar to the COVID-19 resource page) including linking to APA resources (the APA’s landing page on race) and Div 38 (resources for historically underrepresented students, Health Affairs’ health equity article (https://www.healthaffairs.org/do/10.1377/hblog20200630.939347/full/?utm_medium=social&utm_source

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12. **Research Committee** ................................................................. Yozwiak/Williams

Develop surveys and writing projects focused on DEI as related to clinical care, teaching, and research activities in AHCs.

13. **APAHC Biennial Conference** ....................................................... Self/Cash

Foster and sustain diversity content as a regular component of the APAHC conference and strive to include URMs on conference planning committee as well as EC and MC Boot Camp planning committees so that their needs and perspectives are included. At the 2021 conference, we include a keynote speaker giving talk on Medicine and the Black Body: Race, Racial Slavery, & Medical Apartheid in US History.

14. **AAMC CFAS Representative** ...................................................... Robiner/Shaffer

Identify aligned DEI initiatives across CFAS and APAHC, communicate DEI issues pertinent to psychologist faculty in Academic Medical Centers to CFAS, and galvanize supportive collaborative efforts.

15. **APAHC Grand Rounds** .............................................................. Penwell-Waines

Develop an ongoing column(s) dedicated to DEI and solicit submissions from more diverse psychologists.

16. **JCPMS** .......................................................................................... Brown

Support a special issue in diversity, equity, and inclusion announced in 2020 year with a goal of publishing in 2021 (and periodically a special issue thereafter). Commit to engagement and inclusion of underrepresented minorities as Editorial Board members and as both mentors and mentees in the new Mentored Review Program.

17. **Members-At-Large** ................................................................. Clark/Williams

Serve as additional support agents for strategic DEI initiatives.

**POLICY AND COMPLIANCE ISSUES:** Advocacy, Bylaws, Contracts

None
ORGANIZATIONAL COLLABORATIONS:

1. APAHC Professional Wellness workgroup, led by Dr. Nathaly Desmairis, is collaborating with Division 38 and Division 54’s Professional Wellness groups to create a shared community of professionals, across divisions, working in this area. The first product includes the creation of a toolkit to educate those new to this practice area. There is one publication from a wellness workgroup that predates this workgroup (an outgrowth of a membership survey). Many members of the old workgroup transitioned into this new workgroup.

2. Dr. Wendy Ward started the Interprofessional Education work group, now led by Dr. Elizabeth Kalb, focused on pedagogical approaches to prepare health professions students to provide patient care in collaborative teams. This group has been highly productive with multiple publications as well as multiple national presentations at Collaborating Across Borders, NEXUS, and other interprofessional education conferences.

3. Dr. Ward and Dr. Shaffer rotated off the interdivisional initiative in integrated primary care and new co-chairs rotated on.

4. APAHC is the only psychology professional society with representation at the Association of American Medical Colleges (AAMC) through our membership on the AAMC’s Council of Faculty and Academic Societies. Drs. William Robiner and Laura Shaffer served as our representatives, and Dr. Shaffer served in an appointed position on the CFAS Programming Committee.

5. The Presidential Trio collaborated with the AAMC to add psychologists in more medical school departments to the annual AAMC Salary Survey that many institutions use for salary benchmark data.

PUBLICATIONS:

APAHC Survey

IPE
- Neill KK & Ward WL. (under review). The Role of Interprofessional Education in Transformative Learning and Professional Identity Formation. *J of Transformational Learning*

Integrated Care

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