

APAHC Board Conference Call Meeting Minutes

August 10, 2018 – 3:30 PM EST/2:30 PM CST/12:30 PM PST

APA Annual Convention – Division 12 Hospitality Suite

Present on the call (**bolded** are voting members):

<input type="checkbox"/> Annie Bradford	<input checked="" type="checkbox"/> Wendy Ward	<input checked="" type="checkbox"/> Lauren Penwell-Waines
<input checked="" type="checkbox"/> Ron Brown	<input type="checkbox"/> Laura Daniels	<input checked="" type="checkbox"/> Bill Robiner
<input checked="" type="checkbox"/> Zeeshan Butt	<input checked="" type="checkbox"/> Roseanne Illes	<input checked="" type="checkbox"/> Laura Shaffer
<input checked="" type="checkbox"/> Liz Cash	<input checked="" type="checkbox"/> Brian Isakson	<input checked="" type="checkbox"/> Amy Williams
<input type="checkbox"/> Molly Clark	<input type="checkbox"/> Leila Islam	<input checked="" type="checkbox"/> Joey Yost
<input checked="" type="checkbox"/> Donna LaPaglia	<input type="checkbox"/> Michael Mejia	<input type="checkbox"/> John Yozwiak
<input checked="" type="checkbox"/> Amit Shahane	<input checked="" type="checkbox"/> Teresa Pan	

1. Call to order: 12:31 pm called to order.
2. Review of July 2018 minutes: Minutes approved by the Board.
3. President's Items (Dr. Butt)
 - a. AAMC Faculty Salary Survey discussions. Dr. Karen Stamm and Dr. Butt met with AAMC rep. APAHC is the first nonmedical specialty to request to be added to the FSS. AAMC needs to determine whether there is enough presence of those in our specialty to consider reporting on it and to have some sense of what departments psychology falls under. When AAMC looked last time, there were more than enough to consider adding psychologists, but APAHC's feedback to them at the time was that psychiatry departments alone were not enough and requested other depts represented. AAMC requested additional data to support this from APAHC, and this is where prior discussions stalled. AAMC is about to open their next survey and is doing a first look to see the nature of current data and discussions will be continued through the spring. Tenor is positive, AAMC supportive and understands the value. Remains to be determined whether consideration of other departments is warranted. Dr. Robiner stated Pediatrics and Family Medicine were the other two departmental groups with high psychology membership and that at least those dept heads may be open to providing that information. There may have been consideration for PM&R and Neurology in the past discussions. Dr. Ward commented that while research and clinical tracks are not the only two tracks, this distinction would be helpful as a starting point. Dr. Butt raised concern that AAMC might not be willing to do a lot of nuanced work with the data for a small subset of the readership. Dr. Robiner wanted to know not only salary but how many people there are overall in medical schools. Dr. Ward questioned whether Psychiatry department data alone would be helpful enough. It might be skewed in salary numbers and not representative of all those in medical schools. Dr. Butt mentioned that there is no data, so having at least Psychiatry departments alone would be informative if this is feasible right now. Dr. Butt raised the question of whether concerns over the limited data would preclude us from using it. Dr. Shahane suggested that it should not. Dr. Shaffer asked whether there was a specific threshold/cutoff the AAMC follows to make decision of which department(s) to poll. Dr. Brown brought up issue that some with psychology degrees do not identify as psychologists (in Neuroscience departments, e.g.) and that we need to interpret the data

carefully. Dr. Robiner previously independently attempted something similar and learned that it is hard to know from websites alone what kind of degree faculty have and how to quantify psychologists working in medical centers. Dr. Brown mentioned there may be issues with psychologists getting paid more than psychiatrists as there have historically been, so some departments may be reluctant to share data. Dr. Illes stated having a position in a health center complicates how she is listed or considered as part of her affiliate medical school. Dr. Ward expressed concern that if AAMC leadership get the misimpression that we are all housed in psychiatry and that this is where we should be and what to compare salary data to, it could be problematic. It could falsely lower the bar of salary negotiations, so she proposed we asked for just two comparisons to at least give more variability. Dr. Butt stated AAMC is data-driven and they will be willing to explore our ideas if we have data and clear justification to support their examination. This is where Dr. Stamm and CWS data can be helpful. Additional sources of information are welcome, as other groups may have data like this as well. Dr. Penwell-Waines commented that an individual at STFM did a salary survey that distinguished PhDs from Master's level and LCSWs. She may have survey results and will request permission to share them. Dr. Brown commented there is much variability and one department's data might not skew the picture so much. Dr. Shahane asked whether requesting four departments, and finding out that the percentage of psychology-trained faculty is low for some would be a problem? Dr. Ward replied the concern is the consequences of under-asking, or under-estimating salary data.

4. Officer/Committee Items for Board Discussion

- a. Website update (Dr. Isakson) – Dr. Butt made note of public and member-only website updates. Development team is currently in process of developing conference registration piece.
- b. Leadership project (Drs. Bradford and Clark) – Dr. Butt reported that Drs. Bradford and Clark are poised to begin their qualitative study of leadership positions and roles within AHCs.
- c. APAHC @ APA 2019 Chicago Speaker (Dr. Ward) – Inquired about whether we want to continue rethink APAHC budgeting for getting good conference speakers? Dr. Brown wondered if we could reach out to those who could speak for a reasonable fee, such as \$2000-\$5000. Dr. Shahane commented that expenditures for the website and upcoming conference with a more-than tripled membership size may limit budget availability. Budget would need to be earmarked for a speaker from year to year. We may need to ask a sponsor for assistance. Dr. Robiner and others suggested sponsors. Dr. Ward will continue to ask about potential speakers and what honorarium requirements would be to get a better idea of what to aim for in terms of budget.
- d. JCPMS Update – Dr. Brown reported the backlog has been caught up, the number of submissions has increased exponentially. Quality of submissions is slightly improving, has room to grow. Associate editors have been a little reluctant to take on special issues, but Dr. Brown is planning to inquire with another individual with unique expertise about co-editing a special issue. JCPMS does not pay editors as other APA journals do, which is an issue, and

- the Springer staff are in India which creates a time lag and are unable to provide any further resources. Getting reviewers is a challenge, people are busier with more responsibilities, so he requested those interested in reviewing or who know of others who are, to connect with him. Also considering having an editorial fellow, a junior person who wants to be a future editor, who takes leadership role on managing manuscripts to train and build reviewer network. Impact factor has gone up a little. Dr. Brown would like to have issues come out 6 times per year rather than 4; a higher frequency keeps it fresh on readers' mind. Dr. Ward asked about relationship with Springer and whether it is the best home for the journal. Dr. Brown is developing his relationship with the new rep, as Janice Stearn has retired, and is meeting with Springer representatives to further their support of the journal.
- e. Division 12 – Dr. Ward attended trainee social hour, talked with Tara Craighead who mentioned there will be a membership drive toward all Division sections so that smaller sections can increase membership or close. They will also consider % of section members who are also Div 12 members. There is a new push for Sections to promote Division 12. May need to think about initiatives to facilitate Division 12 membership, such as surveying membership perception of benefits expected for Div 12 membership. Our new membership numbers make our Div 12 member percentages appear to have dropped, so we may need to report full members separately from trainees. Dr. Brown stated APAHC is the only healthcare-focused section of 12 and this might be a point that could encourage them to offer marketing help. Dr. Robiner stated some may be unclear on the benefit distinction between APA membership and Div 12 membership.
 - f. APAHC Conference – Dr. Williams stated conference committee still looking for 2019 Co-Chair for Dr. Cash, who will also need to mentor someone to take over Sponsorship role for next conference. Dr. Shaffer requested that we consider creating APAHC branded pins to advertise when members are at this and other conferences. Dr. Ward suggested ribbons for APAHC badges to denote first time attendees.
 - g. Diversity & Health Disparities Committee – Dr. Iles commented that the diversity committee is regrouping to try to get more active members as they have lost a few and recent call attendance has been small. Committee activities are slowing while they recruit and rebuild, and she asked the board to direct interested referrals to her.
5. APAHC Board Culture
- a. Dr. Butt reported on past years' activities, including having taken on bylaw change that has been implemented, updated officer's manual, updated website, active social media presence, membership drive that tripled membership, CFAS reps getting good feedback, new journal editor has revamped journal's status, and newsletter reenergized. Dr. Butt asked board members to offer their perspectives on where board needs to go for the next year and how. Dr. Williams expressed conference co-chair happiness with board transitions. Dr. Brown feels things are looking good. Dr. Robiner commented this has likely been the most productive year for the board. Dr. Shahane wants to continue to work to keep new trainee members, and happy about APAHC's success. Dr. Ward thanked Dr. Butt for organizing and focusing the multiple initiatives and keeping board on task. Concerns about potential for losing trainees and keeping them involved were raised. The board call structure

of discussion rather than check-in was viewed as a way to make the board stronger. Dr. Iles stated board topics are accessible and she feels more involved here than other boards with which she has been involved. Dr. Shaffer requested more notice on deadlines for reports, reviewing website, giving feedback, etc. Dr. Shahane reiterated that it can sometimes be difficult to respond quickly to requests for reviews given other obligations. Dr. Butt expressed concern that activities may lag if aggressive timelines for tasks not maintained and/or if every step required input from each Board member; however, he is willing to receive feedback from board members as issues arise or if additional time is needed for any given request. Dr. Robiner expressed concern that Dr. Butt not get burnt out by the current pacing.

6. Next Conference Call:

- a. Monday, October 1, 2018 at 5 PM EST/4 PM CST/3 PM PST