President’s Message

Dear Colleagues:

Chairs of Departments of Psychiatry are in a unique position of responsibility. We are the only individuals responsible for all aspects of the academic mission: Clinical care, training, research, as well as advocacy. We must advocate not only for our patients but also for our faculty, trainees and the future of our field. You are all intelligent, hardworking, and extremely focused individuals who ascended to positions of leadership in your institution. It is time we, as an organization, band together and take advantage of our strengths in order to influence our field.

Our initial plan is to publish the newsletter at least twice a year. We will also be sending out regular information on the material on our list serve. The intent is to inform you of breaking national and international events. In many cases there will be an opportunity for you as a leader in your institution both to weigh-in and help AACDP and shape policy as well as advocate for departments of psychiatry and the field. I want to thank the wonderful leadership of our outgoing President of the AACDP, Ondria Gleason and Paul Summergrad as a Past President and the tremendous guidance that our Executive Committee gives our organization. I look forward to an exciting year for our organization.

Mark H. Rapaport, M.D.
President, AACDP

Academic Psychiatry Update:

As many of you know, AACDP one of the four organizations that sponsor Academic Psychiatry. Our partners are ADMSEP, AAP and AADPRT. We have reason to be very proud of how much the journal has done to support the educational mission and the academic development of many of our faculty, especially our clinician-educators. As a peer-reviewed venue to share their educational research, viewpoints, perspectives and other scholarly products, Academic Psychiatry has facilitated the dissemination of educational research, innovative approaches to curricular development and teaching, and leadership development topics, to name just a few areas.

The journal has advanced under the strong leadership of Laura Roberts, editor-in-chief, her deputy and associate editors and her editorial staff, led by Ann Tennier, Senior Managing Editor. The transition to Springer publishing in the fall of 2013 has led to significant growth in the journal, with wide readership across the globe.
Some highlights from 2016:

- Growing submissions: 339 in 2016 compared to 329 and 336 in the preceding 2 years. 2016 rejection rate: 46%
- Reduced time from submission to first decision: 33 days in 2016 (19 days faster than in 2015). The journal is on a pace to lower the average review time to 23 days in 2017.
- Rising impact factor: 1.246 in 2016, based on papers published in 2014 and 2015. This IF is the journal’s highest to date.
- Extraordinary growth in full text downloads: 93,266 in 2016, up 62% over 2015.
- Growth in royalties, year by year, helping to underwrite more of the expenses of the Editorial Office.

I have the privilege of representing AACDP on the Academic Psychiatry Governance Committee, along with colleagues representing our partner associations. Laura, and two of her Deputy Editors (Gene Beresin and John Coverdale) are Ex Officio voting members also. This year, a major focus for the sponsoring organizations will be to better understand the role of the Governance Committee, and its ability to strongly link the associations in partnership to help support and grow the journal. We will also be reviewing the journal finances which include some revenue from subscriptions, royalties, and sponsor organization support.

I hope you will encourage your faculty and trainees to consider submissions to the journal, and to appropriately cite scholarship published in the journal when it underpins their work. Please let me know if you have questions or feedback about the journal that I can share with the AACDP Executive Committee and the Academic Psychiatry Governing Council.

Gregory W. Dalack, MD
Chair, University of Michigan

Meeting Highlights from the 2017 Fall Meeting: Joint Workshop with AAP and AACDP

Being a Department Chair: Hoops, Hurdles and Surprises

Drs. Ondria Gleason, Gregory Dalack and Jon Lehrmann presented the AAP/AACDP joint workshop entitled, “Being a Department Chair: Hoops, Hurdles and Surprises” during the September meeting in Denver. The workshop focused on addressing questions that psychiatric leaders may have regarding whether or not one is qualified to serve as a department chair, what duties a department chair carries out, and what experience is needed. The presenters shared each of their career trajectories and the experiences they had prior to becoming a department chair. Drs. Dalack and Gleason also shared a “week in the life” detailing their work and demonstrating that their time was spread across a wide variety of activities each week, including an abundance of meetings, administrative tasks, clinical, scholarly and other activities. Each attendee was given the opportunity to complete a leadership skills assessment and to discuss their experiences and potential interest in becoming a department chair with seasoned chairs in small group settings. Each attendee was encouraged to select one area for potential administrative growth to work on upon returning to their home institution. The active discussions during the workshop were enjoyed by all.

At the Fall 2017 meeting in Denver, we discussed the results of the AACDP needs and interest survey, and reviewed our mission statement, vision and values. The consensus of our membership agreed that now was a time for our society to become more focused and assume a greater role of leadership in the field. Jed Magen, President-Elect has agreed to chair a strategic planning working group. This group will identify 3-4 goals for the organization. The hope is that some of these will be short term goals but a number of them may be goals that will require consistent work by AACDP over the next few years. We have formalized a program committee which will be responsible for shaping the content of our 2 meetings. Other new initiatives include the development of an E-newsletter. Our initial plans are to publish the newsletter at least twice a year. We will also be sending out regular information on the material on our list serve. The intent is to inform you of breaking national and international events. In many cases there will be an opportunity for you as a leader in your institution both to weigh-in and help AACDP and shape policy as well as advocate for departments of psychiatry and the field.

Doctor Rapaport reviewed the Mission, Values Statement and Vision leading to a discussion of the direction for the AACDP, outlining the responsibilities of the organization.

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AACDP 2017: Where we are and where do we want to go?

Current Status

- A majority of Departments are members
- A minority of Department chairs participate in the meetings
- Less than a third of members respond to online surveys
- Members attending the meetings tend to be good people and loyal to the organization
Our Unique Responsibility

- We are the only organization whose charge is to represent the entire scope of academic psychiatry.
- Our members have responsibility for:
  - Faculty
  - Trainees
  - Clinical Services
  - Education
  - Research
  - Patients
  - Advocacy

My Sense of Urgency

- Our field faces many challenges:
  - Role of psychiatry in UME
  - GME allocations
  - Support for sub-specialty programs ($ and people)
  - Support for teaching
  - Clinical burdens on our faculty
  - Research training and funding support
  - Our role in Integrated Care/Population health
  - Policy (Parity, continued medical care for our patients)
  - Faculty recruitment, retention, and development

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Four Questions

- Are we as a Society content with our current role and status?
- Are we missing an opportunity/responsibility to take on a larger leadership role for our field?
- Do our current Mission, Vision, and Values statement need review and modification?
- If we choose to take on a larger leadership role for the field how to we want to begin to operationalize it?
2017 Survey

Q2 Would you like the AACDP listserv to provide updates on key federal mental health issues?

![Bar Chart]

**Answer Choices**
- Yes: 86.96% (20 responses)
- No: 13.04% (3 responses)

**Total Respondents**: 23

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2017 Survey

Q3 Should the AACDP become more active as an advocacy group for Departments?

![Bar Chart]

**Answer Choices**
- Yes: 77.27% (17 responses)
- No: 22.73% (5 responses)

**Total Respondents**: 22

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Continued on page 7
Q4 Would you be interested in learning about different models being used for faculty development?

Yes 86.96% 20
No 13.04% 3
Total Respondents: 23

Q5 Would you be interested in learning about strategies for fundraising/philanthropy?

Yes 91.30% 21
No 8.70% 2
Total Respondents: 23

Continued on page 8
### Q6 Would you be interested in learning about how other programs are dealing with population health challenges?

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### Q7 Would you be interested in learning about strategies that other Departments are employing regarding

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<td>Reimbursement for care</td>
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<td>Engaging alumni</td>
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<td>Funding and filling fellowship programs YES</td>
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<td>9.70%</td>
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Mission Statement

- The AACDP will *advance medicine* and *the practice of psychiatry* through:
  - Strengthening its membership by *enhancing the skills and effectiveness of leaders*
  - Providing a forum for the development and exchange of ideas and information
  - Promoting *excellence in psychiatric education, research, and clinical care*
  - Advocating for *health policy* to create appropriate psychiatric care for all

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Vision

- The AACDP is a values driven organization responsive to and seen as a valuable resource for its members' enhancing their ability to provide academic departmentally based clinical care, research, and education.

- Through the development of strategic partnerships, the organization is recognized by its members as the source for strengthening programs in academic psychiatry. Through its commitment to improving members’ leadership skills, keeping members up to date on developments and innovations and its advocacy commitment to mental health, academic departments of psychiatry are well respected and supported in their schools and states.

Vision - continued

- The AACDP is an international leader in advocating for better mental health policy. Through its work in advocacy and education, it improves the practice of medicine and improves mental health care nationally.
What should be our next steps?

Examples of activities we could embark on

- Advocacy
- Information Dissemination
- Honing our members skills and knowledge:
  - Leadership
  - Faculty development
  - Education
  - Research development
  - Clinical service development and models
  - Fund raising

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AADPRT Faculty Development Task Force Report

At the September 9, 2017 AACDP meeting at AAP in Denver, Colorado, AADPRT Faculty Development Task Force Representative, Sallie DeGolia, presented recent findings from an AADPRT Faculty Development survey to elicit possible interest in a collaboration between AACDP and AADPRT to address some of the issues identified. The AADPRT Faculty Development Taskforce was developed in 2016 in an effort to respond to the increasing regulatory and administrative challenges junior faculty face when considering a GME position as well as the increasing demands of clinical productivity pressures facing teaching faculty. The goal of the survey was to identify best practices for residencies and departments to promote development of faculty interested in GME and foster careers of future residency directors.

Dr. DeGolia reported that the 25% of AADPRT members who responded (47% of whom were adult training directors and 25% CAP fellowship directors), identified that faculty development leadership is distributed almost evenly between Associate or Vice Chairs or Directors of Education (31%), adult training directors (31%), and Chairs of departments (28%). Currently, most faculty development efforts within Departments of Psychiatry involve offering funding to faculty to attend conferences or CME activities, providing educational Grand Rounds, offering mentoring programs for their faculty or hosting faculty development retreats. Of interest, survey respondents identified faculty development as a major unmet need (49%), with needs being as well as protected time (28%), institutional support (14%), help in doing scholarly activity (5%) and wellness activities (4%).

Dr. DeGolia presented some barriers to pursuing GME careers for AADCP to consider, including the lack of time/FTE for teaching and scholarship, the fact that GME positions are seen as “24/7” jobs with a high and stressful workload with low pay, the lack of institutional recognition, as well as a lack of mentorship and faculty development offerings. In addition, the survey suggested a significant burnout concern among faculty with 70% of respondents endorsing burnout among their teaching faulty and 63% endorsing burnout among themselves. Responders identified EMR, RVU-based clinical productivity expectations, long hours and difficulty balancing work and personal life as factors contributing to burnout.

As a result of the presentation, Dr. DeGolia encouraged the Chairs to discuss the findings among themselves and invited
them to consider collaborating with AADPRT on a workshop addressing faculty development and to explore how best to support the educational mission. A lively discussion took place among members resulting in an interest in collaborating with AADPRT on a workshop possibly during AADPRT’s annual meeting in March, the APA in May and/or the subsequent AAP annual meeting.

2017 Leadership Award:

Lon R. Hays, M.D.  
Chair, University of Kentucky  

Dr. Hays presented his talk entitled “Musings of a Psychiatry Chair 1998-2017” during which he described highlights and “low points” during his tenure as Chair of the Department of Psychiatry at the University of Kentucky College of Medicine. He gave tidbits of advice for those who are very early in their time as Chair, as well as for those considering “life after Chair”. He outlined some of the more challenging situations encountered by Chairs and emphasized the importance of “maintaining a passion” both professionally and personally. Dr. Hays gave tremendous credit and gratitude to AACDP and to those individuals in the organization who have served as friends, colleagues, mentors, and confidantes.

Announcements:

1. At the Fall Meeting a Strategic Planning Committee was appointed:  
   Chair: Jed Magen  
   Members: Ondria Gleason, James Griffith, Jon Lehrmann, Britta Ostermeyer, Carlos Pato, Mark Rapaport, Moira Rynn, Robert Trestman  
   If you are interested in serving on this committee, please contact the Central Office: psychiatrychairs@gmail.com

2. A Program Committee also was appointed to work on the Program for May 2018 in New York City: David Casey, Greg Dalack, Ondria Gleason, Karl Goodkin, James Griffith, Elizabeth Kunkel, Jon Lehrmann, Pat O’Neill, Alison Netski, Carlos Pato, Mark Rapaport, Moira Rynn, Robert Trestman. This Committee will be working on an official submission to the APA Program for 2018. If you have program ideas or wish to serve on this committee, please contact the Central Office: psychiatrychairs@gmail.com

   Please send submissions for the 2018 Presidential Award by December 1 to the Central Office: psychiatrychairs@gmail.com

3. The Nominating Committee submitted the following slate of nominees for the Executive Council and it was accepted by acclimation at the Membership Meeting:  
   President: Mark H. Rapaport  
   President-Elect: Jed Magen  
   Secretary-Treasurer: Timothy Soundy  
   Councilor: Erika Saunders  
   Councilor Elect: Gerald Maguire

4. ABPN Update:  
   a. The ABPN has announced plans for changes to its MOC program, including a MOC pilot alternative to the 10-year examination, in a press release.  
   b. The ABPN has issued a 16-page report documenting speaker presentations and discussion summaries for the 2017 Crucial Issues Forum, held in April in Chicago. This year’s forum explored factors contributing to physician
wellness and burnout and what might be done to promote wellness and decrease burnout among physicians. For more information, a press release is available on our website.

A PDF version of the 2017 ABPN Crucial Issues Forum report is also posted on the website. Printed copies are available upon request.

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