## 2012 Committee Report

### COMMITTEE NAME:

**Early Career Psychiatrist Committee**

### ROSTER:

*As of 5/9/12*

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>FREDERICKSON, ANNE</td>
<td>Early Career Psychiatrist Member</td>
<td>11/1/2009</td>
<td>10/28/2012</td>
</tr>
<tr>
<td>KISHORE, ANITA</td>
<td>Co-Chair</td>
<td>11/1/2009</td>
<td>10/27/2013</td>
</tr>
<tr>
<td>LOPS, JOHNNY</td>
<td>Trainee/Resident</td>
<td>11/1/2010</td>
<td>10/28/2012</td>
</tr>
<tr>
<td>LORBERG, BORIS</td>
<td>Co-Chair</td>
<td>11/1/2009</td>
<td>10/27/2013</td>
</tr>
<tr>
<td>MADAAN, VISHAL</td>
<td>Early Career Psychiatrist Member</td>
<td>11/1/2010</td>
<td>10/27/2013</td>
</tr>
<tr>
<td>POPE, KAYLA</td>
<td>Member</td>
<td>11/1/2009</td>
<td>10/28/2012</td>
</tr>
<tr>
<td>PRETER, SABINA</td>
<td>Member</td>
<td>11/1/2009</td>
<td>10/27/2013</td>
</tr>
<tr>
<td>TANDON, MINI</td>
<td>Early Career Psychiatrist Member</td>
<td>11/1/2009</td>
<td>10/28/2012</td>
</tr>
<tr>
<td>WELCH (GREHIAN), SONIA</td>
<td>Member</td>
<td>11/1/2010</td>
<td>11/15/2013</td>
</tr>
</tbody>
</table>

### CHARGE:

1. Promote strong communication and collaboration nationally among ECP members of the Academy.
   a. ECP Listserv is now active with 80 members
   b. ECP Focus Group at Annual Meeting has enabled ECPs attending to share experiences and plan initiatives. This Focus Group may be replaced by the ECP Component meeting or may continue as a separate venue for generating input.

2. Support mentoring connections between ECPs and more senior Academy members.
   a. Annual Meeting Career Development groups (similar to MS/R mentorship groups) to be proposed for Annual Meeting 2010

3. Facilitate local connections between ECPs and ROCAPs
   a. Establish collaboration with ECPs serving the Assembly of Regional Organizations
   b. Seeking ongoing input from ROCAPs to suggest partnering to reach more ECPs

4. Strengthen communication between National AACAP and ECPs.
   a. ECP website scaffolding to be updated and expanded to provide on-line portal for ECPs in child psychiatry to become active in the Academy
   b. Propose AACAP News articles from the ECP point of view
   c. Provide support from the ECP perspective to any AACAP-wide initiatives such as “Project AACAP” which seeks to strengthen the AACAP membership and organization
   d. Maintain a liaison relationship with the Medical Student and Resident Committee to facilitate successful transitions from trainee to full membership in the AACAP.
Status of projects and deliverables:

**AACAP Annual ECP Forum/Workshop Submission**
Project Leaders - Dr. Lorberg and Kishore.

2012 Members Forum submission was accepted as “**Strategies for Success: Successful Transition to Practice and Mentorship Program**” for the 2012 Annual Meeting. This 2012 program will reflect three core domains of competency for the transition to practice: leadership and administrative skills, business and medical economic skills, and personal growth and humanism skills. The specific topics within each domain represent the most requested topics from a survey of last year’s forum participants. The program will include Panel Discussion, Workshop 1 “Private Practice for ECPs,” and Workshop 2 “Negotiating strategies for ECPs,” and Networking with Mentors and ECPs. Faculty will include a group of active AACAP members and leaders representing diverse areas of practice. In addition, each RO-CAP will be invited to send 1-3 representatives.

At AACAP’s 2010 annual meeting, the ECP Committee launched a novel member forum entitled “**Successful Transition to Practice**” to develop career skills needed by graduating child and adolescent psychiatry fellows as they entered the work force.

Demographically, it attracted 73 participants in 2010 and 57 in 2011, the majority of whom were fellows and ECP’s. According to the official AACAP teaching evaluation form, participants rated the forum very highly (9.36/10.0 in 2010, 9.39/10.0 in 2011) and strongly advocated for it to be offered again (9.68/10.0 in 2010 and 10/10! in 2011).

At AACAP’s 2011 annual meeting, the ECP Committee launched another novel member forum entitled “**Early Career Psychiatrists Finding Our Way: A Mentorship Forum for ECPs and their AACAP Regional Organizations**” to foster mentorship development skills and regional ECP involvement.

This regional mentorship forum attracted 52 participants, the majority of whom were fellows, ECPs, and RO-CAP representatives. According to the official AACAP teaching evaluation form, participants rated the forum very highly (9.59/10.0) and strongly advocated for it to be offered again (10/10).

Both 2011 forums attracted the target demographic of fellows and ECPs, increased their skills required for successful transition to practice, and increased their connection to each other and to their regional and national colleagues. These forums will be consolidated into one in 2012 to increase overall efficiency and to further integrate national and regional programming.

**AACAP ECP Poster Submission**
Project Leader - Dr. Haak.

We will submit **survey data** (IRB approved) from the 2011 annual AACAP regional mentorship and transition to practice program as a poster for the 2012 AACAP Annual Meeting.

**ECP Outreach**
Project Leader – Dr. Haak, Dr. Lorberg, Dr Kishore.

1. We are working with AACAP staff to prepare an **updated ECP email list serve** for outreach to AACAP ECP members and graduating fellows. Our 1st email will coincide with graduation of current fellows and their transition into practice.

2. Committee members are in the process of preparing a **series of articles for AACAP News** aimed at
increasing awareness of resources and opportunities for ECP engagement in AACAP nationally and locally.

3. One of the resources includes **Child Psychopharmacology list serve** – administrated by Dr. Rudominer and useful for ECPs. This can be found at [http://groups.google.com/group/child-pharm](http://groups.google.com/group/child-pharm)

**ECP Assembly Involvement**

Project Leader - Dr. Pope.

ECP Committee was updated that the Regional Assembly supports ECP involvement in AACAP leadership and will explore ways to increase **ECP representation**. Dr. Pope will also explore ECP representation in the Executive Council. We will explore this issue with ECPs at the 2012 Annual Meeting to determine if this is a priority.

Dr. Lops reported that the Council agreed there should be a **nonvoting ECP delegate** to represent each ROCAP. This will help improve ECP awareness and participation. ECP Committee will encourage for ECP representation on the Assembly to be a voting topic during the future Annual Meeting.

**ECP Connect Program**

Project Leader - Dr. Milam-Miller.

ECP CONNECT awards included a $2,000 grant to host local events for ECPs. **15 ROCAPs were awarded ECP CONNECT grants** and implemented regional ECP programming in 2011-12. The list is below.

1. Colorado Society of Child and Adolescent Psychiatry
2. Eastern Pennsylvania and Southern New Jersey Council of Child and Adolescent Psychiatry
3. Nebraska Regional Council of Child and Adolescent Psychiatry
4. New England Council of Child and Adolescent Psychiatry
5. New York Council of Child and Adolescent Psychiatry
7. Pittsburgh Regional Organization for Child and Adolescent Psychiatry
8. Michigan Council of Child and Adolescent Psychiatry
9. Southern California Society of Child and Adolescent Psychiatry
11. San Diego Association of Child and Adolescent Psychiatry
12. Minnesota Society of Child and Adolescent Psychiatry
13. Illinois Council of Child and Adolescent Psychiatry
15. Central California Society of Child and Adolescent Psychiatry

ECP Connect Program will not receive funding for this year’s cycle, but will potentially be resubmitted to CFAK once more outcome data has been compiled. Committee is in the process of collecting evaluations from completed ECP Connect events.

The Committee agreed encourage above awardees to submit AACAP News articles to outline the success of completed events and to encourage organization of future events in other ROCAPs. It was suggested to include an ECP and a more senior ROCAP member to write together in order to appeal to a wider audience of readers.
ECP Website Development
Project Leader - Dr. Preter.
ECP section of the AACAP website has gone live since the Annual Meeting 2011. The webpage includes four main areas and numerous career path vignettes written by AACAP members. Majority of the ECP website updates submitted after the Annual Meeting 2011 are currently being implemented.

ECP Mentorship
Project Leaders - Dr. Lorberg and Kishore.

1. ECP Committee has worked to facilitate ECP mentorship to medical students and resident members of AACAP.

2. ECP Committee is also in the process of developing collaboration between Life Member Committee and ECP Committee to facilitate mentorship of ECPs by Life Members. Ms. Miller notified the Committee that she participated on the Life Members Subcommittee call and there was much enthusiasm with initiating collaborative efforts between the two Committees.

Subcommittees within Committee (if applicable):

1. ECP Annual Forum/Workshop Submission;
2. ECP Poster Submission;
3. ECP Outreach;
4. ECP Assembly Involvement;
5. ECP Connect Program;
6. ECP Website Development;
7. ECP Mentorship;

Are you collaborating with other AACAP committees? If so, how?:

1. ECP Annual Forum/Workshop Submission –
   -Training and Education Work-Group – collaborated on annual submission, sponsored by ECP Committee (liaison - Dr. Howard Liu, Dr. Jeffrey Hunt, Dr. Dorothy Stubbe);
   -Telepsychiatry Committee – annual submission, sponsored by TP Committee (liaison - Dr. Kathleen Myers);

2. ECP Poster Submission –
   -Training and Education Work-Group – collaborated on annual submission, sponsored by ECP Committee (liaison - Dr. Howard Liu, Dr. Dorothy Stubbe);
   -Program Committee – continue to seek guidance on poster and annual submissions (liaison – Dr. Gabrielle Carlson, Dr. Jean Frazier);

3. ECP Outreach –
   -Member Benefits Committee - explore ways to increase ECP engagement by providing relevant resources – webinars on career paths, etc (liaison – Dr. John Dunn);
   -Membership Drive Committee – explore ways to increase ECP membership (liaison – Dr. Rao Gogineni, Dr. David Kaye);
   -International Relations Committee – continue to make AACAP more accessible to international ECPs (liaison – Dr. Shirley Alleyne);

4. ECP Assembly Involvement –
   -Assembly – explore ways to increase ECP representation (liaison – Dr. Warren Ng, Dr. Dr. Kraus);

5. ECP Connect Program –
   -Member Benefits Committee - explore ways to increase ECP engagement by providing relevant resources – webinars on career paths, etc (liaison – Dr. John Dunn);
   -Assembly – explore ways to increase ECP representation (liaison – Dr. Warren Ng, Dr. Dr. Kraus);
6. **ECP Website Development** – continue to build ECP presence on AACAP website (liaison - Dr. Justine Larson);

7. **ECP Mentorship** –
   - **Medical Student and Resident Committee** – facilitate ECP mentorship of medical students and residents (liaison - Dr. Alex Strauss, Dr. Eric Williams);
   - **Life Members Committee** – develop collaboration LMC and ECP Committees to facilitate mentorship of ECPs by life members (liaison – Dr. Thomas Anders);
   - **Psychotherapy Committee** – facilitate ECP mentorship in the area of psychotherapy (liaison – Dr. Timothy Dugin, Dr. Mary Ahn);
   - **CPT Coding** – facilitate learning of CPT coding and negotiation with insurance companies (liaison - Dr. David Berland);
   - **Inpatient, Residential, and partial Hospitalization Committee** – facilitate ECP networking within above practice settings (liaison – Dr. Erin Malloy);
   - **Healthcare Access and Economics Committee** - facilitate ECP mentorship in the above area (liaison – Dr. Anthony Jackson, Dr. Harsh Trivedi);
   - **Financial Planning Committee** - facilitate ECP mentorship in the above area (liaison – Dr. Michael Jellinek);
   - **Ethics Committee** - facilitate ECP mentorship in the above area (liaison – Dr. Arden Dingle);

---

### How many face-to-face meetings have you had in Current Year? When?

We had 1 face-to-face meeting at the annual conference in Toronto as a committee (October 2011). At this meeting, we discussed Regional ECP Challenges and Regional ECP Solutions/Action items as summarized below.

**Regional ECP Challenges include:**

At this meeting, the Committee discussed challenges ECPs face, including:

- Engaging ECPs in the region in spite of ECP member drop off after graduation; ECPs may disengage after moving to a new ROCAP after graduation.
- Slow transfer of memberships when ECPs move to a new area.
- ECP E-mail lists may be inaccurate and out of date;
- ECPs may not feel welcome at ROCAPs or AACAP;
- ECPs not feeling clear why they should become mentors and self-identify as ECPs;
- Assembly does not have ECP representatives;
- Some training directors may not be aligned with ROCAPs;
- ROCAP differences - some ROCAPs are not active.

**Regional ECP Solutions/Action items include:**

- Need to Keep track of ECPs by reaching out through Training Directors, AACAP staff, membership committee, ROCAPs;
- Assembly should strive to have an ECP delegate from each Regional Organization;
- Encourage outreach during training by ROCAPs – Need to offer something of value to those going into practice. Do webinars?
- Consider waiving or decreasing the AACAP membership fee during 1st several years – consider representing it to Counsel?
  - Regional Organizations need to offer standard curriculum nationwide - Appeal to ECP Issues - How to pass Boards, How to manage money, How to network, etc;
  - Offer it in real time and on the web; Do it nationally for regional ECPs;
<table>
<thead>
<tr>
<th>How many conference calls have you had in Current Year? When?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>6 Calls:</strong></td>
</tr>
<tr>
<td>December 12, 2011</td>
</tr>
<tr>
<td>January 18, 2012</td>
</tr>
<tr>
<td>January 24, 2012</td>
</tr>
<tr>
<td>January 31, 2012</td>
</tr>
<tr>
<td>March 20, 2012</td>
</tr>
<tr>
<td>May 15, 2012</td>
</tr>
</tbody>
</table>

| Submitted By: | Boris Lorberg, MD; Anita Kishore, MD | Date: | 5/25/12 |