THE SOCIETY FOR

CLINICAL NEUROPSYCHOLOGY

Division 40 of the American Psychological Association

Volume 39, Number 2 **Summer/Fall 2020**

A LETTER FROM THE EDITOR

Deb Hoffnung

Dear members of the Society for Clinical Neuropsychology,

The killing of George Floyd in police custody on May 25, 2020 resulted in massive protests across more than 2000 US cities and 60 countries around the world. While these protests have focused on police brutality, they have also highlighted issues of structural and systemic racism that have gone unaddressed for decades.

In this column, and with Dr. Herrera-Hamilton's permission, I am reprinting the letter she shared to the AACN Listserv on June 22, 2020, titled: ***One perspective re: systematic racism*.**

Please contact me at deborah.hoffnung@alegent.org with your thoughts, feedback, content, and ideas for future editions of the newsletter.

Deborah S. Hoffnung, PhD ABPP-CN
Editor, The Society for Clinical Neuropsychology, Division 40 Newsletter

One perspective re: systematic racism

I am writing today as a colleague of color trained in the field of neuropsychology and board certified since 2011. For 15 years I have worked at a university-hospital setting as both a researcher and clinician within cultural and social contexts that have been ground zero for the #MeToo Movement, the college admissions scandal and the Rodney King riots of 1992. And now, like the rest of the country, my community is experiencing the Black Lives Matter Movement within the COVID-19 context.

As a dark-skinned woman of color and a first-generation college graduate, for decades I believed that if you attain your education you can outpace racism. I no longer believe this.

Individual and systematic racism, misogyny and sexual harassment, transphobia, homophobia, "pretty privilege," nepotism, and "white privilege" exist. The academic hybrid of these types of bias are highly sophisticated, insidious, implicitly and explicitly embedded in most of our institutions, communities and thought processes.

For the first 10 years of my career, when I experienced systematic racism and bias, I blamed myself. I attributed career difficulties or setbacks to not being an excellent trainee or neuropsychologist. I internalized inadequacy as I watched white, connected and/or socially desirable peers:

- Receive more time with supervisors
- Receive more training and career opportunities through "networking"
- Receive more eye contact, social acceptance, listening and credibility during interviews, at work and conferences.

In contrast:

- My errors were more likely to be framed as failures rather than learning curves attributed to white colleagues.
- When proposing change, my frustration was interpreted as anger and hostility, while the associated content was dismissed.
- I experienced both sexual and psychological harassment, in part, because I did not come from a connected, educated family or have powerful mentors that could or would advocate for my well-being.
- I live a lifestyle of graciously and tediously dismantling negative projections among colleagues, administrators and patients, while simultaneously providing appropriate and excellent care.

When I did advocate for myself, I was told by colleagues and supervisors:

- "He is a great man, a titan in the field, do you really want to tarnish his reputation or put yourself through this? Besides, at this point you have more children than publications."
- "Don't say you're leaving because of Dr. X, say it's because of your family and your kids."
- "Don't get involved in social politics."
- "Can you be specific? Did you document the interaction?"
- "Let this go and let the work speak for itself."
- "I don't want to hear this."

When I reported harassment to the appropriate administrators, I received an hour of their time and no follow-up. When I reached out to colleagues, I was sent links to programs, but nobody wanted to get involved in my "situation."

Counterintuitively, as I attained positions of leadership in my field, the institutional bias became more complex and intense. I left one position as director due to harassment. At another, my neuropsychological concussion program was abruptly discontinued due to budget issues three weeks after I asked a white physician/colleague during a meeting why we were not interviewing more diverse candidates for a high-profile position. White colleagues have passively, yet opportunistically, leveraged systematic racism at my institution, knowing that my absence becomes their promotion. I've been offered my dream job, only to have the offer taken off the table because a white, connected professional made a phone call.

But most importantly, when advocating for under-represented, under-educated populations lacking in financial resources:

- Institutions and governmental systems have been obstructive in providing neuropsychological services.
- Efforts to illustrate medical disparities with data have been met with retaliatory tactics targeting my character.
- Neuropsychological colleagues have told me "You don't know your value." because I accept insurance and reject a private practice "fee for service" business model that caters to wealthy (mostly white) clinical populations.
- Industry leaders and test developers candidly acknowledge that assessments for Latinx populations are not developed because they are not profitable, thereby systemically restricting access to appropriate neuropsychological services.

If you read this and think, all this cannot happen to one person, you are right, far more has happened to me and

others. I share these hard and humbling professional experiences, with a spirit of hopeful candor, because similar incidents among colleagues of color are not rare, yet often endured in isolation and without validation, advocacy or support.

Equity is about action.

While education may be part of the solution, education and CEUs can also be used to exonerate a flawed system and enhance superficial optics, while doing little to evoke ecological change and justice?

Like any good neuropsychological exam, let's collect a thorough history before we formulate recommendations.

- Let's seek true, honest narratives from students and colleagues of color then find ways to provide valid inter- and intra-institutional support.
- Let's acknowledge the trauma of professionals and students of color working within systems of racism and abuse.
- Let's allow diverse narratives to guide us toward uncomfortable change, such as power re-allocation and leadership diversity.
- Let's talk about how the marginalization of neuropsychology within the medical field contributes to systemic shame internalized by our neuropsychological community and projected onto vulnerable colleagues of color and/or women.
- Let's talk about informal socio-political alliances impacting internship/fellowship placement that benefit white, wealthy and/or socially connected students.
- Let's talk about internship and fellowship systems that require large amounts of money for applications and travel, thereby neutralizing the candidacy of students of color.
- Let's talk about how all of these factors and others impact patient care and/or lack thereof.

I write this today for myself. However, I also write this for colleagues, particularly those that feel isolated and exhausted from the weight of institutional racism and bias. If you identify with any of my experiences, I want you to know:

- I believe you.
- You are brave.
- You are honest.
- You are intelligent. (You are not overly-emotional, lacking in mental toughness or crazy)
- You are the future.

In terms of next steps, I leave this to my community of colleagues to determine. I have many solutions in mind, but they come from a single perspective and my hope is that we can come together as a community to create relevant, uncomfortable change consistent with the innovation, service and ethics of our field.

Respectfully and sincerely,

Anita Herrera-Hamilton, Ph.D. ABPP-CN

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Past Issues of the Division 40 Newsletter, Division 40 Executive Committee meeting minutes, membership information, and a link to join SCN are all available online at the Division 40 Website:

https://www.scn40.org/

SCN Newsletter 40 is the official publication of The Society for Clinical Neuropsychology (SCN), Division 40 of the American Psychological Association.

The Editor is:
Deborah S. Hoffnung PhD, ABPP-CN
Clinical Neuropsychologist
Assistant Clinical Professor of Neurology, Creighton University
Neuropsychology Program, CHI Health
Omaha, NE 68122
402-572-2169
deborah.hoffnung@alegent.org

The Division 40 Website is:
https://www.scn40.org/

Webmaster is:
Hillary (Greene) Parker
SCN40Webmaster@gmail.com

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PRESIDENT'S CORNER

Rodney Vanderploeg, Ph.D., ABPP-CN

SCN President

Rodney Vanderploeg

We are living and working in interesting and challenging times. Never in our lifetimes have we experienced a pandemic anything like the current COVID-19 crisis. At the same time, due to blatant public and tragic events, individual and systemic racism has never been more in the forefront of public discussion with ongoing peaceful protests.

The "Black Lives Matter" movement is being better understood and embraced than at any previous time. These events have shaken the foundation of our society and are forcing us to reconsider elements of our personal and professional endeavors.

Not being able to conduct independent neuropsychological practice in Florida for over three months because of COVID-19, with the resulting loss of income, has been challenging for me personally. However, I am in the enviable position of being retired from the Department of Veterans Affairs and having some steady retirement income. I can only begin to imagine the difficulties and challenges of my colleagues, particularly those of you earlier in your careers with limited savings and student debts, and those with children attempting to work while having no outside childcare or schools. You and your colleagues are now considering the risks of schools potentially reopening versus trying to home school while restarting or maintaining active professional activities. Our college and graduate students will be deprived of at least some of the opportunities afforded by in-person classes, seminars, and mentoring, as well as the collegiality and professional development that occurs in the in-person settings associated with traditional education.

At the same time, these developments have forced us to examine aspects of our current practices. I am reminded of a book chapter in one of my graduate school family therapy courses from 40 years ago (yes, I am dating myself) entitled: "*Tempest in the Teapot*". The point of that chapter was that in times of crisis and stress, systems are more easily modified, and the right interventions can result in positive systemic changes.

I believe this is happening within our clinical neuropsychological practices. We are doing more triaging, modifying and shortening evaluations, conducting some initial distance assessment (e.g., telephone or online screening evaluations) to determine who needs a more comprehensive in-person evaluation, and finding additional unique ways to meet the needs of our clients. These modifications have been forced on us by safety considerations, not only for ourselves, our colleagues, and families, but also for our clients and their families. My belief is that we will discover the advantages of some of these modifications and implement positive changes to our ongoing clinical practice even after COVID-19 is behind us.

SCN has been active in this regard through collaboration with other organizations. **Margaret Lanca, Ph.D**., our chair of the **SCN Practice Advisory Committee** (PAC; https://scn40.org/pac/), and others have been active through the Inter Organizational Practice Committee (IOPC), a coalition of representatives of all of the major Neuropsychology organizations in the US including the American Academy of Clinical Neuropsychology, Division 40/SCN, the National Academy of Neuropsychology), and the American Board of Professional Neuropsychology, as well as the American Psychological Association Services, Inc.

SCN has participated in the development and endorsed "***Recommendations/Guidance for Teleneuropsychology*** *(TeleNP) in Response to the COVID-19 Pandemic*", as well as "***Guidance/Recommendations for Models of Care During the Novel Coronavirus Pandemic***" (available: https://scn40.org/covid-19-resources/ and elsewhere). Two sessions

at our upcoming Virtual APA Convention are also devoted to COVID-19 issues on training and practice (see elsewhere in this Newsletter for more information about these activities).

Turning to systemic racism, our growing awareness of systemic racism and the lack of inclusiveness and equity within our societal organizations urges us within SCN to examine our own profession and organization. Minority groups are underrepresented in our membership and in our governing organizational structure. Certainly, there are things we can do within SCN to be more welcoming to diverse groups and to increase inclusiveness and equity. **Michelle Madore, Ph.D.**, chair of our **Ethnic Minority Affairs** (EMA; see committee membership at: https://scn40.org/piac-ema/) Subcommittee of the **Public Interest Advisory Committee** (PIAC; https://scn40.org/piac/), has done a tremendous job of coordinating the important work of that subcommittee. Recent discussions with her and members of the SCN Executive Committee are resulting in ideas of possible process and structural changes within SCN that would enhance organizational inclusiveness, as well as promote awareness of and education regarding diversity and inclusiveness issues more broadly. The EMA committee has worked tirelessly in this regard and already has a **webinar series** available to SCN members (and others) on the website (https://scn40.org/ema-webinars/). I am embarrassed to admit that I was unaware of this resource until recently, and I would like to highlight it for all of our members. Of course, organizational inclusiveness will be an ongoing mission for SCN.

SCN is an organization that is run by elected volunteers. In addition, over 140 of you volunteer your time to serve on various committees where the vast majority of the work of SCN takes place. Even as President of SCN for the past year, it has been difficult for me to fully appreciate the work that all of committee members do behind the scenes. I have found that whenever I have called upon a committee chair to ask them to do something, they have invariably worked through their committees to provide quality results. For this I am extremely appreciative. It has been my privilege to serve as SCN President this year. I know that SCN will continue to be well served as **Heather Belanger, Ph.D.** assumes the Presidency at the end of our upcoming Virtual APA Convention and as **Cindy Kubu, Ph.D.** assumes the role of President Elect.

Rodney Vanderploeg, Ph.D., ABPP-CN

FEATURE ARTICLE

Deborah S. Hoffnung, PhD, ABPP-CN

SCN Newsletter Editor

An Interview with Keith Yeates, Editor of *Neuropsychology*

Keith Yeates

Established more than 30 years ago and becoming an official journal of the American Psychological Association (APA) in the early 1990s, ***Neuropsychology*** has developed into a leading journal in the field of neuropsychology under the editorship of greats like **Barbara Uzzell, Nelson Butters, Laird Cermak, Daniel Tranel** and others.

Now in its 34th volume, ***Neuropsychology*** publishes original scientific research, systematic reviews and meta-analyses, and theoretical articles on topics relevant to understanding the relationship between the brain and human cognitive, emotional, and behavioral function.

Below, find my interview with ***Neuropsychology's*** newest editor, **Keith Owen Yeates, Ph.D., ABPP-CN**, past President of the Society of Clinical Neuropsychology (SCN) and International Neuropsychological Society (INS), and professor and head of the Department of Psychology at the University of Calgary, where he leads the Integrated Concussion Research Program.

What has been your path to becoming editor of *Neuropsychology*?

The path has been long and winding! I started out as an ad hoc reviewer for many journals, as most of us do. As my career moved along, I was asked to join the editorial boards of a variety of journals, including ***JINS, Child Neuropsychology, The Clinical Neuropsychologist, and Neuropsychology***. This tends to happen naturally if you write good, timely reviews, because editors really value that. When **Kathy Haaland** was Editor of *JINS*, she asked me to be an Associate Editor, and I continued in that role when **Steve Rao** took over for Kathy. I enjoyed that experience a great deal, so I was very pleased when APA invited me to apply for the editorship of ***Neuropsychology***, and was fortunate enough to be chosen as editor.

In your inaugural editorial published in Volume 34, No. 1 issue of *Neuropsychology* *https://www.apa.org/pubs/highlights/editor-spotlight/neu-yeates*, you describe your vision and priorities for the journal as: 1) increasing the interdisciplinary and cross-cultural nature of the research presented in the journal, 2) increasing the number of contributions from authors in other disciplines, and 3) explicitly encouraging systematic reviews and meta-analyses on key topics in neuropsychology. *Why are these objectives important?*

I view neuropsychology, like psychology in general, as a hub discipline that links knowledge bases in different disciplines. I don't think we can understand brain-behavior relationships in a vacuum—we need to know how they are influenced by genetic and epigenetic factors, as well as how they are shaped by environmental forces. In other words, we need to take a multi-level perspective, and that requires interdisciplinary research. We also need to understand brain-behavior relationships in a broader cultural context. Too much of our science is built on white males from Western societies. I also believe that scientific knowledge is built incrementally, and that no single study is definitive. Systematic reviews and meta-analyses help us gauge the contributions of an entire body of knowledge in a given area. By calling for interdisciplinary and cross-cultural research, as well as for systematic review and meta-analyses, I hope to help push the science of neuropsychology forward in important ways.

Has the structure or scope of *Neuropsychology* changed in the 33 years since volume 1, issue 1 was published in May 1987? In what ways?

I wouldn't say the journal's structure or scope has changed dramatically, although each editor has put their own stamp on it by way of their vision for the journal. The journal was officially adopted by APA in 1993, with **Nelson Butters** as editor. He was followed by **Laird Cermak, Jim Becker, Steve Rao, and Greg Brown**. Talk about standing on the shoulders of giants! One of the tensions that has played out in the journal from the very beginning is the balance between what Nelson, in his inaugural editorial, called clinical versus cognitive neuropsychology. Although both areas have had ample representation, the balance has shifted back and forth as a function of editorial emphasis. We also have seen substantial increases in papers involving neuroimaging, as well as systematic reviews and meta-analyses, both of which are methodologies that have seen tremendous growth in the field more generally. The journal has incorporated theoretical reviews and case studies as well. More recently, we've moved toward encouraging open science through the provision of open science badges, and we're just about to implement the "CRediT" taxonomy of contributor roles and ask authors to use this taxonomy so that we can create an Author Contributions section for all new papers. I think we need to move beyond basing credit solely on authorship order.

According to the Journal Snapshot appearing online at https://psycnet.apa.org/PsycARTICLES/journal/neu/mostfrequentkeywords, the five most common keywords for articles published in *Neuropsychology* are: aging, memory, cognition, executive function, and schizophrenia. *Does this surprise you? Have key areas been missed, historically, in neuropsychological research?*

No, I wasn't really surprised by this. I'd say these areas reflect the interests of many of the previous editors, but are also key areas of focus for the field in general. Perhaps the only keyword I was surprised by was schizophrenia—I hadn't realized [that area] had been such a focus. In a different listing that APA provided to me of the 25 most frequent keywords from 2013-2018, the top 15 were: cognition, Alzheimer's disease, executive function, aging, attention, memory, working memory, traumatic brain injury, neuropsychology, schizophrenia, dementia, ADHD, mild cognitive impairment, Parkinson's disease, and theory of mind. Pretty representative of the field, I'd say. Historically, I do think neuropsychological research has tended not to address issues of culture, race, and ethnicity, although this is gradually changing. I also think our research has tended to have too exclusive a focus on perception and cognition, and has not always taken on the challenge of investigating other critical domains of human function, such as affect and social interaction. But I think this too is changing.

In this edition of the SCN Newsletter, we are introducing a new Member Spotlight column to highlight the clinical, research, and professional activities and accomplishments of Division 40 members. In our first column, we feature the work of Division 40 member, Dr. Neika Sharifian, and her group and their article appearing in Volume 34(1) of *Neuropsychology. Why is Neuropsychology a good fit for Division 40 members?*

One of my goals as editor is to forge a closer relationship between Division 40 and *Neuropsychology*. As a former Division 40 President, I am aware of the somewhat fraught relationship that has existed historically between the Division and the journal. But that is water under the bridge! I really want to encourage Division 40 members to consider the journal for their best work. The fit between the Division and the journal seems self-evident to me—the Division represents neuropsychology for APA, and the journal represents neuropsychological research for APA. The journal's mission is to present basic and applied clinical research to stimulate systematic investigation into brain-behavior relationships and to improve clinical practice. As an APA journal, it should be a prime vehicle for Division 40 members to advance the science of neuropsychology.

MEMBER SPOTLIGHT

In this edition of the SCN newsletter we are introducing a new column to highlight the clinical, research, and professional activities and accomplishments of Division 40 members.

As a complement to our interview with **Keith Yeates**, editor of ***Neuropsychology***, this inaugural column features an abstract from the study, ***Linking Depressive Symptoms and Cognitive Functioning: The Mediating Role of Leisure Activity***, published in *Neuropsychology, 34*(1), 107–115, and first authored by Division 40 member, **Dr. Neika Sharifian**.

A postdoctoral research fellow at the University of Michigan in the Department of Psychology, supervised by **Dr. Laura Zahodne**, Dr. Sharifian provided this summary of the research presented in the article and the reason why her team decided to submit it to ***Neuropsychology***:

"Our study highlights the behavioral pathways in which depressive symptoms may influence cognitive functioning in later life. We chose ***Neuropsychology*** because the journal is a great outlet for cognitive aging research and reaches an interdisciplinary audience of not only researchers but neuropsychological practitioners."

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Sharifian, N., Gu, Y., Manly, J. J., Schupf, N., Mayeux, R., Brickman, A. M., & Zahodne, L. B. (2020). Linking depressive symptoms and cognitive functioning: The mediating role of leisure activity. *Neuropsychology, 34*(1), 107–115. https://doi.org/10.1037/neu0000595

Abstract

Objectives: Greater depressive symptoms are associated with cognitive decline in older adulthood, but it is not clear what underlying factors drive this association. One behavioral pathway through which depressive symptoms may negatively influence cognitive functioning is through activity engagement. Prior research has independently linked greater depressive symptoms to both lower leisure and physical activity and independently linked both lower leisure and physical activity to lower cognition. Therefore, depressive symptoms may negatively influence cognition by reducing engagement in beneficial leisure and/or physical activities that help to maintain cognition.

Methods: The current study examined associations between depressive symptoms, leisure activity, physical activity, and global cognitive functioning using longitudinal data from the Washington Heights-Inwood Columbia Aging Project (n = 5,458 older adults). A multilevel structural equation model estimated the between-person and within-person effects of depressive symptoms on global cognition through leisure and physical activity.

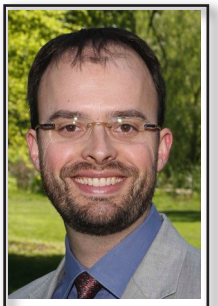
Results: Leisure activity, but not physical activity, mediated the association between depressive symptoms and global cognition between- and within-persons. When individuals reported high depressive symptoms, they also reported fewer leisure activities, which was associated with lower global cognition.

Conclusion: These findings highlight behavioral pathways through which depressive symptoms may negatively influence cognitive functioning. Findings support the view that perhaps depressive symptoms act as a risk factor for cognitive impairment by reducing leisure activity engagement. (PsycINFO Database Record (c) 2020 APA, all rights reserved)

COMMITTEE & SUBCOMMITTEE UPDATES

PUBLICATIONS & COMMUNICATIONS COMMITTEE

David Kaufman, PhD ABPP
Chair


David Kaufman

The Publications and Communications Committee is pleased to oversee the Society for Clinical Neuropsychology (SCN) newsletter, website, social media, monthly NeuroBlast emails, and listserv. We are grateful to have **Dr. Deborah Hoffnung** as our Newsletter Editor, who coordinates our publication of two newsletters per year. **Dr. Laura Boxley** continues to manage our social media presence, which involves promoting neuropsychology on Facebook, Twitter, and LinkedIn platforms.

SCN continues to be the largest neuropsychological group on Facebook, with over 9,500 followers. If you are on Facebook, be sure to "like" the SCN and you will receive SCN updates in your feed. If you are on Twitter, please follow our Twitter feed, *SCN NeuroTweets* (@APADivision40), and you will be among our 3,300 followers. Doing so will also spread the word about clinical neuropsychology to your acquaintances.

As you may know, **we are currently recruiting a new webmaster** for SCN's website, https://www.scn40.org/, as **Hillary Parker** will be stepping down from this role in August. If you are interested in filling this role but haven't contacted me yet, please let me know as soon as possible. Also, if you haven't visited the website recently, please check it out to find our recent updates and valuable resources for practicing clinical neuropsychology in an era of COVID-19.

Our committee is also **recruiting new communication liaisons**, as **Dr. Melissa Lancaster** and **Dr. Sue McGlynn** will be ending their terms in August. These positions are critical for the dissemination of monthly Neuroblasts and other forms of email communication within our organization. If you would like to help with these vital communications and be considered for this role, please let me know immediately.

Over the coming year, we will be continuing to update the website with new content in order to make this resource more useful to SCN members. If you have any requests for new content or additional thoughts about how we can better serve the communication needs of SCN, please let us know.

Sincerely,

David Kaufman, PhD, ABPP
Associate Professor of Psychology
Saint Louis University
david.kaufman@health.slu.edu

MEMBERSHIP COMMITTEE

Eric Larson, PhD, ABPP
Chair

As an organization, SCN promotes research, education, and clinical services to advance the knowledge and techniques used in neuropsychology.

Some of the excellent benefits of membership include (1) colleagueship through professional networking and mentoring, (2) leadership opportunities on various committees, (3) education and information shared via the SCN newsletter, 5 listservs, and APA programming, (4) social media updates on relevant changes and advancements in clinical practice and research within the field, and (5) promotion and support of diversity in neuropsychology.

SCN currently consists of 2754 members and 1073 student, international, and professional affiliates with ongoing steps to recruit new members and promote our future growth.

If you would like to join or renew your membership, please follow this link: https://scn40.org/membership-committee/

PUBLIC INTEREST ADVISORY COMMITTEE (PIAC)

Rebecca Ready, PhD, ABPP
Chair

Public Interest Advisory Committee (PIAC) Chair, **Becky Ready**, would like to welcome a record-breaking five student representatives to PIAC subcommittees!

- **Ross Divers**, a doctoral student at Louisiana State University, will serve on the ***Ethics Committee***.
- **Ann Nguyen, M.A.**, a graduate student at Loma Linda University, and **Tasha Rhoads**, a graduate student at Rosalind Franklin University of Medicine and Science, will serve on the ***Ethnic Minority Affairs Committee (EMA)***.
- **Emily Morris**, a graduate student at University of Michigan, Ann Arbor, and **Jasmine Dixon**, a graduate student at the University of Massachusetts Amherst, will serve on the ***Women in Neuropsychology (WIN) Committee***.

A warm thank you to the members - some of whom are no longer students! - rotating off these committees, including **Lindsay Niccolai (Ethics), Anny Reyes, M.A. (EMA), and Emily Smith (WIN)**. I sincerely appreciate your time and dedication.

The ***EMA Committee*** is growing a bit and is welcoming not one but *two* new committee members. **Billy Holcombe, Ph.D.**, is a Pediatric Neuropsychologist at Le Bonheur Children's Hospital and Assistant Professor of Pediatrics, University of Tennessee Health Science Center. **Rebecca Avila-Rieger, Ph.D.**, is a Clinical Neuropsychology Fellow at Montefiore Medical Center, Bronx, NY. I am thrilled to welcome them both to EMA!

WIN also has a new Chair! I want to extend a warm welcome to **Rachael Ellison, PhD**, as *Chair of WIN*.

Dr. Ellison is an Assistant Professor at Illinois Institute of Technology (IIT). She earned her PhD from DePaul University, was an intern at University of California San Diego (UCSD)/VA San Diego Healthcare System (Neuropsychology Emphasis), and a postdoc at the Edward Hines, Jr. VA Hospital. Thank you to **Krista Lisdahl, Ph.D.**, for her visionary leadership of WIN over the past three years, which was capped off by a fabulous celebration of the 20-year anniversary of WIN!

Dr. Ready is stepping down after two terms as PIAC chair and is pleased to announce that **Michelle Madore, Ph.D.**,

will be serving as *PIAC Chair* starting in August 2020.

Dr. Madore has chaired the EMA committee since 2015 and overseen influential initiatives during her EMA tenure including several webinars a year, an annual breakfast at INS that quickly became a packed event, a listserv, and a mentorship program. In 2018, EMA created travel awards for trainees of color to attend APA. Dr. Madore served as liaison with APA Committee of Ethnic Minority Affairs. Prior to serving as chair, Dr. Madore was a committee member and a student member of EMA. I want to thank Dr. Madore for her long-standing dedication to EMA, applaud her successes, and wish her the best of luck. SCN PIAC is in good hands!

I also want to extend a warm welcome to the new *EMA Chair*, **Dr. Lynette-Silva, Ph.D., ABPP**, of Brain and Behavior Associates in Albuquerque, NM.

***

ETHICS SUBCOMMITTEE

Lynn A. Schaefer, PhD, ABPP
Ethics subcommittee chair

Committee members consist of **Drs. Thomas Farrer, Nicolette Gabel, Lynn Schaefer (Chair), Max Shmidheiser, Dede Ukueberuwa**, and **Brian Yochim**. **Lindsay Niccolai** and **Sarah Aghjayan** have been our Student Representatives. The various roles of the PIAC Ethics Subcommittee include developing and presenting workshops and continuing education courses on ethical issues in neuropsychology at APA and INS, creating and maintaining a database of ethics references available on the SCN website, and offering ad hoc consultation for ethics-related inquiries to SCN members.

The Subcommittee is proud to have organized a very successful CE program on ***Rural Health and Teleneuropsychology*** at INS this past February. Presented by **Drs. Dustin Hammers** and **Rene Stolwyk**, this CE turned out to be particularly timely given the pandemic, and was generously supported by SCN through an educational grant.

We welcome **Ross Divers** as our newly elected Student Member! Sadly, **Lindsay Niccolai** will be rotating off the subcommittee. Thank you, Lindsay, for your valuable input, hard work, and enthusiasm. Congratulations on your recent licensure, and we wish you the best! We are delighted that **Dr. Farrer** has elected to serve one more Full Member term with us on the Subcommittee.

New references were recently added to the database of ethics readings on the SCN website, and will continue to be updated. The Subcommittee has begun preparations for a symposium proposal for INS 2021.

Finally, for ad hoc ethics consultation, please email Lynn Schaefer, Ph.D. at lschaefe@numc.edu.

***

ETHNIC MINORITY AFFAIRS SUBCOMMITTEE

Michelle Madore, PhD
EMA subcommittee chair

Mentorship Program
The EMA subcommittee's mission is to promote the integration of diverse populations into the fabric of neuropsychological practice, research, teaching, and training in order to provide neuropsychologists with the knowledge and resources to better understand and serve an increasingly diverse U.S. population.

Consistent with the PIAC's mission, EMA aims to reduce the historic ethnic inequities in the field of neuropsychology. Particularly, EMA's Mentoring Program seeks to counter the underrepresentation in the field of neuropsychology by providing mentoring services to individuals from underrepresented ethnic groups. Our mentoring program

strives to link trainees (e.g., research assistants, undergraduates, graduate students, interns, and postdoctoral fellows) with mentors, who are neuropsychologists.

To sign up to be a **mentee**, use the following link: https://forms.gle/FW93KYqFB7s6mnjV8

To sign up to be a **mentor**, use the following link: https://forms.gle/eCmzpRGAzE8Nvy449

**If you are unable to open the above links due to your Institution's firewall, please try from a mobile device, or email: div40ema.neuropsych@gmail.com.

Programming at the APA Virtual Conference
The discussion of expanding diversity in our field is often framed around increasing recruitment. Such a narrow viewpoint not only leaves a significant gap in our ability to retain diverse individuals in our discipline, but also hinders our ability to ensure their success.

To learn more, consider watching our program **"Beyond Recruitment: Supporting the Success of Diverse Individuals in Neuropsychology"** with a Q&A with our symposium speakers, presented during the APA 2020 Virtual Convention, on **Saturday, August 8 from 3:00-3:50 p.m**.

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WOMEN IN NEUROPSYCHOLOGY (WIN) SUBCOMMITTEE

Krista Lisdahl, PhD
WIN subcommittee chair

The WINners Box

Reflections on the 20th Anniversary of SCN WIN

Submitted by Drs. Paula Shear, Pamela Keenan, Cynthia Kubu, Ann Marcotte, Eileen Martin, Monica Rivera-Mindt (Original SCN WIN Steering Committee) & Krista Lisdahl (2020 WIN Chair)

The mission of **WIN** is to support women in obtaining leadership positions in SCN and to promote recognition of excellence in women neuropsychologists through active mentoring and sponsorship and by addressing barriers to women seeking such honors and positions. WIN currently maintains a listserv with over 700 national and international members. WIN also offers annual professional development and networking opportunities and promotes women's leadership in clinical neuropsychology.

The year 2020 marks the **20th Anniversary** of the **SCN Women in Neuropsychology (WIN)** Subcommittee, as well as the 100th anniversary of the passage of the 19th Amendment granting women the right to vote. This WINner's Box includes reflections on WIN's history and thoughts about moving forward, provided by members of the inaugural Steering Committee. It is, in many ways, a time to celebrate our accomplishments related to women's representation in clinical neuropsychology. Our celebratory tone is tempered, however, by our recognition of the hardships this year has held for all citizens of the world, but especially for people of color and for the women who bear a disproportionate role in caregiving during the pandemic. WIN was formed with the goal of elevating women in the field, and our successes are incomplete until *all* in our community have equitable access to professional opportunities and clinical services.

Division 40 of the American Psychological Association was established in 1980 to support members with research and practice interests in clinical neuropsychology and to develop education and practice guidelines for the specialty. The name of the Division would not be changed to the Society for Clinical Neuropsychology until many years later.

The creation of WIN came as a response to the stunningly small number of women in leadership roles across the specialty more broadly, and Division 40 more specifically. In the first 20 years after Division 40 was established, only 6 of the 56 elected leadership positions were held by women, with only two women Presidents (**Drs**. **Edith Kaplan** and **Eileen Fennell**). In this same time period, only 17% of Division 40 Fellows were women. Within this historical context, the SCN WIN Interest Group was first formed in 2000.

The inaugural Steering Committee included **Dr. Paula Shear (chair)** and **Drs. Pamela Keenan, Cynthia Kubu, Ann Marcotte, Eileen Martin,** and **Monica Rivera-Mindt**.

In addition to the efforts of the Steering Committee members, countless prominent women in our field made important contributions to the formation of WIN. Special recognition is due to **Drs. Ida Sue Baron, Eileen Fennell, Jill Fischer, Kathy Haaland**, and **Deborah Koltai**, all of whom made invaluable contributions to our initial progress.

Drs. Gordon Chelune, Jason Brandt and **Allan Mirsky** also gave their strongest support to our fledgling group during their Division 40 presidential terms, and their contributions too were critical to our success.

Unbeknownst to us at the time of our organization's formation, women who were true pioneers in neuropsychology were already convening regularly in a more informal manner at conferences, and they also called their group Women in Neuropsychology. We want to express our *immeasurable gratitude* to those who went before us and on whose shoulders we stand.

To provide a few numbers that mark the progress we have made in the years since the inception of WIN:

- Women now represent more than half of the SCN membership.
- Five women have been elected President in the past 20 years.
- On the current SCN Executive Committee, 7 of the 12 elected offices are held by women, and many more hold appointed leadership roles in the Society.
- The Division 40 Fellows are now 38% women, and we had a record number of fellowship applications submitted by women in 2020.

Turning to the future, while WIN has been highly successful in growing the number of women leaders in neuropsychology professional organizations, gaps still exist in many of the professional arenas in which we work. In places like academia and business, the conflict between gender role expectations and leadership role expectations often hinders our success.

Women are expected to be communal, unassertive, team players; whereas leadership is still viewed as highly agentic and characterized by behaviors that are: and characterized by behaviors that are bold, assertive, and action oriented. These conflicting cultural expectations place women who aspire to lead in a double bind in which they cannot be viewed as both a woman and a leader. WIN aspires to support women in neuropsychology as they work to change beliefs about effective leadership and excel across a wide variety of work settings.

Female neuropsychologists often complete their graduate training without learning the implicit rules and expectations that influence career progress, still believing that attaining knowledge and demonstrating strong academic performance is sufficient for advancement. This leaves us unprepared for the barriers, lack of respect, frank sexism, racism, and other forms of discrimination we will almost certainly face, and naïve to what will be required in the world of work. An important and ongoing goal of WIN is to mentor and sponsor women in the workplace, and to provide recognition of accomplishments and information about how to navigate professional obstacles successfully.

A critical realization for us during the formation of WIN was the recognition that a group centered on women's professional development was not, by itself, sufficient to address the intersectional needs of all of our members.

Women and persons from culturally/linguistically diverse backgrounds are frequently exposed to additional individual systemic barriers that can impede leadership development. Such barriers can be even more commonplace for persons with intersectional identities (e.g., race/ethnicity, gender identity, sexual orientation, disability status). Therefore, several WIN events have focused on mentoring women from diverse, intersecting backgrounds.

The current WIN board sees this as a top priority in the coming years; indeed, we join the ***call to action*** to dismantle institutionalized racism and discrimination in healthcare, education, and science. We acknowledge that BIPOC women, LGBTQIA+ women, women with disabilities, and women who have fewer economic resources face *even greater obstacles* that have been both unmasked and amplified by the pandemic. WIN is committed to fostering an inclusive environment, increasing programming focused on equity and reducing health disparities, increasing culturally-tailored career development and mentorship opportunities, and reducing the barriers for minoritized groups in neuropsychology. We look forward to partnering with other groups within SCN who have joined this call to action.

EDUCATION ADVISORY COMMITTEE

Scott A. Sperling, PsyD
Chair

ASSOCIATION OF NEUROPSYCHOLOGY STUDENTS & TRAINEES (ANST) SUBCOMMITTEE

Emily Duggan, PhD
ANST subcommittee chair

The Association of Neuropsychology Students & Trainees (ANST)
Society for Clinical Neuropsychology (Div. 40)
American Psychological Association (APA)

June 22, 2020

Dear Training Directors and Supervisors,

We are ANST, the student organization of the APA's Society for Clinical Neuropsychology. In line with our core values of *Knowledge*, *Leadership*, and *Community*, much of our role as an organization has involved providing students support and access to resources aimed at improving their training and education. However, at this time in our society, we believe we can best serve our students by shifting our focus and redirecting our efforts towards you, the supervisors, mentors, and training directors.

Over the past three months your students have continued to survive a global pandemic, which has significantly impacted not only their training and education, but also their psychological well-being and medical health. A large proportion of students move across the country, or even across oceans, to have the opportunity to learn in your institutions. Subsequently, they may feel isolated by travel restrictions preventing them from spending time with their loved ones

during such frightening times.

Moreover, although the gruesome deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, Rayshard Brooks, and many more, have finally risen to the surface of our society's focus, the frustration, pain, and fear that your Black trainees are currently experiencing are not new to them. The deaths of these innocent individuals merely scratch the surface of a long history deeply saturated in overt and covert racism through societal and systemic discrimination and oppression.

In light of the aforementioned events, we are writing this letter to you as a call to action. Lead with an open heart and open mind. Do not avoid difficult topics, and actively create opportunities for open conversation. Offering distance out of respect is not appropriate at this time. It is not enough to say "Let me know if I can help," as this places the onus upon the student – the person hurting – to tell you what to do. We call upon you to not only open the dialogue, but keep it open. Assess your students' needs and provide them with time away from their work and responsibilities to grieve and to care for themselves and their loved ones. Actively educate yourself on being an ally, and use your position of power to influence long-term change within your institution. Seek guidance from organizations, such as The Society for Black Neuropsychology (SBN), who offer a wealth of resources. You can join the SBN listserv by clicking the following link https://groups.io/g/soblackneuroLISTSERV. We also plead that you learn about systemic issues within academia. One helpful book is Written/Unwritten: Diversity and the Hidden Truths of Tenure edited by Patricia A. Matthew. Do not only accept Black individuals into your program, but actively recruit faculty/clinicians/researchers of disadvantaged backgrounds and develop an ethnically and culturally prosperous department. Avoid relying on separate discussions of diversity and inequity issues; instead integrate them into all teaching, clinical work, research, and institutional meetings and events. And please, continue to listen to the needs of your trainees, colleagues, and citizens.

We recommend distributing anti-racism resources to your department including faculty, staff, and students. For a list of publicly available resources compiled by the SDSU/UC San Diego Joint Doctoral Program Diversity Committee, visit the following link: https://bit.ly/2XBWd15

In Solidarity,

The Association of Neuropsychology Students & Trainees (ANST)

SCIENTIFIC ADVISORY COMMITTEE

Tricia Zawacki King, PhD
Chair

Congratulations to the APA Society for Clinical Neuropsychology Early Career Pilot Study Awardees!

Primary Investigator:	**Kristin Wilmoth, Ph.D**., Medical College of Wisconsin
Mentor:	Lindsay Nelson, Ph.D.
Grant Title:	Traumatic brain injury across late childhood and adolescence: Understanding the relationship with mental health morbidity.
Primary Investigator:	**Jordan Harp, Ph.D.**, University of Kentucky
Mentor:	Frederick Schmitt, Ph.D.
Grant title:	Biomarkers for cognitive outcomes after thrombectomy for emergent large vessel occlusion (ELVO).

Please check out our website https://scn40.org/sac/ **for the full announcement and application for the Early Career Pilot Study Awards 2021 (Deadline 2/1/21).**

2020 APA CONVENTION ONLINE

Please join the SAC Committee on Saturday, August 8th at 8:00 AM for an APA Early Career Mentoring Workshop:

The A to Z of K to R: An Interactive Mentoring Workshop

This *interactive* mentoring program will include the following pre-recorded presentations followed by a live panel Q&A session with the speakers:

- Presentations on securing federal and non-federal funding
  - **Grant Funding 101: National Institute of Mental Health (NIMH) Resources for Early Stage Investigators**
    Jovier Evans, Ph.D., Division of Translational Research, National Institute of Mental Health
  - **Securing an Early Career Development Award: How to Craft A Winning Application**
    Andreana Benitez, Ph.D., Medical University of South Carolina
- A presentation on professional development and benchmarks for transitioning from an early-career to a mid-career professional
  - **So You Got Tenure: Now What? On the Transition from Early to Mid-Career Professional**
    Walter Boot, Ph.D., Florida State University
- A presentation on using social media for research dissemination and promotion
  - **Tweeting in the Name of Science: Use Social Media to Disseminate Your Research and Attract Attention**
    Joel Kamper, Ph.D., ABPP, James A Haley Veterans' Hospital; Samantha Stern, Ph.D., University of Illinois at Chicago

For the Q& A portion, starter topics will include:
Crafting a successful career development grant application
Forming and nurturing multidisciplinary teams
Linking research ideas to high priority funding areas
Leveraging social media platforms

Workshop Co-chairs: Michael Alosco, Ph.D., Boston University, malosco@bu.edu ; Donna Murdaugh, Ph.D., ABPP, University of Alabama at Birmingham. dmurdaugh@peds.uab.edu

FELLOWS COMMITTEE

Dawn Bowers, PhD ABPP
Chair

Please join your colleagues for the annual **SCN Fellows Addresses** at the **virtual 2020 APA meeting** that will be available **'on demand'**.

We have two excellent invited addresses by two recent SCN Fellows: **Dr. Heather Conklin** of St. Jude Children's Research Hospital and **Dr. Ben Hampstead** of the University of Michigan. The focus of their presentations is state of the art and tailored intervention approaches for moderating cognitive changes in two unique populations: childhood survivors of cancer and older adults with dementia.

Dr. Conklin's address is entitled "*Balancing Cure with Quality of Life: Mitigating Cognitive Late Effects among Childhood Cancer survivors",* and Dr. Hampstead will speak on *"Targeted Neuromodulation in those with Dementia*".

We will also recognize all our new Fellows approved by APA in 2019: **Robyn Busch, Ron Cohen, Gerry Gioia, Ben Hampstead, Lynn Schaefer,** and **Brian Yochim**.

In addition to the 'on demand' seminar, we will host a **live 'Zoom' meeting** that will be held **Thursday, August 6th from 4-5 PM EST**. Drs. Conklin and Hampstead will be there "live" and will answer questions about their research. We will also discuss the ins and outs of applying for Fellow Status, with input from recent applicants.

The **Fellows Committee** currently consists of four members: **Dawn Bowers, Tricia Zawacki-King, Cynthia Kubu,** and **Glenn Larrabee**. Last year, the Committee recommended 11 individuals to the APA Fellows Committee, all of whom were subsequently approved for Fellow status and referred for final approval to the APA Council that will meet in August 2020.

Currently, APA recognizes SCN as having 162 Fellows (55 female, 107 male). Relative to 20 years ago, there has been increase in the number of female Fellows from approximately 1/5 to 1/3 (i.e., 22% to 33%).

The Fellows Committee is seeking **applicants for candidates for Fellow status for 2021**. The 2021 application portal will open mid-late August 2020. APA Fellow status is an honor that recognizes unusual and outstanding contribution to or performance in the field of psychology that has had an impact beyond a local, state, or regional level. To become a SCN fellow, these contributions must have been within the field of clinical neuropsychology. The Committee requests that all current fellows of SCN encourage qualified candidates they know to apply for Fellow status, and also encourages members who believe they may qualify to apply as well. The portal for application and instructions are under the membership tab on the APA website. Members who wish to obtain an informal appraisal of their credentials or additional information about fellow status in SCN are welcome to contact dawnbowers@phhp.ufl.edu

AWARDS COMMITTEE

Doug Whiteside, PhD, ABPP
Chair

The SCN Awards Committee is very pleased to announce the winners of this year's **Blue Ribbon Award** competition. This year's competition was very tight, and the winners are all outstanding. As in past years, the student winners will receive a $500 honorarium.

Best Student Submission
Adrianna Ratajska, BS *Cognitive Subtypes in Individuals with Essential Tremor Seeking Deep Brain Stimulation*

Best Translational Neuropsychology Submission by a Student
Lauren E Kenney, BS *Classifying Cognitive Subtypes in Non-Demented Parkinson's Disease Patients: A Data-Driven Approach*

Best Minority Student Submission
Sarah D Patrick, BA *Something old, something new: Pupillary response in performance validity testing*

Best Cross Cultural Neuropsychology Student Submission
Alvaro Lozano-Ruiz, MS *Cultural bias in non-verbal neuropsychological tests: Clinical implications*

Best Evidence Based Practice Submission by a Student
Brianna M Hardt, MA *Effect of BMI, Sex, and Age on Working Memory Performance in Healthy Older Adults*

Best Submission by an Early Career Professional
Victoria C Merritt, PhD *BDNF Val66Met and Biological Sex: Relationships with Baseline Cognitive Functioning in Adolescent Athletes*

Best Submission by an Established Professional
Christopher Koch, PhD *Age Differences in ImPACT Concussion Testing*

PROGRAM COMMITTEE

Vonetta Dotson, PhD Chair
Laura Grande, PhD Co-chair

APA 2020 VIRTUAL

Join us for the first virtual APA Convention, August 6-9, 2020!

The 128th Annual Convention is only a few weeks away! Join us for the first APA Virtual Convention and enjoy our exciting programming from the comfort of your home or office with registration costs that are reduced by over 85%!

Our programming includes pre-recorded on-demand sessions that you can watch at your leisure *for nearly a full year* + live interactive discussions with speakers during Zoom Q & A sessions.

2020 APA SCN/Division 40 Program Highlights include:

- Two NEW sessions focused on neuropsychology in the time of COVID-19
- **Four invited speakers, including our new President Elect, Dr. Cynthia Kubu, and Drs. Gerard Gioia, Alison Cernich, and Andrew Saykin**
- Several sessions focusing on aspects of diversity, including racial disparities, women in neuropsychology, cognitive aging in LGBTQ older adults, and recruitment and retention of diverse neuropsychologists

- **Programming geared toward students and early career psychologists, including a skill-building workshop to prepare for specialty track internships, a mentoring workshop to prepare trainees and early career psychologists to apply for NIH funding, and a symposium on neuropsychology training and supervision in the era of COVID-19**
- A virtual Poster Session
- **A virtual Social Hour after our virtual Business Meeting**
- And much more!

Registrants can begin watching **pre-recorded sessions** starting at **Noon EDT on Thursday, August 6**. SCN's schedule of **live Zoom Q & A sessions with speakers** begins at **1pm on August 6 and continues through 11am on Sunday**.

For more information on the Convention, please visit the APA website https://convention.apa.org/

For questions specific to SCN/Division 40 programming, please contact **Dr. Vonetta Dotson** (Program Chair) at vdotson1@gsu.edu or **Dr. Laura Grande** (Program Co-Chair) at laurajgrande@gmail.com.

Note: if clicking a link does not take you to the webpage, please cut and paste into your browser.

SCN/Division 40 Schedule of Zoom Sessions for Convention

*To accompany pre-recorded sessions available on the APA portal starting at Noon EDT on Thursday, August 6

Wednesday August 5, 2020	
11:00am-2:00pm	Division 40 Executive Committee Meeting Chair: Rodney Vanderploeg, PhD
Thursday August 6, 2020	
1:00-2:00pm	Invited Address: Teleneuropsychology: Bringing Neuropsychology into the Future of Healthcare Delivery, Kenneth Podell, PhD
2:00-3:00pm	Symposium: Modifiable Factors in Cognitive Aging
3:00-4:00pm	Invited Address: Evidence-Based Diagnosis and Management of Pediatric Mild Traumatic Brain Injury, Gerard Gioia, PhD
4:00-5:00pm	Fellows Address, Heather Conklin, PhD & Ben Hampstead, PhD
5:00-6:00pm	Symposium: Health Disparities in Neuropsychology during the COVID-19 Era: What Can We Do about It?
6:00-7:00pm	Division 40 Presidential Address: Thoughts and Recommendations on the Next Generation of Neuropsychological Tests, Rodney Vanderploeg, PhD

Friday August 7, 2020	
9:00-11:00am	Skill-Building Workshop to Prepare for Specialty-Track Pre-doctoral Internships
1:00-2:00pm	Symposium: Cognitive Aging and LGBTQ Older Adults Across the Continuum of Care
2:00-3:00pm	Symposium: Honoring the Original SCN Women in Neuropsychology (WIN) Board: Reflections on How Far We've Come
3:00-5:00pm	Collaborative Session: NIH Toolbox® Assessment Across the Lifespan
4:00-5:00pm	Invited Address: Advances in Neuroscience and Technology: The Future of Neurorehabilitation, Alison Cernich, PhD
5:00-6:00pm	Symposium: Neuropsychology Training and Supervision in the Era of COVID-19
6:00-7:30pm	Division 40 Business Meeting and Social Hour
Saturday August 8, 2020	
8:00-10:00am	Symposium (mentoring workshop): The A to Z of K to R
10:00-11:00am	Early Career Award Address, Katherine Bangen, PhD
1:00-2:00pm	Invited Address: Precision Healthcare of Alzheimer's Disease and Related Cognitive Disorders of Aging: The Growing Role of Neuroimaging, -Omics and other Biomarkers, Andrew Saykin, PhD
2:00-3:00pm	Invited Address: Dewey in the Neuropsychology Lab: Empirical Neuroethics in Clinical Practice, Cynthia Kubu, PhD
3:00-4:00pm	Symposium: Beyond Recruitment: Supporting the success of diverse individuals in neuropsychology
4:00-5:00pm	Collaborative Session: Aging Gracefully: There's an APP for that! Gerotechnology and Optimal Functioning in Older Adults

Sunday August 9, 2020	
9:00-10:00am	Symposium: The 2019 CPT Testing Codes: History, Description, Challenges, and Reimbursement
10:00-11:00am	Symposium: Neuromodulation of Cognition in Aging and Dementia