SCN Strategic Planning Committee, Part II

Executive Update

June 16, 2023

Strategic Planning Committee, Part II, Members:

- Scott Sperling, PsyD, ABPP (Co-Chair) – Cleveland Clinic
- Franchesca Arias, PhD (Co-Chair) – University of Florida
- Lynette Abrams-Silva, PhD, ABPP – University of New Mexico
- William Holcomb, PhD - Le Bonheur Children's Hospital
- Tricia King, PhD - Georgia State University
- Cynthia Kubu, PhD, ABPP – Cleveland Clinic
- Margaret Lancan, PhD - Harvard Medical School
- Michelle Madore, PhD - VA Palo Alto Healthcare System
- Zachary Resch, PhD, University of Illinois at Chicago

SCN Strategic Plan: Guiding and Operating Principles and Objectives

In January 2023, the second phase of the Society for Clinical Neuropsychology’s (SCN) strategic planning process commenced. At this time, the second Strategic Planning Committee (SPC-II) began meeting on a bi-weekly basis to translate the work and data obtained from the first SPC, including the historical documents review, interviews, focus groups, and survey data, into a formal strategic plan. The second SPC was comprised of the Co-Chairs from the first SPC in order to maintain continuity, as well as several current members of the SCN Executive Committee (EC) and broader leadership.

Using a well-established framework for strategic planning, the SPC-II began developing recommendations for cross-cutting guiding and operating principles. These principles, which can also be conceptualized as foundational organizational values, were to serve as the foundation by which the to-be-developed strategic priorities, objectives, and goals were to be grounded within. Ultimately, five guiding principles and three operating principles were developed based on the obtained data. These principles were recommended to the EC who unanimously approved them.

With the foundational principles newly established, the SPC-II started developing recommendations for more specific organizational objectives. Although each objective was couched under one of the strategic priorities approved via a unanimous vote of the EC months prior, it was recognized that the individual objectives were not mutually exclusive to any one priority. Consistent with the process undertaken to this point, the objectives were developed based upon the broad and extensive input obtained during the earlier phases of the strategic planning process and geared to distinguishing, elevating, and sustaining SCN as a critically important neuropsychological organization with a unique and potentially powerful relationship with the American Psychological Association. The recommended objectives were reviewed and discussed with the EC, and unanimously approved by the EC, in late spring 2023. With the approval of these objectives, the 2023 SCN Strategic Plan was finalized.

SCN Strategic Planning: Implementation

When the SCN EC initially approved the charge to embark on a comprehensive strategic planning process, they committed to using the information learned to inform future decision-making related to organizational change. This included changes to SCN’s organizational structure and its formal and informal processes. With the adoption of the 2023 SCN Strategic Plan, it was recognized by the SPC-II
and EC that such changes would be necessary in order for the organization to align with the new guiding and operating principles, center its work and resources on the strategic priorities, and make progress in accomplishing the identified objectives. As such, the SPC-II has since shifted its focus towards the development of recommendations that would allow SCN to align with the strategic plan, function in a more efficient, collaborative, and fiscally responsible manner, and achieve greater impact. Though this work is ongoing, it is expected that the recommendations that will be put forth will encompass changes to the organizational structure, internal and external systems of communication and collaboration, and specific SCN bylaws. Should the recommendations to the latter be made by the SPC-II and supported by the EC, a membership vote would be forthcoming.

**SCN Strategic Planning: Transparency**

The SPC-II and EC remain committed to transparency. Information related to the strategic planning process, including the 2023 SCN Strategic Plan and July 2022 SCN Strategic Planning Committee, Part Executive Summary Report, can be found on SCN’s website: [https://scn40.org/](https://scn40.org/). Drs. Scott Sperling and Lynette Abrams-Silva, Co-Chairs of the first Strategic Planning Committee, gave an invited address at the APA Convention 2022, during which time the reviewed in detail the data obtained from the interviews, focus groups, and survey. Additional steps are also being taken to further facilitate the dissemination of information related to the strategic planning process and data gathered. This includes the submission of a series of manuscripts intended to outline the background and purpose of the strategic planning process, share the data obtained, including data broken down by various demographic groups and cultural identities, and discuss the details of the strategic plan and implementation steps. In addition, a process for viewing and obtaining data from the strategic planning is being developed.