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Dear AADPRT,

I hope recruitment is proceeding well. It is exciting to engage with our future colleagues. Recruitment is also an intense process compressed into a short few months. Hang in there! In the Spring, Recruitment Committee Chair Dr. Lia Thomas along with the committee will facilitate a debrief of the gains/losses associated with the increased number of signals (from 5 to 10) and other changes we might want to advocate for.

As you know, AADPRT has three strategic goals this year: AI, CBME, and organizational equity. The AI and CBME Task Forces and related content will be featured prominently at our Annual Meeting. We are making good progress on those fronts.

We also have continued our efforts to advance organizational equity. [In a July newsletter](#), we reviewed our recent history (the external consultation by Dr. Kenneth Hardy and the subsequent commitments made by AADPRT leadership) and summarized recent changes that support transparency, fairness, and representation of our diverse backgrounds and experiences. These changes included:

- adding members-at-large and representatives from our JEDI and IMG Committees to the Nominating Committee – the committee that each year chooses the program chair-elect who then proceeds through the various leadership roles including president;
- expanding dramatically the number of members who serve on the Abstract Selection Committee – the committee that selects which workshops and posters will be presented at our Annual Meeting. The process now ensures that each abstract is reviewed by at least five, ideally eight, members; reviewers use a rubric that incorporates the published selection criteria; abstracts with first-time presenters and multiple programs are prioritized; and reviewer feedback is provided to the submitters.
- creating an Organizational Equity Committee (OEC). The committee was charged with identify and recommending ways to increase diversity, openness, fairness, transparency, equity, and inclusion within our organization.

This is all good. A more detailed summary of recent changes can be found [here](#).



We also have some new, important changes to share that resulted from the September Executive Council Meeting. We made several decisions regarding how leaders are selected. This is the culmination of 3+ years of collaboration between the OEC chaired by Dr. Ana Ozdoba, the Steering Committee, and the Executive Council.

The changes seek to make leadership selection processes more transparent, equitable, and representative. Taken together, these changes are far reaching and hopefully will reduce barriers to serving in leadership roles, better capture different voices, and invigorate us as an organization.

Key changes are summarized below after a summary of current state.

Leadership Track Current State

Currently, this track is 7 years. The Nominating Committee chooses a person each spring who then occupies the following roles for one year each in the following order: program chair-elect, program chair, secretary, president-elect, president, past-president, and past, past-president. [See more details.](#)

Steering Committee Current State

The Steering Committee (SC) consists of each leadership track role, the treasurer and, more recently, the chair of the Regional Representatives Committee. To date, the treasurer has been appointed by the president-elect with up to two one-year extensions. Last year, in order to add a voice to the leadership track that is not on the program chair/president trajectory, we added the chair of the Regional Representatives Committee, who serves on SC for three years.

Leadership Track and Steering Committee Changes

Change #1: There is concern that the length of the leadership trajectory may cause folks to not apply. To shorten the trajectory from 7 to 6 years, the past past-president role will be optional. If the past-president elects to continue for a seventh year, this person will be a non-voting, ex-officio member of SC who will be given projects at the discretion of the president.

Change #2: To make the process of selecting the treasurer more transparent and equitable, we have decided to combine the secretary and treasurer roles. This has three advantages: 1) each member of the leadership trajectory will occupy the treasurer role for one year helping to broaden the understanding of the finances among the leaders; 2) any PD/APD AADPRT member can nominate themselves via an open-call to membership; and 3) the change removes the choice from a single person (president-elect) with no selection criteria and places this with Nominating Committee, a group that includes current leaders and members-at-large and will use transparent selection criteria.

Change #3: To make SC more representative, we decided to add a new member. This will be the member-at-large position, which will be open to all PD/APD AADPRT members who are currently not on EC, have never been on SC, and have been an AADPRT member for at least three years. This will be a two-year term and the Nominating Committee will select this person using selection criteria visible to all.

Taken together, this provides three different paths to serve on SC: leadership trajectory (program chair-elect through past, past-president), chair of the Regional Representatives Committee, and member-at-large. This will make SC more representative. Moreover, the selection process will be more transparent and fairer. Selection criteria and rubrics will be used for all positions and decisions will be made by a representative body, the Nominating Committee.



AADPRT Liaisons - Changes

There are a number of leadership roles that function as liaisons to allied organizations. For example, we have AADPRT liaisons to Academic Psychiatry, OPDA, CFAS and other groups. In the past, the president or president-elect would unilaterally hand-select liaisons. Now there will be an open call to membership for liaison nominations with published selection criteria, process, and rubric. This opens opportunities to all members. The president, president-elect, and past-president will together make the final selections.

Additional Changes

Finally, EC voted to make changes to several additional processes for committee/caucus membership and leadership, including:

- **Members of Award Subcommittees:** Each year, there will be an open call to all members to nominate themselves to one of the award subcommittee members. This opens up membership to all members in a transparent way.
- **Committee/Caucus Chairs:** Chairs of all committees and caucuses will be open to all members of the relevant committee/caucus and then chosen by the outgoing chair and president-elect using a rubric and abiding by a defined selection process. For all of these various positions, we have posted on our [website](#) the process, selection criteria, and rubric.

Conclusion

We will review these at the Annual Meeting. Some of these changes will require a membership vote to modify the by-laws. These are significant changes that address in meaningful ways many of the concerns that have been raised in recent years. We believe these changes, while not perfect, are good and move us forward as an organization. Please reach out to me or any other member of SC with questions or concerns.