

HNS Strategic Plan

Priority One: Science & Culture

Vision Statement: Advance the role of sociocultural issues in the science of neuropsychology.

Strategic Goal 1.1: Expand the literature on the role of sociocultural issues in neuropsychology.

Objective 1.1a: Increase the number of peer-reviewed articles regarding the role of sociocultural issues (i.e., language, acculturation, etc.), health disparities, and health equity in neuropsychology by:

Strategy: Conducting a needs-assessment to establish prevalence of peer-reviewed articles in this area.

Strategy: Once this is completed, set a 5-year target for percent increase in peer-reviewed articles in this area.

Strategy: Reach out to editors to advocate for articles in this area (including special issues); to training directors and other neuropsychology and state organizations, potential investigators and possible partners to promote this research; funders to promote this research through communicating the value this work.

Strategy: Disseminate/coordinate editorials in various journals and white papers for organizations in order to promote an increase in publications in sociocultural issues, health disparities, and health equity in neuropsychology.

Objective 1.1b: Launch a bilingual journal focused on cultural neuropsychology within 3 years.

Strategy: Develop a business plan and identify an appropriate publisher.

Strategy: Identify editor-in-chief and put together an editorial board.

Strategy: Make a concerted effort to cross-link/refer to science from international sectors that are relevant to cultural neuropsychology.

Strategic Goal 1.2: Increase funded research by and/or cultural neuropsychology.

Objective 1.2a: Develop an HNS capital campaign and research fund with matching funds from a partner organization.

Strategy: Liaison/s to funding organizations (e.g., NIH, foundations, state organizations, private companies/organizations [particularly those impacted by neuropsychology disorders], crowd-funding, prominent Latinx/Hispanic donors) to develop partnerships and funding streams.

Strategy: Utilize funds from capital campaign dedicated to an HNS Research Grant for both junior and established researchers.

Strategy: Promote outcome and norms research in this area, including resources and support to advance grant funding in this area.

Objective 1.2b: Provide training and mentorship to students, early- and mid-career individuals in grant planning/writing.

Strategy: HNS sponsored grant planning/writing seminars at major conferences and perhaps via an online platform

Strategic Goal 1.3: Promote interdisciplinary research and scholarship.

Objective 1.3a: Create strong link between cultural neuropsychology and cultural neuroscience.

Strategy: Reach out to cultural neuroscience consortia and organizations.

Strategy: Make attendance at cultural neuroscience conferences an HNS priority.

Strategy: Create an HNS Research Award targeted to interdisciplinary research that involves cultural neuroscience.

Priority Two: Empirically-supported Practice & Culture

Vision Statement: Become the leaders in promoting diversity, equity, and inclusion in the clinical practice of neuropsychology through culturally-responsive and empirically-supported assessment and treatment in neuropsychology across all levels of training and practice.

Strategic Goal #2.1: Develop and disseminate comprehensive and coordinated approach to advancing practice guidelines, outcome data, norms and tools in cultural neuropsychology.

Objective 2.1a: Set standards/guidelines for the provision of services w/ diverse clients (e.g., Latinx/Hispanic, other cultural/linguistic groups).

Strategy: Develop and disseminate position papers and systematic reviews regarding best practice in this area.

Objective 2.1b: Increase opportunities and venues for outcome and norms research in cultural neuropsychology.

Objective 2.1c: Disseminate this information through multiple venues/audiences for individuals and organizations to improve the field as a whole.

Strategy: Providing workshops, webinars, and conferences to train in best practice

Strategy: Provide consultation and education regarding best practices in cultural neuropsychology to organizations involved in setting practice standards.

Priority Three: Policy & Engagement

Vision Statement: Become the leaders in promoting socially responsible cultural neuropsychology that impacts the community.

Strategic Goal 3.1: Develop a systematic program of advocacy at the state and national levels on issues germane to diverse populations in neuropsychology.

Objective 3.1a: Network and create a planned agenda with other disciplines that work with culturally/linguistically diverse populations.

Strategy: Develop a refined and comprehensive slate of policy goals that we will advocate for, including incentivizing bilingual providers at the state regulatory level, broader goals re: serving diverse populations....

Strategy: Establish and/or consolidate liaisons with other non-English speaking neuropsychological societies in order to share our slate of policy goals.

Strategy: Work w/ governance of state and territorial organizations and impress on them the importance of these goals, and offer to partner with them to impact regulation of psychology at state level and at APA level.

Strategy: Advocate on behalf of the unique expertise of culturally sensitive and bilingual neuropsychologists, regarding professional advancement, monetary/salary issues, leadership and consultation roles.

Strategy: To the extent possible, track legislation that affects the field of cultural neuropsychology, the populations we serve and study. Convey concerns regarding this legislation to advocacy groups within state, local, and national legislative advocacy entities.

Strategic Goal 3.2: Expand HNS efforts to network with other Latinx and/or Hispanic countries.

Objective 3.2a: Identify the organizations and leadership in international neuropsychology.

Strategy: Pool membership and create list of parties

Objective 3.2b: Invite international neuropsychology organizations to partner with us in our mutual strategic goals (i.e., consensus statements, exchange....), and

learn from these organizations how neuropsychology functions in these different international contexts.

Strategy: Deploy HNS members attending international conferences to liaison with international organizations on behalf of HNS

Priority Four: Knowledge & Training

Vision Statement: Position HNS as the model resource for training standards in cultural neuropsychology both broadly and with respect to Latinx/Hispanic issues.

Strategic Goal 4.1: Advance the knowledge of cultural neuropsychology through professional education in the context of research, practice, training and policy.

Objective 4.1a: Annual conference, either in vivo or by satellite (via website, streaming), or both.

Strategy: Create standing conference committee to flesh out HNS Conference themes and logistics. This conference will occur every other year. The HNS conference will typically occur in tandem with a larger neuropsychology guild meeting (e.g., INS, NAN, AACN). The conference, ideally, will rotate among the neuropsychology guild meetings.

Objective 4.1b: Produce deliverables from HNS conferences.

Strategy: Establish a proactive plan for deliverables, (e.g., white papers, guidelines, special issues) for each conference ahead of time. This proactive plan must follow a reasonable timeline (e.g., 12 months). This plan is agreed upon with transparency, and approval from all stakeholders. The designated parties responsible for deliverables will be agreed upon and approved by the HNS board prior to each conference. All products emanating from the HNS conferences must be approved prior to dissemination. The HNS Board needs ample time to review these product.

Strategic Goal 4.2: Provide a coordinated and comprehensive curriculum of training in cultural neuropsychology for students, trainees, and persons across the career spectrum.

Objective 4.2a: Develop CEU web-based content & partner with other organizations.

Strategy: Create series of YouTube videos with CE workshops.

Strategy: Update the instrument database

Objective 4.2b: Develop an HNS reading list and depository (must reads).

Strategic Goal 4.3: Establish Academic Outreach Committee to identify training sites and parse by doctoral training, internship, and postdoc sites & faculty research interests.

Strategic Goal 4.4: Cultivate culturally competent board-certified neuropsychologists.

Objective 4.4a: Dialogue with ABCN regarding specialization and/or developing cultural/linguistic knowledge base for board certification.

Strategic Goal 4.5: Cultivate students and early career trainees for leadership and governance positions

Objective 4.5a: Continue to foster growth of mentoring efforts.

Objective 4.5b: Involve and support students in all HNS activities

Strategic Goal 4.6: Promote diversity, inclusion, and accessibility of culturally/linguistically diverse workforce in neuropsychology.

Objective 4.6a: Incorporating emic perspectives and diverse workforce in academic research.

Strategy: Reach out to HNS membership to ensure internal diversity at the table with regard to committees and other representation at all levels.

Priority Five: Organizational Effectiveness

Vision Statement: The organizational leadership of HNS represents and meets the needs of the membership in a timely and efficient manner.

Strategic Goal #5.1: Promote inclusive membership and identity.

Objective 5.1a: Engage our membership regarding different potential structural models to balance inclusivity and identity and discuss a phased transition (to a more inclusive organization name and structure) to maintain balance for all HNS constituents.

Strategic Goal #5.2: Build and maintain strong, dynamic technology infrastructure.

Objective 5.2a: Develop and maintain current website, Facebook page, and other social media, e.g., twitter, Instagram, etc. Make graphics consistent across media.

Objective 5.2b: Develop and advertise the new website and social media outlets, including having a weekly post on each of the medial outlets.

Objective 5.2c: Update and maintain the resources available on the website and translate website and resources to Spanish. Check if the website is ADA compliant.

Objective 5.2d: Streamlining of website including FAQ, ease of use, and translation.

Objective 5.2e: Develop and maintain infrastructure for video material (webinars, interviews, instructional material), as indicated.

Strategic Goal #5.3: Develop Long-Term Strategic Plan for next 10 years

Objective 5.3a: Launch initial strategic plan by start of 2018

Objective 5.3b: Utilize a continuous strategic planning approach for annual review and refinement.

Strategy: Utilize input from membership in process.

Objective 5.c: There will be an annual review of the strategic plan and report to the membership on progress, with minor reviews every 5 years, and a major review every 10 years.

Strategic Goal #5.4: Establish Capital Campaign for HNS

Objective 5.4a: Establish a Capital Funding task force and seek donations.

Objectives 5.4b: Seek donations to establish endowment for HNS and develop scholarship/award program for early career professionals, research, and students.

Strategic Goal 5.5: Develop and formalize solid inter-organizational relations

Objective 5.5a: Finalize HNS liaisons to ALL major neuropsychology organizations (both domestic & international).

Objective 5.5b: Leverage HNS members serving in other organizational leadership roles to help advance strategic goals and mission.

Objective 5.5c: Network with other psychology and related disciplines, via strategic partnerships.

Strategic Goal #5.6: Codify and promote a culture of clear roles, expectations, communication, and activities of board members and appointed positions.

Objective 5.6a: Clarify current terms and responsibilities of HNS board members, committee members, and task force members.

Strategy: Develop formal Standard Operating Procedures (SOP's) for each committee, task force, and board member position.

Objective 5.6b: Maintain regular conference calls with minutes and timelines for agreed-upon tasks.

Objective 5.6c: Establish protocol for the HNS listserv, including having a moderator.

Objective 5.6d: Establish clear goals and ongoing process for committee chairs and communication with EC and with each other.

Strategic Goal #5.7: Include an Executive Director or CEO Position to focus and enhance the organizational effectiveness of HNS.

Objective 5.7a: The HNS board will work to identify qualified candidates for this position, based on prior organizational experience and personal/professional qualifications.

Objective 5.7b: The Executive Director or CEO will develop and implement a business plan, based on current strategic plan.

Strategic Goal #5.9: Include an Archivist position to focus on historical and institutional memory, collect HNS documentation:

Objective 5.9a: Create an archive of documents and media of HNS activity.

INITIALS:

TM, MA, MRM, VG, AG, DL