



**COUNCIL OF
GRADUATE DEPARTMENTS OF
PSYCHOLOGY**

Annual Meeting Program
Hilton Carillon Park
St. Petersburg, Florida

FEBRUARY 20 TO 23, 2020

Theme: Leadership in an inclusive academy

Friday, February 21

7:30am – 9:00am Continental Breakfast and Networking

Location: Pre-function area

8:00am – 2:00pm Registration and Sign Up for Friday Night Dinner Groups

Location: Pre-function area

9:00am – 10:15am Keynote Address and Plenary Session I

Empowering chairs to be agents of change for diversity, equity and inclusion in the academy

Location: Picasso A

Speakers: Welcome – Wendy Heller and Plenary – Robert Sellers

Abstract: The department chair is one of the most important sites of leadership within the academy. The presentation examines the role of department chair as an agent of change in the promotion of diversity, equity, and inclusion (DEI) within psychology. The presentation will provide a brief overview of the concepts that underlying DEI before providing a rationale for adopting these principles as underlying values in the advancement of psychology as a field and psychology departments as organizations. The presenter will utilize existing scholarship on DEI related principles, personal experiences as a former chair of psychology, as well as knowledge gleaned from leading a university-wide 5-year DEI strategic planning process to provide practical information on how department chairs can be more effective leaders in creating a more diverse, equitable, and inclusive department. The presentation will address such topic areas as: diversifying faculty and graduate students; creating a more equitable and inclusive departmental climate; and developing a more inclusive curriculum. The format of the session will include both lecture and small group discussion in which participants will have an opportunity to identify common challenges that they are facing in their own departments as well as workshop solutions to these challenges.

10:15am – 10:45am

Break

10:45am – 12:00pm Breakout Session I

Inclusive Leadership and the Role of the Chair

All Sessions Will Discuss the Following:

1) Inclusive hiring of faculty and staff, 2) Creating an inclusive culture and climate, 3) Inclusivity in curriculum, 4) Inclusivity in tenure and promotion processes.

Small Departments (15 or less)

Location: Van Gogh A

Session Discussion Leader: Sheila Peters, Wally Dixon

Midsized Departments (15-30)

Location: Van Gogh B

Session Discussion Leader: Rhonda Lewis, Michael Young

Large Departments (30+)

Location: Gateway

Session Discussion Leader: Wendy Heller, Peter Marshall

12:15pm – 1:45pm Lunch & Topical Roundtables

Lunch provided

Pre-registration not required

First-Year Chairs (i.e., 1-2 years on the job)

Location: Picasso D

Hosts: Peter Marshall, Wendy Heller

Topics Selected by Attendees

First-Term Chairs (i.e., 3-5 years on the job)

Location: Picasso E

Hosts: Michael Young, Eduardo Salas

Topics Selected by Attendees

Seasoned Chairs (i.e., you've been doing this a long time)

Location: Picasso F

Hosts: Rhonda Lewis, Wallace Dixon, Sheila Peters

Special Project: Create a new chair manual

1:45pm – 2:15pm Break

2:15pm – 3:30pm Plenary Session II
Inclusive mentoring of faculty and staff

Location: Picasso A

Speaker: Tammy D. Allen (University of South Florida)

Session Chair: Eduardo Salas

Abstract: Mentorship has long served an important role in workplace professional and personal development. Moreover, mentorship can serve as a key tool for developing and retaining an inclusive and diverse academic workforce. This talk will provide an overview of the science on mentorship, with a focus on diversity and inclusion. The talk will draw from the recent National Academy Science consensus study on effective mentorship in STEM and the general research literature on mentorship. Recommendations for the encouragement of intentional, inclusive, and effective mentorship based on the science of mentoring will be provided.

3:30pm – 4:00pm Break

4:00pm – 5:15pm Breakout Session II

Legal Issues Related to Roles and Relationships Between Faculty and Students

Location: Van Gogh A

Speaker: Sandy McDonough

Abstract: This workshop will help you navigate the challenging circumstances that arise in the faculty/student relationship, including triggering students based on classroom discussion topics, dealing with accusations of inappropriate conduct, conflicts of interest, recognizing imbalance in power, and consensual relationships. You will learn the state of the law on these issues as well as principles that can be applied to dealing with these challenging topics.

Aligning Psychology Research Incentives with Open Scholarship

Location: Van Gogh B

Speakers: Greg Tananbaum and Chris Bourg (representatives from the National Academies of Sciences, Engineering, and Medicine's Roundtable on Aligning Incentives for Open Science)

Session Chair: Peter Marshall

Abstract: Come join this session to find out what psychology departments are doing to develop open policies in a manner consistent with disciplinary norms and values. The discussion will be led by representatives from the National Academies of Sciences, Engineering, and Medicine's Roundtable on Aligning Incentives for Open Science, a multiyear project convening critical stakeholders to fundamentally improve the correlation between open practices, credit/reward systems, and research missions & values. The Roundtable has launched a working group focused on departmental and disciplinary approaches to open activities. This session, led by the coordinators of the working group, will discuss what NASEM has learned about current and prospective plans for increasing the

open sharing of research outputs within psychology departments. The session will also explore possibilities for coordinated disciplinary action - for example, adopting common language about open activities in job postings, annual reports, and (potentially) tenure & promotion procedures. Finally, participants will share thoughts on engaging productively with institutional leadership (e.g., provosts, VPRs) to ensure that departmental and institutional policies are aligned.

5:30pm – 6:30pm Social Hour

Location: Picasso B, C

7:00pm – Small group dinners hosted (in name only) by COGDOP Board Members.

Sign up at the registration table in the pre-function area.

Saturday, February 22

7:30am – 9:00am Networking Breakfast (Full Breakfast)

Location: Picasso B, C

8:00am – 1:00pm Registration and Sign Up for Saturday Night Dinner Groups

Location: Pre-function area

9:00am – 10:15am Plenary Session III

Creating a culture of collaboration: Insights from the science of teamwork

Location: Picasso A

Speaker: Eduardo Salas, Rice University

Session Chair: Peter Marshall

Abstract: The need to collaborate to achieve success in industry, aviation, healthcare and academia is more prevalent now than ever before. The data are compelling – effective teamwork and collaboration can increase revenue, reduce errors, generates innovation and knowledge and even save lives (CEB, 2014; Hughes et al., 2016). For over 35 years, we have worked to develop a science of teamwork by uncovering what it takes to transform a team of experts into an expert team. Teamwork is indeed a complex phenomenon, but the key drivers to effective team functioning have been uncovered. This talk will draw upon the science to take a deep dive into what effective teams think, do, and feel while offering proven tips for applying the science of teamwork to boost team effectiveness.

10:15am – 10:30am Break

10:30am – 11:45am Plenary IV

Organizational Conflict Resolution for an Inclusive Academy: Theory and Application

Location: Picasso A

Speaker: Alice Stuhlmacher, DePaul University

Session Chair: Michael Young

Abstract: Leadership for an inclusive academy requires attention to resolving conflict, and perhaps more importantly, creating systems that minimize conflict upfront. The first half of the session presents a handful of principles for effective organizational conflict resolution at the group level. This includes looking at effective negotiation practices and systems, as chairs and heads are constantly negotiating with many different stakeholders over both tangible and intangible resources. The session review practices and procedures that support women and others who are members of underrepresented groups. The second half of the session is devoted to discussion, questions, and applying principles to sticky issues departments face or have faced.

11:45am – 1:45pm

Lunch Buffet

Location: Pre-function Area

1:45pm – 3:00pm

Breakout Session III

Beyond Compliance: Tricky Cases of Sexual Harassment, Sexual Misconduct, and Consensual Relationships - How Chairs May Respond

Location: Gateway

Session Speaker: **Peggy Stockdale, Indiana University—Purdue University Indiana** and **Sandy McDonough, Attorney**

Session Chair: Wendy Heller

Abstract: In this session, we will discuss case studies of de-identified real cases of sexual harassment, sexual misconduct and consensual relationships submitted by COGDOP members. The session will be led by Peggy Stockdale, Chair of Psychology at IUPUI and scholar on sexual harassment and Sandy McDonough, Partner at Paul, Plevin, Sullivan, and Connaughton and COGDOP's go-to expert on all things legal. We'll present a very brief overview of background information on these topics and then discuss 3-4 cases in hopes to discern best practices for Chairs in navigating these tricky situations. Cases will be available through COGDOP's password-protect portal to review in advance of the workshop (https://www.cogdop.org/member_services/login).

Leading an ACEs (Adverse Childhood Experiences)-Informed Institution

Location: Van Gogh B

Session Discussion Leaders: Wallace Dixon, Sheila Peters

Abstract: Adverse Childhood Experiences (ACES) contribute to shorter, less healthy, and less productive lives. ACEs result from growing up in households with addiction, mental illness, abuse, or loss, all of which expose children to chronic toxic stress and produce measurable structural changes in children's

developing brains. These changes include an overdeveloped stress response system that impairs learning and planning and results in underdeveloped self-regulatory systems. These children grow up to be college students, professors, and university administrators; yet little empirical or pragmatic attention has been paid to the impact of ACEs on human performance in higher education settings. In this session we will discuss a little of the brain science documenting the impact of ACEs and early trauma on human development and consider some of the ways that policies and procedures in colleges and universities can become more ACEs-informed.

3:00pm – 3:15pm Break

3:15pm – 4:30pm Breakout Session IV

Top 5 Legal Issues for Chairs

Location: Gateway

Session Speaker: Sandy McDonough

Abstract: Chairs can sometimes find themselves in legal conundrums without even realizing how they got there. This workshop will explore the top five legal issues confronting chairs and ways to avoid creating liability. The topics discussed will be most helpful for those in the few first years of being a chair.

Inclusive admissions and training

Location: Van Gogh

Session Speakers: Jennifer Callahan, Camilo Ruggero – University of North Texas

Session Chair: Georita Frierson

Abstract: There is a gaping under-representation of minorities (Hispanic and African American, in particular) among practicing psychologists, which can compound the problem of mental health disparities in underserved communities (SAMSHA, 2018). National data from applied doctoral programs offers little reassurance the phenomenon will resolve on its own (Callahan et al., 2018). Studies of the psychologist workforce pipeline make clear that graduate admissions is a major point of diversity constriction, although issues occur with retention as well. Programs within and beyond our discipline have tried multiple strategies to reverse this trend, but data on their efficacy varies in quality and scope. We selectively review findings on some of these strategies, present a case study from our own program at UNT, and review how our program has sought to connect the issue of inclusiveness in graduate training with mental health disparities in federally designated health professional shortage areas in our community.

4:30pm – 6:30pm COGDOP General Business Meeting, Social Hour, and Networking (all attendees welcome)

Location: Picasso D, E

7:00pm – Small group dinners, SIG dinners or Dinner on Your Own

Sign up for SIG dinners at the registration table in the pre-function area.

Sunday, February 24

7:30am – 8:45am Board Meeting

Location: Echelon Boardroom

8:00am – 9:00am Continental Breakfast

Location: Picasso B, C

9:00am – 10:00am Breakout Session V

Self-care for chairs

Location: Van Gogh A

Session Discussion Leader: Tammy Allen

Session Chair: Georita Frierson

Abstract: There is increasing attention in the research literature on the importance of self-care, which is defined as engaging in behaviors or activities that promote health and well-being. Self-care is important for managing stress as well as for promoting positive health outcomes. In this session, I will share a few concepts and self-care tips drawn from the occupational health psychology literature and then open the session for discussion.

Managing up: Dealing with Deans

Location: Van Gogh B

Session Discussion Leaders: Michael Young, Rhonda Lewis

Abstract: Managing up is not manipulation, it's about taking charge of the relationship with the Dean. We will discuss the range of approaches that constitute managing up and solicit examples of successes, failures, and other ideas from the attendees. If the organizers' experiences are typical, we will discover that there is no formula that will work for all Deans so having a large toolbox for managing up is critical.

10:00am – 10:15am Break

10:15am – 11:15am Breakout VI

Reflective leadership

Location: Van Gogh A

Session Discussion Leaders: Wallace Dixon, Rhonda Lewis

Abstract: Reflective Supervision has become a popular model of supervision for supervisors of practitioners working with infants, toddlers, and their families. However, many of the key tenets of Reflective Supervision are also relevant for those in leadership positions, resulting in a movement promoting *Reflective Leadership*. In this break-out session, we will briefly review the key tenets of Reflective Leadership and consider how they might be effectively employed by Psychology Department Chairs (even nonclinical ones).

How are we using the GREs?

Location: Van Gogh B

Session Discussion Leader: Patricia Reuter-Lorenz, University of Michigan and Wendy Heller

Abstract: Departments vary in the extent to which the GREs play a role in their admissions procedures. This has been a topic of interest lately as some departments consider dropping the GRE requirement and others change the way in which it is being used. This discussion will explore different approaches and provide some materials which may be helpful to chairs in thinking about the issues.