

National Academy of Neuropsychology

Bulletin

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Seattle!

Greetings Colleagues - I am honored to invite you to the 24th Annual Conference of the National Academy of Neuropsychology to be held in Seattle, Washington, November 17-20, 2004. The conference will take place at the Westin Seattle, in the heart of the city. This is a wonderful hotel with easy access to the marvelous sights and activities of Seattle. From the hotel it is a quick hop to the Pacific Science Center and Space Needle via monorail. It's a seven minute walk from the hotel to Pike's Place Market and the downtown waterfront of Elliot Bay just five minutes further. There are world class restaurants and shopping all around the hotel. Given the uniqueness of Seattle and the hotel location, this year would be a great year to bring the family. You can see some of the sights at www.seeseattle.org.

While Seattle is an intriguing location, I am most proud of the program this year. We continue building on the strengths of previous conferences. One major change is the addition of Todd Feinberg, M.D., as a keynote speaker on Wednesday evening. His presentation will follow updates on professional issues and billing/coding topics by Drs. Rosenstein, Pimental, and Puente of our own Professional Affairs & Information Office. Dr Feinberg will present on "Altered Egos: How the Brain Creates the Self." Professor Feinberg will demonstrate points in this presentation with video taped clinical examples from his work as Chief at Yarmon Neurobehavior and Alzheimer's Disease Center, Beth Israel Medial Center. I know this is a topic and presentation you will not want to miss. Indeed, the combination of professional affairs, coding, and keynote address will provide you 2.5 hours of Continuing Education at no additional cost!

There is a change in the coding and billing presentation by Dr. Puente this year. Wednesday night will include only a brief update on the most salient changes over the year. There will be a box in the back of the room for NAN members to provide written questions for Dr. Puente. There will then be a one hour Q&A on Friday morning where he will provide answers to the written questions and allow for some discussion. Additionally, there will be an advanced billing and coding CE workshop and panel discussion (at a reduced cost!) by Drs. Puente, Rosenstein, Grewe, and Wynkoop on Saturday afternoon, where members can dig in depth in to the topic that is life blood for many of our practices. The opportunities to learn all we can about coding and billing are outstanding this year.

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This year's CE program is stellar in that it covers a wide variety of topics of core importance to clinical neuropsychologists presented by top scientist-practitioners. You should have received your registration booklet with the program by the time you read this Bulletin. You may also find the program under 2004 conference at www.nanonline.org. The program emphasizes advancements in the areas of neuropsychological assessment, neuropathology, neuropsychological therapeutics, cultural diversity, forensic practice, and pediatrics. There is something for everyone throughout the conference.

This year's Special Topic presentations will include the usual suspects (preparation workshops for the two major boards in neuropsychology that is!) as well as new and novel ideas. We have Grand Rounds in Adult, Pediatrics, and Forensics this year. Additional topics include an up-and-coming neuropsychological interpretive method, avoiding pitfalls with state licensing boards, assessment in the military setting, neuropathology, treatment, post-injury outcomes, community re-entry, research design help for those who want to perform research in clinical settings, sports injury assessment, and surviving in the world of mTBI litigation.

We have four Test Publisher Sponsored Workshops this year. Drs. Paul Green and Lees-Haley will present Interpretation of the Word Memory Test for Windows in Clinical Cases. Dr. Elaine Fletcher-Janzen will provide a workshop on the new Kaufman Achievement Battery for Children-II. Drs. Cecil Reynolds and Randy Kamphaus will provide a workshop on the Development and Application of the Reynold's Intellectual Assessment Scales and Comprehensive Trail Making Test. Lastly, Dr. Yossef Ben-Porath will provide an introduction to the

new RC scales of the MMPI-2. This is a unique offering because it can serve as a springboard for the 3-hour CE advanced workshop on the scales he will provide later on the same day.

Our week will be also filled with conference exhibitors, the annual job fair, and a number of social activities and special interest group meetings. After the Presidential Address on Thursday, a Presidential Reception will be held concurrently with Poster Session A. An evening reception honoring award recipients will occur Friday immediately after the Awards Presentation, Distinguished Neuropsychologist Address, and Business Meeting. A variety of hot and cold appetizers will be provided and beverages will be offered at the cash bars. This year we are again extending a special accompanying persons fee of \$20.00 for adults and children (children under 3 are free of charge) so that they can accompany you to conference receptions and exhibitions.

Register online at www.nanonline.org. Hotel registration are also available online through a link at the NAN website. Be sure to reserve your hotel room early to ensure you receive the substantial NAN room rate discount. Some of our conference rooms are a littler smaller this year than those we had in Dallas, so be sure to complete your online registration as soon as possible to ensure your ability to participate in workshops of your choice. Additional conference information and assistance is available at the NAN office (303) 691-3694.

On behalf of the NAN Program Committee and Board of Directors, I look forward to welcoming you to our 2004 Annual Conference in Seattle!

Warm regards,
Robert (Bob) L. Denney, Psy.D.
NAN Conference Chair, 2004

Letters to the Editor

Editors' Note: The letter that follows from Dr. Erin Bigler was written as an Open Letter to the NAN Board of Directors and posted on a few listservers. While not a Letter to the Editors of the NAN Bulletin per se, we felt the letter to be of sufficient import and timeliness to the NAN Membership that we sought and received Dr. Bigler's permission to print it in this column. The reason that it is being printed now rather than in the issue earlier this year is that the response of the Board of Directors had not been prepared by press time. The first Open Letter to which Dr. Bigler refers was not printed last year in the Bulletin because we published no issue between September of last year (when last year's fall issue went to press) and this year's first issue - there was no where, in least in terms of the Bulletin, for it to have been printed.

January 31, 2004

Dear NAN BOD:

Re: Open Letter

In October 2003, I sent an open letter to the NAN Board of Directors (BOD). While I have received a couple of e-mails and brief phone calls from some BOD members, I have not yet seen a systematic and official overview by the current NAN BOD concerning the issues raised in that letter. While I am not sure that a formal response was necessary, I do believe that the issues raised in that 'Open Letter' were not just my concerns, but reflected a number of other NAN members and therefore warranted a reply or acknowledgement of some sort to assure us that this letter had not gone unnoticed by the Board. I understand that NAN now has a Conflict of Interest (COI) document accepted by the BOD, but I have not seen any written commentary about the COI issues raised in my October 2003 open letter and/or the COI problems that I wrote about that contributed to the resignation of the Executive Secretary. Given that some of the questions raised

in that letter were straightforward, it did seem to me that some general commentary from the BOD should be forthcoming, particularly in areas where I may have been in egregious error. As I write this follow-up letter (over 3 months later), I still remain concerned about all of the issues raised in the original open letter and, therefore, feel compelled to write a second open letter, or 'Open Letter2 (OL2)'.

As I began constructing OL2, and considering my almost 30 years of involvement with neuropsychology and NAN, I thought I would put my further commentaries in a more historical perspective. However, as I 'waxed nostalgic' over my years in neuropsychology directing programs first at the University of Texas and currently at Brigham Young University, as well as my early involvement with NAN, this letter became unwieldy (exceeding 25 pages of single spaced text!). In one sense that means that there is a lot of material to cover and problems to overview, but on the other hand, too long of a response buries the critical questions that have not been addressed. So, OL2 is a much abbreviated follow-up letter and I shall hold the longer response for another time.

NAN's original mission (from my perspective of long membership) was: 1) to represent North American neuropsychology for those interested in the clinical practice and betterment of the profession and, 2) to provide a mechanism for the support and dissemination of scientific progress in neuropsychology as it pertained to clinical issues and to show that via the methods of neuropsychology a better understanding of the human condition could be achieved, particularly for our patients with significant neurological and neuropsychiatric diseases and disor-

ders. NAN was supposed to represent the entirety of the neuropsychological community in an attempt to bring the profession 'together' as a unified organization with singular purpose to represent the *best* of the scientific and applied aspects of clinical neuropsychology. NAN, particularly in its early days, had many struggles and problems as any new, dynamic organization would in trying to establish its legitimacy and role in representing clinical neuropsychology. Now, in my opinion, NAN is unfortunately at a perilous crossroad, unlike any previous time period or crisis (and there have been a number of them within NAN). We have unresolved issues in neuropsychology that are resulting in even more of a schism than in the early days when, as an organization, NAN was striving for its niche as a fledging professional association representing neuropsychology. Now, rather than resolving problems, I perceive that NAN is perpetuating problems as a consequence of collective decisions that have become self-serving. Instead of making decisions and promoting neuropsychology for the broader community of neuropsychologists, confusing messages have come from recent BOD decisions and actions. Just as with the original open letter, OL2 asks pointed questions (unfortunately, essentially the same ones) that I feel need to be addressed by the Board as a unit. These are critical issues that need to be spoken of openly and candidly. Here is but a highlight of some of the main and still unresolved issues. There are many more concerns, but I'll reserve them for the 'waxing nostalgic' memo of the future.

1. Conflict of Interest (COI) Issues and Self-Assessment

While a NAN conflict of interest (COI) document has now been reviewed and apparently accepted (and posted on the NAN web page), there still remains the

question of what is being done about any past votes and COI scenarios of major decisions made by the BOD over the past 5 years when a COI document was not in place and COI was evident? Have any of these been reviewed? Have the votes been examined and have BOD decisions been impartially reviewed by an independent panel? Nowhere is there an official BOD statement about 'campaign' endorsement letters including those sitting BOD members who made them. Why are explicit guidelines about such issues not in place? What are the implications for the incoming BOD; how are they going to deal with this? Remember, NAN is a non-profit, public organization with an open policy with regards to decisions. Hopefully, all of this will be (and should have been) discussed openly and candidly. I do not believe that these issues can be handled sufficiently without an outside review.

2. Fiscal Accounting.

It is my understanding that the NAN meeting in Dallas lost money. As a NAN member I am asking to see a very detailed outline of expenditures of the Dallas meeting and a detailed analysis of why it lost money. In answering that question, there should be disclosure from CCPN as to how many registrants there were and an analysis of how CCNP CE courses impacted NAN CE courses and attendance. Another obvious analysis would be to check the CCNP registration roster with NAN. Were CCNP attendees overwhelmingly NAN attendees who just 'stayed over'? If a NAN attendee did not participate in CE courses at NAN but did at CCNP that is a calculable revenue loss for NAN. At your next BOD meeting, the NAN budget should be reviewed in detail through the Treasurer's report as to all expenditures by individual BOD members and Committee chairs and how expenditures relate to COI issues. This information should be detailed for the members at the next NAN business meeting.

3. Resignation of the Executive Secretary

When I heard of the resignation of the Executive Secretary, and the circumstances surrounding it, I personally spoke with Dr. Harris, as did many others. At the conclusion of my conversation with her, I asked that she send me copies of materials that helped her form her decision to resign. In my review of these materials, it became very apparent that COI problems existed, some very serious. Those problems have not been properly dealt with and probably can only be dealt with through some type of external, outside review. Personally, I will not be satisfied until I see some review in writing. If this is not memorialized for the future, in some fashion, how can our organization's members learn from this experience? Furthermore, it has now been several months since Dr. Harris' resignation, without a formal response from the NAN board. Further delays of a response only foster the impression of serious COI issues that no BOD member wants to discuss. This cannot simply be 'swept under the carpet' with hopes that we will all forget. The current BOD will function with a cloud of unresolved questions until this is reviewed and openly dealt with to everyone's satisfaction.

4. NAN/ABPN/CCPN

In the open letter I raised the obvious appearance of an overlap of these three organizations and the process of electing NAN BOD members who have personal interests and influence in all of them. I realize that this is a very sensitive area, but these questions must be asked. As I write this letter, I went to that 'tried and true' academic research method of 'Google.Com'. Much to my concern the ABPN website has an automatic link to CCPN and its 'Professional Neuropsychology Weekend Conference', which is actually being held as I write this letter

(Weekend of January 23rd). This appears to be sponsorship, is it? (Interesting question, what is the difference between 'professional neuropsychology' and 'clinical neuropsychology'?). I ask for clarification of how NAN is distinct from ABPN and CCPN at this point in time when there is such overlap in the governing boards of the three organizations and such communality in purpose? I asked the same questions in my previous open letter. So, if it is currently the case that a de facto merger of NAN/ABPN/CCPN has now taken place, then the current NAN BOD should so specify or should take actions to show how they are different.

5. Two Boards

This obviously relates to what has been asked above. I'm going to be frank and candid here. Having two Boards is not good for the profession, never has been and never will. Given the history of ABPN's prolonged dormant status before its current resurrection, it can never be viewed in the same light as ABPP/ABCN thus creating the scenario where ABPN will always be trying to 'show' that it is 'just as good as ABPP'. In fact, there is an excellent example of this in the present ABPN newsletter on their current web page. As stated on the current ABPN web page, in 2002 the ABPN president (who I believe was also a NAN BOD member at the time) "approved" ABPN funds to conduct a survey. This survey found—based on referral and funding sources—that "ABPN board certified neuropsychologists are at least equivalent to ABPP(CN) board certified neuropsychologists in terms of economics" and that "... advantage is not related to membership in one specific board, but rather the advantage is holding board certification in any reputable, credible board". Therefore, as raised in my original open letter, it really does appear that the concerted voting efforts of at least some past NAN BOD members, has been to align NAN with ABPN in an attempt to

make it 'credible' and the development of CCPN fits into that 'agenda' as well. If this turns out to be the case, then as stated above, it would seem apparent that NAN/ABPN/CCPN have merged into a single organization. The implications of such a move by the NAN BOD are there for anyone to ponder, but I'll reserve further comment for a later date.

6. Academic Indifference

Based on the anti-academic statements made in the last campaign—the encouragement of a block-vote against academic-based candidates—and by the outcome of the vote, NAN is moving away from much of its academic and research base and more toward an applied organization that is focused exclusively on the 'nuts and bolts' of running a clinical practice. In some sense that is what NAN has always been, but it has also had strong university ties with academic and clinical training institutions in neuropsychology. At one point, students were an incredibly enthusiastic part of NAN, and many of those who were to become NAN leaders were first exposed to the organization as graduate students. I don't sense that occurring at the same level anymore. A number of major academic and research professors in neuropsychology have either stopped coming to NAN or even dropped their membership and no longer attend. In the early days, NAN struggled to establish a solid academic base for a variety of extremely important issues, but the main one was its legitimacy to represent neuropsychology. I feel that base is now essentially lost. I recognize that some movement away from an academic/research base may have been a natural evolution resulting from the strong emergence of clinical neuroscience and all of its different facets over the last 30 years. Most neuropsychologists who are academics and researchers are university based and, at their respective institu-

tions, have interfaced well with other disciplines in basic and clinical neuroscience. This, in turn, has placed pressure to attend and present at other meetings, where organizations have frankly developed far better scientific formats and outlets than NAN. In the 1970s when NAN began, there were only a few outlets available for the neuropsychologist. Now all of the major neuroscience, neurological and psychiatric based associations all have prominent outlets for the neuropsychologist to present his/her work including the Society for Neuroscience and other emerging societies such as the Cognitive Neuroscience Society (whose membership rivals NAN's and I believe that NAN's current membership has dropped). NAN simply does not currently have the reputation that it fought so hard to build. I'm not sure what has happened with NAN, but my sense is that NAN is not interfaced with the momentous and rapid developments in neuroscience, which happen to be, in my opinion, the key to the future of neuropsychology. I have a sense that NAN, as an organization, is becoming more and more isolated from academic and research neuropsychology and for some reason, is now trying to maintain status quo while other aspects of clinical neuroscience move on. If this continues NAN will simply be passed over.

With the events of this past year, if NAN is to recoup some of its academic base, then rather than a 'snub' attitude, I believe there needs to be a very concerted effort to re-engage those primarily involved in academics, research and training. But maybe, given the NAN votes of-recent, that isn't the direction that NAN's BOD is planning to take. By the tone and sentiment put forth in those recently elected to the BOD, my impression is that they are simply going to focus on issues of clinical practice (see comments below). If so, then there will be little interest or reason

for the academics/researchers to maintain NAN membership and to participate in NAN meetings or publication outlets to present their latest findings. I predict that if this issue is not immediately dealt with, there will be mass resignation from NAN from those who are academically based.

7. Clinical Practice Issues

I am now in my 29th year of clinical practice. With regards to my own clinical work, in 2004 I have (by my own choice) dropped off all but two insurance panels. Economically it was simply unfeasible to remain on the others. We need strong organizations representing the clinical practice of neuropsychology and, in the past, NAN, has made some very positive moves in that direction (i.e., PAIO). However, neuropsychology needs a unified front, not a splintered front. My disappointment with the recent events at NAN centers on disharmony within the profession, rather than that of a coming together. Events of the recent past have the appearance of NAN attempting to dominate a profession, but instead alienation has taken place. This in turn, has resulted in NAN energies being diverted away from essential issues. These are vital issues for clinical practice and its survival in an attempt to keep it from dying, with what appears to be a rather rapid demise. We've been talking about these problems for over two decades. However, without cohesion in the profession we do not have, and will not have, strong position papers about practice standards, assessment criteria and treatment outcomes. With NAN's focus on clinical issues, we should have extremely well established practice standards by now, yet we do not have consensus on many of these vital issues for the future of our profession (see Section 8 below).

In the most recent issue (January 2004) of *Neurology Today* (the American Acad-

emy of Neurology's newsletter) there is an article on page 54 titled 'Is declining reimbursement forcing neurology into extinction?' The article could have been written about neuropsychology and, since as neuropsychologists we receive less reimbursement than neurology, this should be another clarion call for us. The article starts off with an example of a practicing neurologist in Texas who after much hard work to build up a practice, realized he couldn't make it work and that "practice expenses were outstripping revenues." They even quote him as saying "I once thought that going into medicine would guarantee me a living. I never envisioned that, at 54, I would be working harder than ever and going broke (p.54)." So here we are in 2004, huge practice problems on our hands (all of which have been foreseen and spoken of for more than a decade) and NAN does not appear to be positioning itself to effectively lead and unify neuropsychology (see Section 8 below).

8. The Profession of Neuropsychology or "Houston we have a problem!"

The profession of clinical neuropsychology should have the highest standards of training and practice. The graduate and post-doctoral training in clinical neuropsychology should be rigorous and in depth. There should be no debate in this day and age as to what constitutes appropriate training and that such training needs to come from university based APA-approved doctoral programs. There should be universal agreement on these issues, but there still isn't. All of this is essential to the viability of our profession. We cannot have loose standards. Why there is still some hesitation within NAN's BOD as to what constitutes a clinical neuropsychologist and what should be the training is very disappointing to me. Training issues and accreditation have never been resolved. What are the NAN politics that are going on with this? Other clinical

practice issues remain unresolved. What really happened at the Houston conference? Why does NAN persist in having a disclaimer about the Houston conference on their web page? Maybe we should take a lesson from NASA (which, of course is located in Houston). With the Challenger and Columbia spaceship tragedies, blue-ribbon external and internal committees were selected to investigate and report. Very specific findings came from that level of inquiry and, where errors were made; they were pointed out and corrected. NASA's viability has come from its responsiveness to this review process when tragedies or major failures in their program have occurred. Why haven't NAN's major failures been subjected to such scrutiny with 'blue-ribbon' external panels to bring neuropsychology together so that the entire profession feels good about what is happening. Why isn't NAN leading the way ?

Conclusions

I have rather hastily put this together and apologies for errors in clarity and composition, but I wanted to get this out. I guess I'm just getting old and frustrated. In 1999 when I gave my last NAN lecture at the annual meeting in San Antonio; my closing slide was an illustration of the sinking Titanic. I was very concerned about clinical neuropsychology at that point (coming up on five years ago!), but I am now more concerned than ever. I selected the Titanic image because of some of the obvious analogies that resonated with my general concerns over professional issues within neuropsychology. From the 'owners' inaccurate self-perception of the Titanic, it was thought to be invincible and certainly unsinkable. Had the Titanic taken a few strategic moves in the right direction, its ultimate ruin would have been avoided. I now reflect back on that analogy and see that it really was directed at NAN,

and at this point the NAN BOD, not just neuropsychology in general. Serious problems are present within NAN and they need serious and immediate attention by NAN members and NAN's BOD. Why not use the NAN Bulletin as a forum to discuss these issues?

Sincerely,

Erin Bigler, Ph.D.

Dear Dr. Bigler:

This letter is a summary of the discussions that took place on April 30, 2004 at the Board of Directors meeting in Tucson, AZ. Your open letter of January 1, 2004 raised a number of issues that the Board of Directors has considered and discussed in depth. The following represents my summary of those discussions. For ease of comparison, I shall address the issues your letter contained on a point by point manner.

1. Conflict of Interest (COI) Issues and Self-Assessment

The COI policy was adopted by the Board in 2003. Richard Berg, Ph.D., a long time member and fellow of NAN, as well as a past president, was asked to Chair and select the composition of the committee. Dr. Berg selected the current members of the COI committee based upon the proposition that it should be representative of the diversity within NAN. The COI policy statement and current composition of the committee are on the NAN website. The necessary voting by the general membership to make this a standing committee and to amend the by-laws will take place in the next regularly scheduled mass mailing from the central office.

The Board of Directors has been actively involved in developing the necessary information and conducting a self-study in preparation for an “institution physical” of the governance structure of NAN by a human resources or management consultant. All Board of Directors members and committee chairs have submitted all required information to the COI and did so prior to the established deadline. The COI committee chair was present at the recent Board of Directors meeting to monitor any potential conflicts of interest and to advise the Board of Directors as appropriate.

2. Fiscal Accounting

The Board agrees that NAN should be separate and distinct from CCPN, as well as from any board certifying organization, APA, Division 40 of APA, INS, CNS, etc. In the past (2002), a few CCPN activities were held during NAN revenue generating workshops. After conferring with CCPN, CCPN adopted a Resolution of Cooperation. The discussion and the Resolution of Cooperation passed by the CCPN Board are as follows:

Resolution of Cooperation: There was discussion about adopting a resolution to prevent future overlap between the CCPN and NAN revenue producing workshops. The following resolution was drafted and approved by the CCPN board:

In the past CCPN has met, during the NAN Conference, as a convenience and service to our membership and in the belief that our meeting was in fact complementary to the NAN meeting and not competitive with NAN. Some individuals have disagreed with this appraisal. In the spirit of cooperation and to avoid creating conflict or tension in the field, the CCPN Board resolves that it will not deliberately schedule meetings in direct conflict or meetings that

overlap with NAN’s revenue producing meetings in the future.” (CCPN Executive Board Minutes, October 11, 2002, p.3)

After the resolution was passed unanimously by the CCPN Board and before the October 11, 2002, NAN Business Meeting, the resolution was hand delivered to the NAN President, Dr. Hom and the NAN Executive Director,

Dr. Josette Harris. The NAN President presented the Resolution to the NAN membership during the October 11, 2002, NAN General Business meeting.

This past year only one such overlap occurred and did so as a jointly sponsored workshop as a show of cooperation in the field. You will note in the NAN mission statement that NAN is to join with other organizations to further NAN interests as well as the discipline of Neuropsychology. While CCPN and NAN did jointly sponsor this workshop last year in Dallas, all of the revenues from that workshop went to NAN. CCPN had no separate room block as well and NAN benefited from CCPN attendance as rooms consumed by CCPN attendees at the Adam’s Mark were credited to NAN.

CCPN conducted a survey of its membership and their participation in CCPN and NAN activities between November, 2003 and January, 2004. The results of the survey indicated that no CCPN members, who attended CCPN workshops, only attended CCPN activities. The results of the survey indicated that CCPN members “primarily attend NAN and then take CCPN workshops” (CCPN Executive Board Minutes [draft], January 23, 2004, p. 1)

3. Resignation of the Executive Director

The Board does not comment publicly on personnel matters. However, as you are

well aware, this is not the only time that a NAN Executive Director has left. The issues associated with the Executive Director's separation have not been 'swept under the carpet' but examined carefully by the Board of Directors.

There was never any plan to relocate the NAN office to the Washington DC area without conducting a feasibility study. The most recent discussion regarding the feasibility of moving the central office was presented at the Board meeting in Montreal by Robert J. McCaffrey but the issue of relocating the NAN office was discussed in detail as early as 1994 (Executive Board Minutes, November 1, 1994). The most recent discussion was followed up by an on site visit to the offices of APA, APS, and the Society for Personality Assessment by Eric Zillmer, Jeffrey Barth and Robert J. McCaffrey. We do not know how you arrived at an impression that such a plan to move was in place but it was clearly in error. For the time being we are going to maintain our offices in Denver. The Board of Directors of NAN may revisit this issue if circumstances warrant reconsideration. NAN is a dynamic organization that will periodically reassess many of its operational features.

4. NAN/ABPN/CCPN

NAN has always been an independent organization that welcomes diversity among its members and is open to all voices being heard. NAN has a longstanding policy regarding nonpartisanship and neutrality regarding board certification organizations. In fact, the definition of a clinical neuropsychologist by NAN does not endorse any specific board, unlike the definition put forth by certain other neuropsychological organizations. The COI policy was designed specifically to avoid potential conflicts of interest among board mem-

bers who are either members or officers in other neuropsychological organizations. NAN members who serve as volunteers for the organization are often in leadership positions in related neuropsychological organizations as well, and we note that you yourself serve in such roles with other organizations. In this regard, NAN is the organization that has taken a proactive stance regarding COI issues that other neuropsychological organizations are only now beginning to consider. In this and many other ways, NAN is the leading organization in the field of clinical neuropsychology.

5. Two Boards

As stated previously, NAN has always maintained a policy of nonpartisanship and neutrality regarding board certifying organizations. This position has been reaffirmed officially by resolution several times over the years by the NAN Board of Directors. The position of NAN on this issue remains unchanged and, unlike the positions of other neuropsychological organizations, NAN's position is clearly one of neutrality and is documented in the Board minutes as early as 1990 (Executive Board Minutes, October 30, 1990) and was reaffirmed in 1991 (Executive Board Minutes, April 5, 1991). In fact, it has been a longstanding practice to have the various board certifying groups represented on the convention program at the NAN annual meeting. This year in Seattle there will be three such groups presenting (ABCN, ABPN, and ABRP). The Board of Directors views this as an important service to the membership that reflects NAN's long held position that diversity in clinical neuropsychology is important. The attendance at these presentations is free to the membership and they have been well attended. No honorarium is extended to the presenters so there is no cost to NAN. Furthermore, the presentations by ABPN and ABCN have consis-

tently been two of the highest rated presentations during the NAN annual program.

6. Academic Indifference

NAN has long represented both the needs and interests of science and practice within clinical neuropsychology. The diversity of the NAN membership is one of its most important assets; yet, maintaining a balance between science and practice issues can be difficult. NAN is not a static organization representing a single goal, purpose, or group of professionals. Rather, NAN's focus on both science and research or the emphasis on clinical practice is akin to the movement of a pendulum. It must traverse to each of the extremes along its path before returning to a more or less balanced position where both foci are represented equally. The perception of some members of NAN is that the last several years have seen an emphasis on clinical practice-related issues, while the prior perception was of an overemphasis on science-related issues to the neglect of practice issues. These two extremes are probably inevitable as our organization traverses its place in time and space. We strive for balance but recognize there will inevitably be times during which we are akilter.

The Board of Directors and the NAN Convention Program Chair have always encouraged academicians to be speakers at the annual meeting and to participate in the conference program. In fact, you were contacted twice and invited to participate at the meeting in Dallas; however, you did not accept the invitation. The program committee felt that your contribution would have enhanced the science focus of the program.

7. Clinical Practice Issues

The PAIO was formed in order to address clinical practice issues. The PAIO staff has been very active in addressing issues impacting the practice of clinical neuropsychology. These activities are clearly reported on the NAN Website under the PAIO section. Additionally, the Board of Directors charged Patricia A. Pimental, Psy.D. to draft a strategic short term and long term plan with further advocacy goals and objectives for PAIO. A 56 page document was received at the recent board meeting and will be used by the PAIO Review Committee to make final recommendations at the annual meeting in Seattle. The issue of the development of Standards of Practice is being explored by the Policy and Planning Committee.

8. The Profession of Neuropsychology or "Houston we have a problem!"

NAN has been responsive to the reports of the Houston Conference and has published the proceedings in *Archives of Clinical Neuropsychology*. The most recent issue of *Archives of Clinical Neuropsychology* contains an article, "The Houston Conference revisited," which, among other things, points out that universal agreement as to who speaks for all of clinical neuropsychology is premature and still under debate. NAN's position has been and continues to be that the Houston Conference proceedings are an *aspirational* work in progress. As George Prigatano, PhD, a past president of NAN has stated, our profession grows and develops through debate. I would add that dogma has no place in any professional or scientific organization as its only purpose is to promote divisiveness and splintering of the field. Ron Ruff, PhD, another past president of NAN, attempted to form a blue ribbon panel that would address the issue of the NAN 2001 definition of a clinical neuropsychologist and other matters related to the Houston Conference; however, his effort was stymied by partisan politics.

The Board of Directors has proposed revising the NAN Mission Statement to become a succinct value statement. While a revised Mission Statement has not been acted upon formally by the Board of Directors, the following draft was developed for consideration and debate:

The Mission of the National Academy of Neuropsychology shall be to advance neuropsychology as a science and as a health profession, to promote human welfare, and to generate and disseminate knowledge of brain-behavior relationships.

As in any professional organization, there are clearly differing points of view among the many voices within NAN. It is my personal opinion that each of these voices must be given the opportunity to be heard, for it was because of the need for open debate and discussion that NAN was originally formed and for these same reasons NAN has become the leading organization in the field of clinical neuropsychology. As early as 1981, Ray Dean, Editor of *The Bulletin* (Fall, 1981, Vol. I, No. 1, p. 6), stated in his editorial that an objective of NAN was to advance "...the science and practice of neuropsychology." It is my belief that NAN is well poised to continue to advance our profession, serve the needs of our members, and continue our traditions of excellence into the next quarter century.

On behalf of the Board of Directors of the National Academy of Neuropsychology,

Sincerely,

Robert J. McCaffrey, Ph.D., ABPN

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From the Editors
 David J Williamson & Daniel Drane

Te

So we have returned to election season.

Both sides have strong beliefs about how to lead us into the future. Both sides have strong beliefs about the fundamental inaccuracies driving the other side's world view. Both believe that if the other side maintains or takes control, those whom they claim to represent will be delegated to a minor voice in informing policy decisions, as everyone knows that they really have only their own group's interests at heart. Yet both despair at the increasingly vitriolic tone that the other side has taken in recent elections.

US Presidency or NAN presidency – it's not just the spelling that the races have in common. We have seen over the past decade an increasing polarization in our politics, along with an increasing willingness to be openly antagonistic towards those with whom we disagree. Although one can hope that no one will begin feeling "Vice-Presidential" near an open microphone at the Seattle business meeting, it is regrettable that, for some at least, the sentiment will probably be in the air.

How did we get to this point? Different people will have different ideas, most of which probably have some element of truth to them. Our field has certainly begun to resemble a two-party system, with some people on each side just flat out disliking some on the other side and neither trusting the other much. And like our national electorate, the majority of us probably fall somewhere in the middle and wonder why the two extremes can't figure out how to get over it. Personal and professional biases with varying degrees of validity (again, dependent upon who you ask) tend to reinforce the opinions maintaining this split. Dr. Bigler raises some points that many of us have heard in the hallways in which we work.

Board has provided their response. It is unlikely that there will ever be perfect harmony between all of the membership and the leadership – but that friction is what drives change.

So what do we do with this rancor and distrust? Ours is a profession that is changing, both through increasing knowledge and cultural change. The ability to "diagnose brain damage" will certainly not be a big enough peg to hang our hats on for much longer, with the rapid increases in neuroimaging and sensitive computerized testing. Although neither of these modalities is ever likely to produce the kind of information that one can get from a skilled neuropsychologist, they may well produce *enough* information of interest to the referral source that the added time and expense of a neuropsych referral seems less justified.

We do many other things, of course, from more general clinical psychology to rehabilitation to publishing books to research to work in the pharmaceutical industry. And it is exactly this array of talents and skills upon which we must continue to capitalize. Now is not the time to be losing talent due to feelings of disenfranchisement. Hopefully, you voted your conscience in choosing NAN's next group of leaders. But there is no need to stop there. Even if you did not vote for the winner, there is no reason you cannot get involved and exert some influence in your own little circle. There are folks from both sides of the political fence holding positions of influence within NAN. Going into this election, those who hold the ABPN diploma have won the past few Board elections. However, as editors trained in largely ABCN-dominated programs (and one of us holding the diploma), neither of us have been questioned on any significant editorial decision we have made over the past few

years. ABCN diplomates have chaired the membership and publications committees, among others. Indeed, from the interactions of which we have knowledge, activities of the NAN leadership have far more to do with the personalities and skills of the individuals involved than with particular allegiances to the letters that fall after their "AB"s. Yes, there needs to be more transparency in business dealings, but the Board has moved in this direction over the past year in documented ways. In addition to policies and procedures, however, the best way to rebuild and insure trust is to continue to have qualified people from varying backgrounds continuing to work to accomplish goals that will benefit NAN as a society and neuropsychology as a profession.

So if you have concerns or questions, get involved. Ask questions. Suggest alternatives. Some will be practical, some not, but only involvement will shed light on what is going on and continue to move us forward. And forward is better than continuing to return to election seasons that seem to engender more discontent as the years go by.

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Official Minutes, Board of Directors Meeting

Dallas, TX October 13-14, 2003

October 13, 2003

Meeting called to order at 2:20

Present: Zillmer, Hom, Wilkening, Perry, Gouvier, Ruff, McCaffrey, Reynolds, Zeifert, Uzzell, Pliskin, Barth, Rosenstein, Puente, Marson.

Dr. Zillmer welcomed the Committee Chairs and members.

CONFLICT OF INTEREST TASK FORCE REPORT (Dan Marson)

The COI Task Force is a subcommittee of the Policy and Procedures Committee and includes Chair Daniel Marson, J.D. Ball, Bruce Becker, Gordon Chelune, Carl Dodrill, Michael Franzen, and Kathleen Welsh-Boehmer. Dr. Marson reviewed the history of the COI task force, its purpose, and its progress to date. He presented a document which has been revised and reviewed by the Board several times since its presentation in Montreal. He stressed that the strength of this document is voluntary disclosure of possible conflict of interest, and the self-reflection that this engenders. Dr. Marson stated that the COI committee was recently approached with COI concerns by the recently resigned Executive Director and as part of their fact-finding charge, did review records provided by her. The information received did not change the structure or content of the document but did under-score the need for implementing a comprehensive COI policy immediately, and caused them to strengthen their language, i.e., "We are concerned about past and possible ongoing conflicts of interest among the NAN leadership, and also about the potential for future conflicts of interest among the NAN leadership."

Board members discussed concerns related to the individual's need for privacy versus the organization's need for information and transparency. The Board attempted to balance these needs by drawing up the following guidelines and distinctions.

Non-trivial monetary relationships will be determined by an annual threshold. Stock ownership in a publicly held NAN vendor company is permissible if a NAN leader owns less than a 5% interest in a company doing business with NAN. Mutual funds do not constitute a conflict of interest.

Conflict of interest for a NAN leader is defined as a dual relationship in which one uses ones position in NAN to benefit oneself or ones' organization. NAN leaders will have business relationships with vendors but this kind of self-benefit is the crucial determining factor. Although the Board agreed that a list of NAN vendors would be helpful to have, the list will not be seen as exhaustive.

The Chair of the COI committee will be approved by a majority vote of the Board. The Chair of the COI will then pick members of the committee.

Action item: *The Treasurer will send a list of conference vendors to the Board.*

MOTION: Move to accept the COI document with revisions

Moved by Ruff. Seconded.
Friendly Amendments:

- 1) The dollar amount at which relationships/gifts is considered nontrivial is \$250. It is not necessary to say how much is earned beyond that. If there is a complaint, the COI may ask for more information.
- 2) Completed disclosure forms will be open to the public, not confidential.
- 3) Completed disclosure forms for board members or committee chairs will be retained for the years of service in that position plus one additional year. Disclosure forms of candidates who were not elected will be destroyed immediately after the election.
- 4) COI forms are required to be completed by NAN employees and contract individuals with the exception of presenters (who are covered elsewhere). Editors of the newsletter and journals as well as associate editors are also required to complete COI forms.

VOTE: Unanimous

Action item: *Setting up the Committee and instituting the COI policy will require a bylaws change.*

Action item: *Place the COI policy on the NAN website.*

Action item: *At the next Board meeting, review the proposal that Executive Board members annually list their potential or nontrivial conflict of interest relationships in some public format.*

Dr. Marson thanked his Committee. In the course of creating the COI document, they have conducted fifteen conference calls. The BOD expressed appreciation and gratitude for the hard work and unbiased stance taken by Dr. Marson and his committee.

POLICY AND PROCEDURE REPORT (Jeff Barth and Neil Pliskin)

Drs. Barth and Pliskin thanked their committee members for their productivity and collaboration: Bradley Axelrod, David Faust, Jerid Fisher, Robert Heilbronner, Antonio Puente (CPT Subcommittee), Cheryl Silver, Glenn Larrabee. They also expressed appreciation for the work done by extended committee members: Sharon Arffa, Lynn Blackburn, Preston Harley, Joe Ricker and Bill Perry. They acknowledged Dr. Marson and the COI Task Force members. Dr. Shane Bush wrote the IME paper they are presenting today.

The P&P Committee have had seven papers approved. They are presenting three more for approval today and there are two more underway. Drs. Pliskin and Barth expressed the hope that the papers will be placed on the NAN website as well as be published as a whole in a special edition.

MOTION: Move that the IME paper (Independent and Court-Ordered Forensic Neuropsychological Examinations) be approved. Moved by Reynolds. Seconded.

VOTE: Unanimous.

MOTION: Move that Test Security: An Update paper be approved with minor changes. Moved by Gouvier. Seconded.

VOTE: Passed (Nine for, one against)

With regard to the paper Contrasting Neuropsychological and Psychoeducational Assessment for the Evaluation of Childhood Learning Disorders, there was concern that it might be insulting to doctoral level school psychologists. Dr. Reynolds is President-Elect of Division 16 and he was asked to gather some input from his colleagues.

Two other position papers are pending, with plans to complete them by the end of the year: Essentials of the Neuropsychological Evaluation written by Joe Ricker, and Boxing in Neuropsychology with lead author Bob Heilbronner.

Dr. Puente gave an update on the CPT subcommittee, which he will present later in the week in the course, "Maintaining and Expanding Reimbursement Opportunities in Clinical Neuropsychology." He reviewed the difficulties faced in trying to get work values for testing codes, and the problems with CMS regarding survey data.

The current P&P committee dissolves at the end of the year. Dr. Pliskin and Dr. Barth expressed pleasure in their collaboration. Dr. Pliskin stated that the strength of their committee was in producing papers. He stated that they were less successful in interfacing with PAIO due to lack of a clearly delineated relationship between PAIO and P&P. They ask that the Board look closely at this when the new P&P committee is set up. They have not had the resources to come up with a uniform policy for dealing with proposals from journals offering discounts to NAN members. They asked that be presented to the new committee.

Action item: The Policy and Planning Committee is to come up with a uniform policy for dealing with proposals from journals offering discounts to NAN members in exchange for the mailing list, and present it at the Spring Board meeting.

The Board expressed appreciation for the fine work performed by Dr. Barth and Pliskin and their committee members.

PAIO (Leslie Rosenstein)

Dr. Rosenstein informed the board of a number of advocacy activities undertaken to promote neuropsychology and asked for support on others. The Association for the Advancement of Psychology is an advocacy association for psychology, including neuropsychology, which NAN could support through a \$150 membership.

MOTION: Move that NAN join the Association for the Advancement of Psychology, and encourage members to join. Moved by Reynolds. Seconded.

VOTE: Passed (8 for, 2 abstained)

PAIO has \$154,000. Dr. Rosenstein suggested we give some money to APA but that we also attend

fundraisers and target specific representatives friendly to neuropsychologists. Dr. Rosenstein also raised the question of setting up a PAC which would advocate for neuropsychologists. A PAC would be a freestanding committee that could solicit contributions from a variety of sources. It would be separate from NAN and would require an accounting line separate from NAN. An alternate tack to advocacy is to align with other organizations with more constituents. Dr. Pliskin is the new Practice Advisory Chair for Division 40. He suggested we continue to strengthen our relationship with the Practice Directorate, noting that the \$10,000 NAN gave to the Practice Directory during Dr. Uzzell's Presidency still has an impact i.e., that NAN is mentioned prominently when neuropsychological issues arise. A third proposal was to do both, to use a neuropsychology PAC to give money to APA in addition to a donation to the Practice Directorate.

Concerns raised were that PAIO does not yet have the leadership for advocacy, and that the BOD is not informed about PACs. However, NAN's accountant is consulting with other organizations about PACs and is a resource.

Dr. Rosenstein asked that the BOD approve public education to inform the public of the availability of neuropsychological services. The Board thanked Dr. Rosenstein for the important work she has conducted.

Action items: 1) Develop a strategic plan for using advocacy money that will have the most impact. 2) Consult with the NAN accountant and others to learn more about PAC status (legal issues, how they work, what they can provide.)

MOTION: Move that we empower PAIO in developing a delegation to negotiate with APA Practice Directorate and place up to \$30,000 at their disposal (for issues related to technicians and work values). Moved by Wilkening. Seconded.

VOTE: Passed (Unanimous - Barth has Perry's proxy)

MOTION: Move to approve distribution of professional and consumer documents regarding neuropsychological services developed by the Policy and Procedures Committee to professional and consumer groups, and to list services. Moved by Gouvier. Seconded.

VOTE: Passed (8 for, 2 abstained.)

MOTION: Move to adjourn the meeting. Moved by Ruff. Seconded.

VOTE: Unanimous

The Board meeting was adjourned at 6pm.

October 14, 2003

Meeting called to order at 8:35 am

Present: Zillmer, Zeifert, Wilkening, Schatz, Moelter, Ruff Perry, Golden, Berg, Webbe, Lucas, Rosenstein, Pliskin, McCaffrey, Reynolds, Puente, Lee, Arnett, Echemendia, Bush, Hom. Dr. Uzzell arrived late. Dr. Munro Cullum sat in for part of the Board meeting.

Dr. Zillmer welcomed the Committee Chairs and members.

INFORMATION TECHNOLOGY AD HOC COMMITTEE
(Phil Schatz)

Tom Kutcher and Tom Leen of Confluent Forms have developed the NAN database and manage the NAN server. Dr. Steve Moelter coordinates the distance program and the Poster Abstract submissions. Dr. Schatz went over the main activities of the IT committee and the NAN web-based database including: supporting NAN members accessing the system, managing poster abstract submissions, coordinating mass emails, development of PAIO web resources, implementing conference registration and payment, and management of distance.

Dr. Schatz reviewed the summary of progress to date. The NAN office made a decision to take the old database system by which members were tracked and modernize it. Data was problematic and statistics were poor. There is now a normalized system, external to the office that can be accessed by all members. The decision to offer online registration for this conference solely on line may have sped up the progress of the new database system although it has caused confusion and behind the scene scrambling. Notably, there are several databases that have been developed but they do not yet interface.

The financial accounting for IT has been problematic, in part because there has never been a contractual agreement for a specific product (e.g., time required and estimated cost.) IT does not have its own budget and funding comes from several sources (ED, PAIO, distance, membership and conference.) All of these groups make requests for IT time and get them independently. There has not been a clear person in charge of IT and it is currently over-budget. Costs for this year are estimated to be \$50,000. The lack of clarity about who oversees IT and the lack of communication between those involved was pointed out by Dr. Schatz, who stated that he did not know the goal of the last project.

Dr. Schatz recommended that the Board create a new committee with proper checks and balances. Budgeting should be made on a per-project basis and consist of a number of stages. Requests for IT should go through a centralized person who can ok the request. There should be a way of tracking projects that is easily available. He recommended that the IT committee consist of some Board member liaisons (Dr. Ruff and Dr. Lemark), as well as the current and possibly past Program Chair, a member of the NAN office staff, and a member of the NAN membership. The committee or a designated subcommittee should serve as beta-testers for the system and make sure it is working effectively.

- Action items:** 1) *Develop an IT committee and Chair that will report to the Board. Consider moving it from Ad Hoc to Full Committee status, and this would require a bylaws change;*
2) *Set up a contract with ConfluentForms and in the future, contracts should be open to bidding.*

Dr. Wilkening as Treasurer raised a strong concern about having an employee be a committee chair.

These dual roles do not provide for any supervision and this type of arrangement has been problematic in the past. Dr. Zillmer informed the extended Board of the plan developed in the Executive Session to hire a consultant to look at the workings of the Board. This decision regarding a dual relationship of employee and committee chair could be deferred to the consultant.

Dr. Zillmer expressed concern about the cost of IT but stated that we cannot stop midstream. Development is going to continue to cost money. Dr. Wilkening notes that IT development has cost \$100,000 so far. The cost for next year is unclear. One option is to give IT a finite amount of money and their own budget, and have IT come up with priority tasks; all IT requests would go through Dr. Schatz or whoever is made Chair of the IT committee. PAIO would need to be handled differently because of its tax status.

The Board thanked Dr. Schatz for his report.

Action item: *The BOD, committee chairs, and the office need to determine in the next month what they need from IT. Bids can be gathered, and a budget can be determined.*

TREASURER'S REPORT (Greta Wilkening)

Dr. Wilkening has already been in contact with Treasurer-Elect Rosemarie Moser. Over the next year, they will work together and Dr. Wilkening will present the report at the Annual meeting, taking over as voting Treasurer in January 2005.

Dr. Wilkening reported that the accounting system has not yet been updated and she is waiting for direction from the Finance Committee.

Action item: *The Finance Committee is charged with the need to create an intelligible accounting system (Approved in May 2003)*

The budget for 2003 was \$ 696,832. Our projected income is less. Our main expenses are the main office, the conference and the journal/publications. The primary reduction in income is from the conference and loss in membership. There has been some reduction from loss of sponsorship, reduced interest, and credit card fees. The BOD discussed ways to address the shortfall: reduce individual budgets, use NAN's financial reserves, reduce services, or increase dues.

There was a general consensus that the reserves be used not for day-to-day expenses but rather for special projects, like the organizational consultant.

Dr. Perry noted that 20% of the conference budget is for food; this percentage has not changed but the number of attendees has decreased by approximately 200; although our hotel contracts to this point hold us to a set food expense, this can be changed in the future with a resulting drop in expenditure. This raised the issue of other line items in the NAN budget that could be reduced. Several cost-saving suggestions were made, such as moving the newsletter to an electronic form.

Action item: *Form a committee headed by a member at large and do a line-item review of expenses. Each committee chair should go over their individual budgets in preparation for this line-item*

review. The committee report will come back to the Board for review.

The proposed budget for 2004 is \$ 668,000. The BOD wants to reduce this by \$75,000 to \$593,000. This can be done by the following reductions from specific budgets: 25,000 from the NAN office; 25,000 from the conference budget; 10,000 from publications; 4,000 from distance; 3,000 from Research; and 8,000 from the Program committee.

MOTION: Move to approve a budget for \$593,869.50 for 2004. Moved by McCaffrey. Seconded.
VOTE: Unanimous.

The bill from Elsevier for 2002 was not paid because of concerns about distribution issues. NAN expenses to deal with Elsevier's errors were estimated to be \$10,435.32; expenses were for staff time and mailing expenses. This did not take into account the extensive time and effort spent by Dr. Lee, estimated to be \$ 10,000 itself. Elsevier has offered to give NAN members free electronic access to ACN. Given the impact on membership, the BOD will ask for a reduction in the Elsevier bill. Dr. Lee and Dr. Gouvier will be meeting with Elsevier this week and Dr. Zillmer and Dr. Reynolds will join them to negotiate the bill.

Dr. Wilkening recommended three policy changes to the BOD to address financial conflict of interest issues.

MOTION: All business relationships that are not related to tasks requiring neuropsychological expertise and that are valued at \$5000 or greater per year be competitively bid. The Treasurer of NAN in consultation with the COI task force is directed to establish public procedures for this process by Spring 2004. Moved by Wilkening. Seconded.
VOTE: Passed (8 for, 2 abstained)

MOTION: NAN will establish by Spring 2004, a per diem for those engaging in travel while serving NAN. This information shall be available to members. Moved by Wilkening. Seconded.
VOTE: Passed (8 for, 2 abstained)

MOTION: NAN will establish a written policy by Spring 2004 whereby dual roles within the organization are discouraged and financial recompense for multiple roles is reviewed. The Treasurer of NAN, in consultation with the COI Task Force will develop such a policy by Spring 2004. Moved by Wilkening. Seconded.
VOTE: Passed (8 for, 2 abstained)

NAN audits will be done every third year. The middle year in the Treasurer's voting term will be audited, and the audit will take place in the Treasurer's last year. This will allow the Treasurer-Elect to take part in the audit. The next audit will be conducted in 2004, for the year 2003.

Dr. Wilkening informed the BOD that NAN is receiving a random audit for employment practices by the Colorado Dept of Labor for the years 2002 and 2003.

FINANCE COMMITTEE (Eric Zillmer)

Dr. Zillmer thanked Dr. Wilkening for her work. He acknowledged Munro Cullum, Ph.D. Past NAN President who was sitting in on part of the Board meeting. Dr. Zillmer updated the Board on NAN funds in the Merrill Lynch account. There is \$ 300,000 in a Dreyfus account. Signatures will be gathered at this meeting to move those funds.

MEMBER AT LARGE (Bill Perry)

Dr. Perry was asked in Montreal to work on NAN's behalf to develop a relationship with the pharmaceutical industry. He met with several representatives from Johnson and Johnson and discussed various projects. Interest was expressed in the plan to develop a Speakers bureau of NAN members with different areas of expertise, which would be sent to the pharmaceutical companies. We could also offer a list of research consultants. This would not cost the companies money and would form a bridge between us. The BOD had asked if they would support our conference by co-sponsorship of workshops, but the pharmaceutical companies have no real interest unless physicians are included. This ties into the plan to offer CME. They were very interested in the plan for us to develop educational material that can be used for CMES (CDs, video, papers or brochures about TBI, dementia, ADHD, rehabilitation.) We could provide material; they could produce them and give them to MDs. Again, this would form a bridge.

Dr. Perry expressed concern about NAN's lack of input in the Matrix project, a NIMH sponsored program. There is a new emphasis on cognition in psychiatric conditions and the FDA wanted cognitive measures drug companies would use to test the impact of their agents. NAN was not consulted and the resulting battery will be used by every drug company, as well as possibly by MDs to justify the use of continued medications.

Dr. Perry will put together a task force and asked for names of people who might be interested in being members.

Action item: Perry and Zillmer will draft a letter informing NIMH that NAN is interested in being involved and consulting on issues related to cognition. PAIO should co-sign the letter.

PUBLICATIONS COMMITTEE (Gregory Lee)

Advertisement charges in the Bulletin were reduced as requested in May.

Action item: Dr. Lee will send out announcements regarding advertising in the Bulletin to book and test publishers. He will ask that the Bulletin prominently post an announcement regarding advertising.

Elsevier has offered free electronic access to ACN in partial compensation for the fulfillment problems with the journal. Dr. Lee directed the BOD to the site for ACN electronic access and asked that they review it in order to iron out any problems. This will allow members to review back issues and print out articles.

There have been no new developments with the Book series. Dr. Saykin continues to state he wants to do the

project but we are waiting for a plan from him and his group

Dr. Lee went over the review of the ACN, which had been put off last year because it was a transition year between editors. The report follows the outline of the editor's review document but it was written as an ACN review because it straddles the time when there have been two different editors.

In summary, the NAN Board has had persistent difficulty obtaining journal statistics and thus little information to help judge the progress of the journal. It is the only mainstream neuropsychology journal not listed in MEDLINE. Lag time between receipt and publication is 18 months, longer than expected compared to other journals. Contributors have been generally satisfied with the editors' performance but have complained about the lengthy lag time. ISI Science Citations Impact Index has held steady in the mid-range of neuropsychology journals. The majority of articles are test-oriented (60%). The majority of contributors (first authors) list themselves as professors in University Dept. of Psychology (51%) as opposed to 13% who list themselves as private practitioners. More authors reside in Texas than in any other geographical location, followed by California. Twelve percent of the articles have editors or co-editors as authors. The editorial board is significantly larger than other boards, and women are under-represented on the ACN board (12% compared to 25-30%). There are four ethnic minorities on the board.

Dr. Lee and Dr. Gouvier report that changes are under way. The editorial office is currently at LSU and Dr. Gouvier has hired an assistant. Dr. Gouvier stated that all of the journal records have now been computerized and the data for reports is now readily available. ACN has been provisionally approved for MEDLINE inclusion.

With regard to recommendations, Dr. Lee requested that: the BOD require the editor to collect and summarize journal statistics in January for the previous year; MEDLINE inclusion be pursued, and; the editorial board be modernized by establishing a routine for on-off, and by increasing the number of women and ethnic minorities.

MOTION: Move that the Board provide an annual review of the Editor's performance at the Spring Board meeting in regard to the following recommendations from the ACN review:

- 1) A report on journal statistics is to be sent to the Chair of the Publications Committee in January of each year. Statistics are to include (average number of days from manuscript receipt to rejection; average number of days from manuscript receipt to acceptance; average number of days from receipt to publication; number of manuscripts received; acceptance rate.)
- 2) Appoint a subcommittee to make recommendations to the BOD on how to improve the scholarship of the journal with a goal of being included in Index Medicus/Medline.
- 3) Modernize the editorial board by: making substantial reductions in the number of

editorial board members; establishing routines for better rotation on and off the editorial board; increasing the diversity of the editorial board by having more female and under-represented minority professionals join the ACN editorial board.

Moved by Gouvier. Seconded.
VOTE: Unanimous

PAIO Continued (Leslie Rosenstein)

Dr. Rosenstein recommended NAN generate public service announcements using our expertise about brain function. She recommended we choose one topic, solicit bids for the design for a brochure/poster to show to insurance companies, and offer it to them to produce and distribute. The BOD expressed concerns about cost, duplication of what has already been done, and lack of effectiveness of these types of ad campaigns. With the BOD permission, she asked to contact target audiences to determine interest (insurance agencies, school systems, universities, head injury associations, and medical professional groups.) If there is interest, she will solicit bids promoting seat belt use sponsored by NAN, and bring this information to the Board.

MOTION: Move that PAIO do a needs assessment and feasibility study, and solicit bids for designing a poster/brochure on seat belt use. Moved by Ruff. Seconded.
VOTE: Passed (Six for, one opposed, two abstained)

Dr. Rosenstein stated that the procedure for conducting PAIO business has been very slow as she awaits permission to proceed and she requested help in streamlining the procedure. The BOD expressed concern that her proposed procedure would be unwieldy with so many committee members, and a lack of clarity about the different roles of the various committee members. The members of the PAIO committee are: IT chair (Phil Schatz), Member at Large, one P&P Chair, Leslie Rosenstein, Tony Puente, and the Executive Director. The Board wants to be responsive but cautious. If the policy has already been established by NAN, it is acceptable for PAIO to proceed independently. If the issue is not official NAN policy, there is concern that PAIOs actions will be seen as official policy and this needs to go through a longer process.

MOTION: Move that NAN BOD authorize the following proposed PAIO procedure:

When requests for letters of support are received, the PAIO Director(s) will review the request with the PAIO committee via email. The Director may require a 1-2 working-days turnaround in determining whether to write a letter. An initial email will be sent to prompt PAIO members to refer to the PAIO bulletin board. If the majority who reply are in favor, a letter will be written and circulated to the PAIO committee via the bulletin board. When the majority of members have replied, the director(s) will send an email to the NAN BOD Members-at-Large (MAL) with a cc to the President. The MAL consulted will rotate on an alphabetical basis. The MAL will have the authority to either approve the letter for distribution (posting on the web site and PAIO

newsletter), or to request a review and consideration by the entire BOD. Moved by Uzzell. Seconded.

VOTE: Passed (Eight for, two abstained).

Although the PAIO three-year term is half-over, the Director of Advocacy position has not been filled. Three people have been approached and did not take the position as posted. Dr. Rosenstein asked that the entire extended Board aggressively assist in recruitment, the stipend be increased, and the job tasks be made more specific. Advertising has only been done on the ACN list serve, and it has not yet been placed on the Monitor. The ads should be placed again and distributed via the NAN membership, and on the web. There is a lack of clarity about what the BOD wants to advocate for specifically, although the mandate is to advocate on behalf of clinical neuropsychology and our patients. An advocacy agenda needs to be determined. Dr. Puente reminded the Board that we have chosen two agenda items to pursue (technicians and work values.) and that a PAIO delegation is planning to negotiate with the APA Practice Directorate.

The Advocacy Director position has generally been designed as a combination of planning, coordinating and doing advocacy, similar to Russ Newman's in APA. Although some Board members expressed the view that the Director should be in the D.C. area, the consensus was that primary importance should be placed on the special individual attributes required of an Advocacy Director. It was proposed that the lobbying be conducted by a lobbyist in D.C., and the Advocacy Director be in charge of hiring, directing and overseeing the lobbyist's work. Dr. Puente stated he has been providing advocacy for NAN for fifteen years, and that this should not continue indefinitely. Others should come up through the ranks and take over advocacy using a new model. Dr. Webbe suggested that if the BOD does not hire someone for the Advocacy position, we increase Dr. Rosenstein's responsibilities and stipend.

Dr. Zillmer informed the Committee Chairs about the changes in the NAN office, and that there will not be an Executive Director hired at this time.

Action item: *The BOD asks that the PAIO delegation discuss with Russ Newman/APA what model of advocacy they use and would recommend. In the next conference call, the BOD will use this information to clarify an advocacy plan.*

EDUCATION COMMITTEE (Shane Bush and Steve Moelter)

NAN continues as an APA-approved sponsor of CE for the conference, distanCE, and the Prigitano and Pliskin book. Reapplication is required in August 2004.

Stanford has been approached as a sponsor to offer CME for the conference. There has been a change in their fees and they are now too expensive (10% of course registration fees from MD attendees, and 10% of commercial support.) Dr. Bush asked for names of other institutions that might possibly be sponsors. Dr. Perry will pursue sponsorship through UCSD but needs a letter stating what NAN is wanting. The letter will be

circulated to the Board and members can pursue CME through their own institutions as well.

The first book in the book series has generated minimal CE income, with three people to date paying CE. This has occurred in the last thirty days so more advertising may be helpful. Income from book sales was unavailable. The book will be prominently displayed at the Publisher's booth this week.

Dr. Moelter reported that he took over as Coordinator of distanCE in Jan 1, 2003. Centralization of income all goes through the main office. Over the past year, Neuroanatomy has been offered twice, and Ethics in Neuropsychology has run once. Total income is \$25,355. Estimated expenses are \$21,763.53 There were profits of \$3,591.47. Dr. Moelter stated that we need to do more marketing. Emails have been sent out to the members and it was placed on the neuropsychology listserv. For 2004, ethics will run again and neuroanatomy will run twice. The course on TBI may run again. DistanCE would like to develop new courses but there is not a financial incentive for people designing the courses and some recompense needs to be considered. Two marketing suggestions from the BOD were to market the courses to the international community (German Neuropsychological Society as well as to Scandinavia and India) and sell the courses to a University for credit.

Dr. Zillmer thanked Dr. Bush and Dr. Moelter for their work.

MEMBERSHIP REPORT (John Lucas)

There has been a drop in membership of 12% over the past year. There has been some fluctuation in new members over the past three years. Overdue members are the same, but there is an increase in closed membership (nonpayment for two consecutive years.) The reasons why are unclear but it may be an artifact of the recent conversion of membership rolls to the new computer system, loss of members who are unwilling to pay PAIO dues, or a result of the general downturn in the economy. The Board asked that this be pursued and compared to APA, Division 40, and INS.

Dr. Lucas reviewed a case in which a member requested the NAN mailing list for advertisement purposes. Individuals cannot use their membership to advertise. Requests for the mailing list must go to the NAN office with a copy of the letter to be sent out and this must be approved by the BOD.

The BOD discussed the potential financial impact of the proposed Emeritus membership category, and changes to the Senior and Special Category membership categories impact. Given NAN's current financial state, the proposal was tabled.

Dr. Lucas received the Ethics file from the Executive Director. The BOD agreed that the file should remain with the Membership Committee Chair for the present time.

Dr. Echemendia noted that the membership data does not break down membership by ethnicity and this needs to be addressed. Dr. Schatz sent around a sheet asking the Board to write down the information needed by IT.

Dr. Zillmer asked that the Membership Committee help with the Business meeting in designating who are voting members. The Board thanked Dr. Lucas for his work.

PROGRAM CHAIR REPORT (Frank Webbe)

Dr. Webbe invited past Program Chairs to a luncheon designed to both honor them and elicit thoughts regarding the conference. Dr. Webbe thanked his committee and the office staff for their hard work this year (Bob Denney, Steve Moelter, Robin Hilsabeck, Bill Perry, Sandra Koffler, Philip Schatz, Barbara Uzzell, Shane Bush, Marcia Stauffer, and Heather Santos.)

Dr. Webbe reviewed the conference program. He discussed the registrant figures to date but he anticipates one hundred fewer attendees this year. There are fewer poster submissions this year, down 15-18%. Acceptance rate was lower than last year and the intent was to give more substance to the posters. There were usually multiple submissions from presenters so it was rare not to accept one of them. Presenters were accepted or rejected based on the poster's merit. There is no policy that limits the number of submissions. There were 101 accepted student submissions.

Grand Rounds needs to be reconsidered for next year. Dr. Naugle and Dr. Silver will not be moderating the Grand Rounds.

Dr. Webbe noted that there had been a lag in communication between the office and members about this year's conference. He warned that this needs to be addressed before next year.

The Board thanked Dr. Webbe for his hard work especially over the past few months.

CONFLICT OF INTEREST TASK FORCE (Dan Marson)

Dr. Marson presented the COI document for review, with highlighted changes as requested by the BOD yesterday. The Board raised questions, corrections were made, and the BOD gave final approval. The COI policy/document will need a bylaw change and the next regular mailing to the members will occur in January. The Board agreed to voluntarily fill out COI disclosure forms by January 1, 2004.

Dr. Zillmer asked Dr. Marson to prepare a report for the Business meeting, and asked that the document to be placed on the NAN website. Dr. Zillmer asked Dr. Marson to become the Chair of the Ad Hoc committee. Dr. Marson expressed his appreciation for the confidence placed in him and stated it was a time-consuming responsibility and he would seriously consider it.

SITE SELECTION REPORT (Bill Perry)

The site selection committee consisting of Dr. Perry in consultation with the President, Dr. Zillmer was established in May. The review was primarily carried out by the ED. Due to a time crunch, Dr. Perry did not visit the sites but assumes the ED did. We need to sign a contract this week. The dates of the meeting will be 10-23 to 10-28-2006. Dr. Perry reviewed the contracts for the five sites in the Midwest available for the 2006 annual conference (San Antonio, Chicago, and New

Orleans.) Chicago is too expensive. The New Orleans Hyatt is 15 years old and is 4-5 blocks from the French Quarter. He renegotiated the contract with the San Antonio Marriott River Center and River Walk Hotel and they appear eager to have the conference. The contracts between the two hotels are identical with close to \$160/night. The San Antonio site is reportedly more professional. Concern was expressed about repeated meetings in Texas and Florida, that some of the lowered conference attendance may be due site location.

MOTION: Move to have the annual meeting in San Antonio in 2006. Moved by Reynolds. Seconded.

VOTE: Passed (7 for, 3 abstained)

The conference in 2004 is in Seattle and in 2005, in Tampa. Dr. Perry stated we need to renegotiate the contracts for the next two years, and reduce the number of rooms, and the food contract. In 2007, the conference will occur in the West and the ED forwarded proposals for sites in Tucson, Phoenix, Irvine and Anaheim. The committee will solicit more proposals. The Board will need to make a decision at the Spring Board meeting, and the sites will be presented in a conference call discussion.

Dr. Perry expressed concern that no committee is as ripe for conflict of interest as the site selection; this should be considered in the future when choosing someone to perform this duty for NAN.

SITE VISIT REPORT- WASHINGTON D.C. (Eric Zillmer)

Dr. Zillmer suggested NAN consider a relocation of the NAN office. Prior to Denver, NAN was in Dallas and Michigan. As NAN has grown, we need more representation in Washington. As part of his initiative as President, Dr. Zillmer went to Washington, D.C. with Dr. McCaffrey and Dr. Barth to visit APS, APA, and Society for Personality Assessment. APS has 27,000 members and SPA is our size or smaller. At each office, they met with the person running the organization. At APS, they met with the Deputy Director, Sarah Brookhart. At APA, they met with Michael Honaker (Chief Operating Officer). The visit was stimulating and informative.

Reasons proposed for moving to Washington D.C. are this is where policy is being made, where other non-profits are located and where we can form coalitions. There is also a good market for people who run non-profits. Dr. Zillmer was in favor of the move and urged the Board to review the financial impact. Dr. McCaffrey supported a move to D.C., stating it would not be binding and that we had options to move either within the D.C. area or to another location in the future. Dr. Zillmer stated that Dr. Barth opposes the move.

Drawbacks are the high cost; square footage is twice as much as in Denver. In Denver, the office is currently paying \$15 to \$15.50 per square ft. (for 1000 sq. ft.) and in D.C., we would pay APS or APA, \$27 to \$35 per square ft. Alexandria is \$ 3 less per square ft. than D.C. Salaries are high and it is too expensive to move office staff. Another concern is that NAN is trying to identify itself as medical rather than mental health, and moving into an office with APA gives the wrong impression. Finally, we are dealing with financial constraints and this does not appear the time to make a move.

Two options discussed were having an office in D.C. or Rockway, or moving into another organization's space. SPA originally moved in with APA, but moved to the suburbs because they reportedly had minimal interaction with APA, and APA moved them around within the building several times. It was noted that Division 40 does not have an office in Washington. A third option was to buy the time of a lobbyist either instead of or in addition to moving to D.C. The fourth option was to move the NAN office to a cheaper location and hire a lobbyist in Washington.

Costs of salaries, a lobbyist or an office in the suburbs is unclear. NAN needs to gather more information about the costs of a move, and about our budget. A determination about hiring an Advocacy Director may help determine the needs in a possible move. The Board needs to communicate that we are conducting a feasibility study regarding a move; this could be placed on a listserve.

CULTURE AND DIVERSITY REPORT (Ruben Echemendia)

A special edition of Applied Neuropsychology has been submitted to the publishers and this will be an issue devoted to cultural diversity. The committee would like to place these articles on the NAN website. Dr. Echemendia has been working closely with Division 40's Cultural Diversity committee. They are exploring writing white papers and considering one on norming with ethnic and race-based norms. Dr. Echemendia asked for direction from the BOD regarding working with another group on a joint project. A discussion ensued regarding joint ownership. Marc Norman, Ph.D. is heading a committee to develop a website that provides resources in the area of ethnic minorities and test publishers. A subcommittee is looking at the usefulness of our tests/norms with individuals with physical disabilities, and another is looking at testing issues in relation to sexual orientation. The translation project is underway for the NAN brochure, and dialectical differences in Spanish are being closely considered. Dr. Zillmer is designing a brochure in German. The committee is interested in a Norming project but needs some financial assistance. They will look into the possibility of applying for a grant through the NAN Foundation or possibly pursue some funding through PAIO.

The committee wants to extend outreach to students and encourage minorities to get involved in neuropsychology. They will work with Dr. Koffler and Division 40 in this regard.

Dr. Echemendia will generate a list of ethnic minority neuropsychologists appropriate for the ACN editorial board, and this will be presented to Dr. Gouvier.

PAST PRESIDENT'S COMMITTEE REPORT (Richard Berg)

There has been concern from the Past Presidents regarding current events, particularly with regard to the resignation of the Executive Director. Dr. Zillmer is asked to present to them at a breakfast meeting on 10/17. Dr. Berg encouraged the BOD to draw on the experience of Past Presidents who have been through cycles of change similar to what is occurring now.

PRESIDENT ELECT (Bob McCaffrey)

Dr. McCaffrey would like a list of the Committee Chairs and their tenure, and he was directed to the office staff for this information.

TASK FORCE ON STRATEGIC AND LONG-TERM PLANNING (Cecil Reynolds)

This committee was unable to schedule a meeting of their committee, so there is no report.

CLINICAL RESEARCH GRANTS REPORT (Charles Golden)

The Board has asked that the grants program be more responsive and impactful. There is a survey that is going out to recipients asking if the grants led to publications, additional grants, research or presentations.

The Grants Committee has been using a new approach, giving smaller and more seed grants.

Dr. Golden asked for permission for the Board to broaden its scope. He described Intel Fair, a high school fair in which APA gives awards to promote involvement in psychology. Given that there were a large number of neuropsychology projects, Dr. Golden asked permission to sponsor small awards at Intel or state science fairs to encourage high school students to become involved in neuropsychology. He proposed a total of \$2000 at most. The BOD expressed appreciation for Dr. Golden's proposal to give small grants to high school students. The decision to give these grants falls within the purview of his committee.

Action item: *The survey to grant recipients will be done this winter and presented at the Spring meeting. Dr. Golden will remind recipients to contact Dr. Gouvier if they have a manuscript for publication.*

Awards (Peter Arnett)

Dr. Arnett needs to add a volunteer to his committee and asked about the status of a list of potential volunteers that Dr. Harris was developing. He was directed back to the NAN office although it is unclear if that is still in place.

Action item: *Consider having the Membership committee be the repository for a list of members interested in volunteering.*

In conclusion, Dr. Zillmer described the meeting as productive and collegial. He thanked the committee chairs for their hard work and patience. He thanked the Board of Directors for working with him over the past year, especially for their guidance at difficult times. He noted that two members, Dr. Gouvier and Dr. Uzzell, were moving off the Board, and he expressed appreciation for their efforts over the years. He stated that he felt honored to have served as President of NAN.

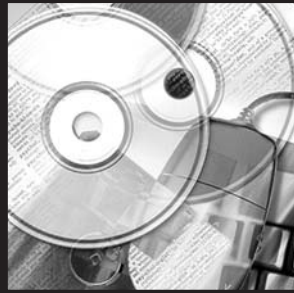
Motion to adjourn unanimous. Adjourned 5:25pm.



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