

“You are what you believe in. You become that which you believe you can become.”

Bhagavad Gita

Mission Statement

The mission of the Asian Neuropsychological Association (ANA) is to ensure the accessibility and provision of excellent culturally sensitive neuropsychological services for all Asians **and Asian Americans**. ANA aims to achieve its mission through its dedication to the following goals:

1. Creating a community for Asian neuropsychologists where they can thrive.
2. Fostering a pipeline of young Asian neuropsychologist through mentoring and networking.
3. Developing competence in neuropsychological services provided to Asians through education, training, accessible resources, and research.
4. Facilitating international clinical and research collaboration between Asian neuropsychologists.

Vision Statement

The Asian Neuropsychological Association (ANA) will be internationally recognized as the premier organization for Asian neuropsychologists and an innovative leader in cross cultural neuropsychology.

Strategic Plan

Priority One: Creating a community where Asian neuropsychologists can thrive

Vision Statement: ANA will be the premier organization for Asian neuropsychologists, providing opportunities for both social and career development through networking with likeminded professionals. Members will feel that ANA is their professional home.

Objective 1.1: Create and oversee forums where Asian neuropsychologists can communicate, socialize, and support each other.

Strategy: Create a listserv to be the primary forum for communication among ANA members.

Strategy: Establish protocol for the ANA listserv, including having a moderator.

Strategy: Open social media accounts including Facebook and Twitter. Assign a member to oversee these media.

Objective 1.2: Organize and sponsor annual social events for Asian neuropsychologists at each of the major neuropsychological conferences.

Strategy: Create a social committee to plan events at the INS, NAN, and AACN conferences.

Objective 1.3: Start an ANA newsletter.

Strategy: Create a committee to plan and implement a newsletter.

Strategy: Newsletter features should emphasize community building among Asian neuropsychologists.

Objective 1.4: Create a directory to inform members of other colleagues in ANA and provide contact information.

Strategy: Create a membership committee, run by the treasurer, to oversee the development of a membership directory and processes to ensure directory is current.

Strategy: Link members of under-represented Asian ethnicities to facilitate the development of specific Asian communities.

Objective 1.5: Extend membership to the international Asian neuropsychological community.

Strategy: Create a task force to develop plans for extending ANA membership to the international Asian community.

Strategy: Implement plans once ANA infrastructure is developed to accommodate national membership.

Priority Two: Fostering a pipeline of young Asian neuropsychologists through networking and mentoring

Vision Statement: There will be a steady growth of ABPP certified Asian neuropsychologists in each Asian ethnicity in both clinical and academic settings.

Student committee will develop a systematic process for reviewing major neuropsychology, neurology, rehabilitation, pediatric, and geriatric literature for Asian neuropsychology articles and post abstracts or links to public domain articles on listserv. **Objective 2.2:**

Create a student committee to accomplish the following goals: 1) provide a support network of peers in graduate programs, 2) facilitate the development of leadership skills, 3) identify needs and projects students can participate in to move field forward, and 4) provide students and trainees a voice on the ANA board.

Strategy: Create a student committee with emphasis on inclusivity of membership.

Strategy: Select a student member for the ANA executive board.

Objective 2.3: Inform ANA members of training and job opportunities.

Strategy: Announce training and job opportunities on the ANA listserv.

Objective 2.4: Sponsor career development workshops at neuropsychological conferences.

Strategy: The Mentorship Committee will plan and hold one professional development workshop at a major neuropsychological conference to educate trainees and early career neuropsychologists. This workshop will be ANA sponsored event for that conference.

Objective 2.5: Encourage members to participate in ANA committees and leadership roles to develop skills and experiences that can position them for achieving career goals.

Strategy: Encourage a culture of inclusion and collaboration among members.

Strategy: Create different positions in leadership, committees, and workgroups, for members to assist in achieving the goals of ANA.

Priority Three: Developing competence in neuropsychological services provided to Asians through education, training, and accessible resources.

Vision Statement: Culturally competent neuropsychological assessments will be accessible to Asian patients worldwide.

Objective 3.1: ANA members will share clinical knowledge with each other through case discussions.

Strategy: Encourage members to use listserv as a forum for consultation and discussion for challenging cases.

Objective 3.2: ANA will develop a resource list for each Asian ethnicity. This resource will be made available to the public on the ANA website.

Strategy: Create a resource committee which will organize and oversee subcommittees for developing and updating ethnic resources for each Asian ethnicity. If possible, include students and international members in each subcommittee.

Strategy: Create a uniform structural template of material to be included in each Asian ethnic resource. Materials to include: 1) resources to address each facet of the ECLECTIC framework, 2) a library of test translations, 3) a library of norms, 4) links to articles, 5) a list of neuropsychologists who are fluent within each language.

Strategy: Collaborate with international members to identify and include international research and norms in resource.

Strategy: Develop processes for systematically updating resource list.

Objective 3.3: ANA will sponsor at least one case presentation per year at a major neuropsychological conference.

Strategy: Resource committee will plan and identify presenters at least 2 months prior to the abstract submission deadline of the selected conference.

Objective 3.4: Keep ANA membership current on Asian neuropsychological literature through systematic posting of new articles on ANA listserv.

Strategy: Student committee will develop a systematic process for reviewing major neuropsychology, neurology, rehabilitation, pediatric, and geriatric literature for Asian neuropsychology articles and post abstracts or links to public domain articles on listserv.

Objective 3.5: Form alliances with other neuropsychological organizations such as HNS, INS, NAN, and AACN to promote training and research with the goal of increasing competency in providing neuropsychological services to the ethnically diverse Asian population.

Strategy: ANA Board will oversee developing relationships with key members in each organization to promote strong alliances and facilitate dissemination of information at conferences.

Priority Four: Facilitating international clinical and research collaboration between Asian neuropsychologists.

Vision Statement: Asian neuropsychologists from different countries will be collaborating to improve neuropsychological services through test development, research, and education.

Objective 1.1: ANA will open membership to international neuropsychologists.

Strategy: Develop an infrastructure for accommodating members from different countries.

Strategy: Start an international membership committee.

Strategy: Add international members to resource subcommittees.

Strategy: Add a seat for an international neuropsychologist on the ANA board.

Objective 1.2: Facilitate processes whereby U.S. and international neuropsychologists and students can visit each other to observe practices and exchange ideas.

Strategy: The international membership committee will explore processes for exchange.

Objective 1.3: Facilitate international collaborations for test development, presentations, research, and overview publications.

Strategy: The international membership committee will develop processes for facilitating collaborations.

Objective 1.3: Facilitate selection of an Asian country for a future INS international meeting site.

Strategy: The international membership committee will introduce the idea of an Asian country hosting a future international meeting to the INS site selection committee and determine feasibility. If INS is open to the idea, ANA will form a task force to select potential sites and develop proposals.

Priority Five: Creating an organizational infrastructure

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

Objective 5.1: Create mission and vision statements to guide the direction and activities of the organization.

Strategy: An executive committee will brainstorm to create the guiding principles of ANA.

Objective 5.2: Develop a strategic plan to guide the organization in achieving its goals.

Strategy: Focus initial Strategic Plan for inaugural 2 years.

Strategy: Utilize a continuous strategic planning approach for annual review and refinement with process for input from membership.

Strategy: Perform a major review at by the end of second year and revise plan with a 5 year timeline.

Objective 5.3: Develop an organizational infrastructure.

Strategy: Select board members for the executive committee (EC) who will be tasked with the founding and development of ANA.

Strategy: Clarify current terms and responsibilities of ANA board members, committee members, and task force members.

Strategy: Maintain regular conference calls with minutes and timelines for agreed-upon tasks.

Strategy: Establish clear processes of communication and oversight between committee chairs and EC.

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

Strategy: Create bylaws to govern the organization which will include: 1) criteria for membership, 2) categories of membership, and 3) processes for electing board members.

Strategy: Apply for a nonprofit license.

Objective 5.4: Ensure ANA is financially viable for accomplishing goals of the organization.

Strategy: Establish annual membership dues and process for collecting dues.

Strategy: Establish a process for receiving donations.

Strategy: Apply for grants to fund infrastructure.

Strategy: Develop sustainable accounting system to track income and expenditures and pay taxes.

Objective 5.5: Build and maintain a strong, dynamic technology infrastructure.

Strategy: Develop a website to: 1) post pertinent information and documents, 2) communicate news and upcoming events to members, 3) provide a mechanism for paying

dues, and 4) promote competent services for Asians by making a repository of Asian clinical neuropsychological resources available to the public

Strategy: Develop other social media outlets such as Facebook and Twitter to interface with membership and the public.

Strategy: Assign members to oversee these media.

Strategy: Create an ANA logo to be displayed on each social media.

Objective 5.6: Develop process and repository for archiving meeting minutes, documents, and medial of ANA activity.

Strategy: Secretary will spearhead development of process and oversee archiving of materials.

Objective 5.7: Develop and formalize solid inter-organizational relations.

Strategy: Select an ANA liaison to ALL major neuropsychology organizations (both domestic & international). Identify role, responsibilities, and lines of communication.

Strategy: Leverage ANA members serving in other organizational leadership roles to help advance strategic goals and mission.

Strategy: Network with other psychology and related disciplines, via strategic partnerships.

INITIALS:

DF, NT, MW, LM, JH