

**Model Strategy**

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*This column presents descriptions of the activities and outcomes of successful recruitment and retention strategies for ethnic minorities in psychology. The following programs are characterized by that kind of pipeline and institutional linkage (systemic) approach that is advocated by the APA Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT). These are programs that seeks to empower its students, staff, or members, and their communities.*

**The South Asian Psychological Networking Association**

In January 2003, acting in response to the CEMRRAT request for proposals for the fiscal year 2003, **Arpana Inman, PhD, Nita Tewari, PhD, Neera Puri, PhD, and Kalra Pawanjit**, submitted a proposal for the development of the South Asian Psychological Networking Association (SAPNA) website. The raison d'être for the creation of such a website was the mounting and wide-ranging needs of the membership of SAPNA-Link, a listserv created in 2001 and devoted to connecting scientist-practitioners invested in the psychological concerns of South Asians and South Asian Americans. The stated goals of the proposed website were to disseminate information and resources related to South Asian Psychology; advance the knowledge, research, and interest in the psychology and well-being of South Asian Americans; and promote increased awareness and leadership within this ethnic group. The proposed project was consistent with CEMRRAT goals. The applicants received \$4,000 in seed funds to initiate the creation of the SAPNA website.

Since January 2005, the SAPNA's website, **www.oursapna.org**, has been up and running. As a tangible result of the minor monetary stimulus provided by CEMRRAT funds, the membership of the SAPNA's listserv has almost tripled from 76 members in January 2003, to approximately 200 members in 2005. The website has been visited nearly 800 times since its construction. With the deleterious events of the tsunamis in late December 2004 in South East Asia, and the subsequent relief efforts associated with this colossally traumatic situation, surging interest in the psychology of resilience of South Asian populations has ensued. The newly built SAPNA website is standing out as a valuable tool for imparting information related to the needs and the mental health of tsunamis victims. Thus, it is anticipated that visits to the SAPNA website will increase exponentially in the near future.

Upon visiting the SAPNA website, one is almost suddenly captivated by the half blown chrysanthemum on the main page. The blossoming golden flower may convey the meaning that SAPNA is still a burgeoning yet promising organization. By providing a modicum of funds for the creation of the South Asian Psychological Networking Association website, CEMRRAT has delivered on its promise "to energize, empower, and support..."

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***CEMRRAT-Supported Cultural Competency Training Program Earns High Marks!***

Our Lady of the Lake University (San Antonio, Texas) Psychology Department's Communicative and Cultural Competency for Mental Health Providers (CCC-MHP) program has been identified by the Annapolis Coalition on the Behavioral Health Workforce as an innovative and exceptional practice in cultural competencies and disparities workforce education. The Annapolis Coalition is a collaborative endeavor of diverse organizations and individuals committed to improving workforce recruitment, retention, training, and education. The coalition identifies and highlights innovative practices and disseminates information about these practices to the field. Our Lady of the Lake's psychology program was awarded a CEMRRAT grant in 1999 to support the development of the CC-MHP, a training program for bilingual mental health personnel. The CCC-MHP program will be highlighted in an upcoming publication of the "Registry of Innovative Practices in Workforce Development."

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***2005 SUINN Awards: And the Winners Are...***

On August 18, 2005, three Suinn Awards were presented respectively to the University of Michigan Clinical Psychology Program, the University of Wisconsin-Madison Department of Counseling Psychology, and Howard University Clinical Psychology Program. The award ceremony took place during the CEMA social hour at the 113<sup>th</sup> Annual APA Convention in Washington DC. The following is a brief highlight of the three selected programs.

**The University of Michigan Department of Psychology**

***Clinical Psychology Program***

Department Chair: **Richard Gonzales**

Training Director: **Sandra Graham-Bermann**

Nominating Students: **Carmen Alcantara, Rita Chang, Joyce Chu, Hilda Halabu, Janice Habarth, and Amy Tsai**

With its selection for the 2005 Suinn Minority Achievement Award, the University of Michigan claimed its second Suinn Award in three years. The following figures and facts strongly speak to the unfaltering commitment of the Michigan's Clinical Psychology Program to recruit, retain, and graduate students from ethnic minority groups:

- 62% (18 out of 29) of students who have obtained a PhD in the last five years were students of color.
- 56% (18 out of 32) of all current clinical psychology students are ethnic minority students.
- 100% and 98% retention rates for ethnic minority students in the last five and ten years respectively.
- 100% of students are guaranteed five full years of financial support.
- 58% of the clinical faculty are members from ethnic minority groups. Accordingly,
- Issues of cultural diversity are fully integrated into core courses, and opportunities for students to conduct research on ethnic minority issues at the local, national, and

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- international levels are abounding.
- Ethnic minority students are appointed to serve on the Admissions Committee of the clinical program.

### **The University of Wisconsin – Madison Department of Counseling Psychology**

Department Chair: **Bruce E. Wampold**  
Training Director: **Alberta M. Gloria**  
Nominating Students: **Le Ondra Clark, Erica Chu, Mariko Lin**

At the University of Wisconsin, Madison, cultural inclusion is promoted in all aspects of the Counseling Psychology PhD program's curriculum, which is complemented with clinical practicum experiences that reach out to communities of color and underserved populations in the Madison area. The following data convincingly underscore the program's commitment to promote ethnic minority persons and issues in psychology:

- 80% (4 out of 5) of 2005 PhD recipients are ethnic/racial.
- 54% (20 of 37) of students who earned a PhD in the last five years were members of ethnic/racial minority groups.
- 50% (4 out of 8) of 2005 cohort are racial/ethnic minority students.
- 37% (14 of 37) of doctoral students enrolled full time in the Counseling Psychology doctoral program in the past five years were ethnic/racial minorities.
- 97% retention rate for students of color has been consistent for the last 15 years.
- 44% of the core faculty members belong to ethnic/racial minority groups, and provide ethnic students with the opportunity to identify with real professional models.
- An Advanced Opportunity Fellowship (AOF) is designed for and granted on a need-base to African American, Native American, Hispanic, and Southeast Asian students.

### **Howard University Department of Psychology *Clinical Psychology Program***

Department Chair: **Jules Harrell**  
Training Director: **Dominicus So**  
Nominating Students: **Deepan Chatterjee**

As the first APA accredited Clinical Psychology program housed in a historically black university (HBCU), the clinical program at HU has been at the forefront of all the efforts to increase diversity and ethnic minority representation in psychology. The Clinical Psychology program at HU was awarded the 2005 Suinn Minority Achievement Award for its unyielding commitment to promote cultural competence, health disparity issues, and interdisciplinary transitional health care for persons of color inside and outside the US. The following figures and facts are noteworthy:

- 80% of HU Clinical Psychology students enrolled in the past five years were members of minority groups and 13% were foreign students.
- 23 PhD's awarded in the past five years included 21 to African American/Black graduate students.

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- HU clinical faculty are ethnically diverse and include Caribbean American, Asian American, Jewish American, Russian immigrant, and African Americans.
  - Practicum placements are chosen for their ability to provide a training experience that heavily stresses cultural diversity.
  - Students are often sent overseas to engage in psychological intervention among people of color through an International Summer Internship program.
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