Looking into a Crystal Ball: The Future of Professional Psychology

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OUTLINE

- Questions to the group
- Trends relevant to professional psychology
- Implications of these trends for our practice

UNITING PSYCHOLOGY FOR THE FUTURE

QUESTION

- Are you a (can raise your hand more than once)?
  - Practitioner
  - Scientist
  - Educator
  - Social activist
  - Student
  - Consumer

UNITING PSYCHOLOGY: TRENDS

- Reduction of silos and splits between practitioners, scientists, educators, and social activists
- Emphasis on inter-professionalism, with a parallel awareness of valuing intraprofessionalism, bridging the science-practice gap, making education real-world oriented, and ensuring that professional activities focus on the public good

UNITING PSYCHOLOGY: PRACTICE IMPLICATIONS

- Collaborate across “the aisles” with colleagues from other “camps” for psychology to be strong as a discipline and for psychologists to make the biggest difference
- Strive to integrate inside ourselves the various aspects of our profession so we as balanced and enriched as possible

HEALTH CARE REFORM

system
health
healthcare
insurance
care
companies
people
coverage
universal
reform
marijuana
Americans
single-payer
many
plan
costs
make
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affordable
affordable

QUESTION

- To what extent do you feel knowledgeable about health care reform?
  - Not at all
  - Somewhat
  - A moderate amount
  - A great deal

HEALTH CARE REFORM: TRENDS

- Health Care Environment
  - Declining reimbursements and emerging new reimbursement mechanisms
  - Increasing demands for cost containment, costs of doing business, regulation of price and volume of services, consolidation of health insurance market, competition in psychotherapy market from non-doctoral providers
  - Growing regulatory demands
  - Escalating health care costs

HEALTH CARE REFORM: TRENDS

- Health care reform emphasizes care, primarily primary care, that is:
  - Patient-centered
  - Family-centered
  - Team-based
  - Evidence-based
  - Culturally competent
  - Prevention-oriented
  - Population and public-health focused

HEALTH CARE REFORM: TRENDS

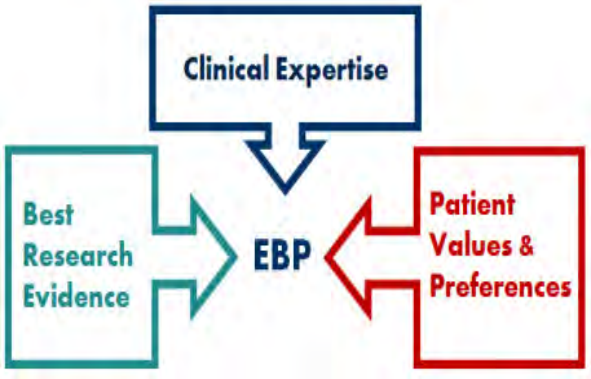
- Health care reform is a system that
  - Elevates behavioral health care
  - Expands eligibility and coverage, including to individuals who previously did not have access
  - Seeks to improve quality and reduce costs
  - Maintains specialty care
  - Creates Accountable Care Organizations (ACOs) and Patient-Centered Medical Homes (PCMHs)

HEALTH CARE REFORM: TRENDS

- ACOs are comprised of integrated provider networks (PCMHs) with:
  - Integration and coordination of outpatient, inpatient, primary care, and specialty services
  - Shared electronic health records
  - Evidence-based practice protocols
  - Outcome measurements
  - Performance incentives
- ACOs emphasize home and community based service options

HEALTH CARE REFORM: TRENDS

- Health care reform expects the incorporation of evidence-based practices, which integrate clinical expertise, best available research, and cultural considerations
- APA has begun to develop Clinical Practice Guidelines



HEALTH CARE REFORM: TRENDS

- Within ACOs, hospital staff credentialing will be based on board certification of providers as being part of a general practice specialty (e.g., clinical) or within a more specific specialty
- Specialization is being viewed as a way to assure quality of care

HEALTH CARE REFORM: PRACTICE IMPLICATIONS

- Participate in continuing education and professional development programs to ensure and enhance competence to practice in the evolving health care system

HEALTH CARE REFORM: PRACTICE IMPLICATIONS

- Learn about (examples)
  - Team-based services
  - Outcomes and quality assessment
  - Health care reform legislation
  - Parity legislation
  - Health care financing and reimbursement

HEALTH CARE REFORM: PRACTICE IMPLICATIONS

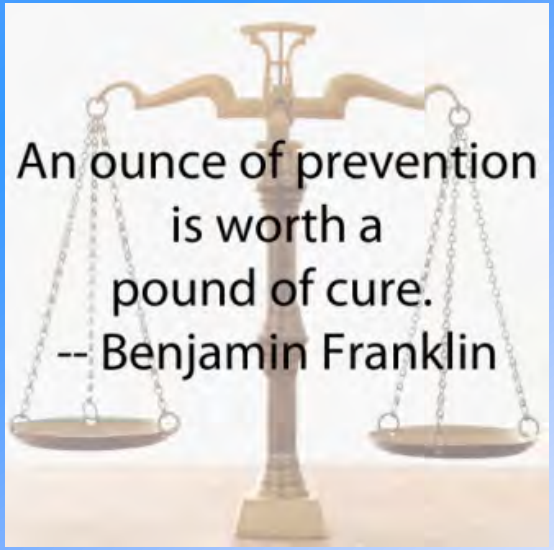
- Learn about (examples)
  - Health Insurance Exchanges (HIXs) in your state – resource for choosing coverage and is available for small business and individuals as well as larger institutions – these plans carry stronger consumer protections including mental health parity
  - Health information technology (HIT)
  - Electronic health records
  - ICD-10-CM, ICD-11, DSM-5

HEALTH CARE REFORM: PRACTICE IMPLICATIONS

- Be familiar with APA practice guidelines and have these guide intervention decision-making
- Learn and flexibly integrate evidence-based practices in a fashion that is culturally competent

HEALTH CARE REFORM: PRACTICE IMPLICATIONS

- Offer universal, selective, and indicated prevention efforts for behavioral health problems, societal challenges, and environmental issues



HEALTH CARE REFORM: PRACTICE IMPLICATIONS

- Seek specialty board certification through ABPP and convey its value

HEALTH CARE REFORM: PRACTICE IMPLICATIONS

- Educate consumers about
  - Patient-centered, whole-person care
  - Collaborative family health care
  - Patient and family- driven system transformation

HEALTH CARE REFORM: PRACTICE IMPLICATIONS

- Be knowledgeable about APA resources
  - APA Center for Health and Psychology
  - APA Practice Central – Health Care Reform legislative and legal advocacy
  - Health Service Provider Competencies (AP, 2013)
  - Primary Care Competencies

AMERICAN PSYCHOLOGICAL ASSOCIATION

INTEGRATED CARE

QUESTION

- Have you had an ongoing psychotherapy patient who suddenly and unexpectedly faced a major medical diagnosis?

INTEGRATED CARE: TRENDS

- High co-occurrence of physical and behavioral health problems, which are associated with higher costs
- Behavioral health factors are leading causes of chronic illness and mortality
- At least half of mental health treatment is provided in primary care environments
- Aspects of overall health are missed by sole focus on physical or behavioral health

INTEGRATED CARE: TRENDS

- Benefits of integration
  - One-stop shopping
  - Trusting relationships among team members and with patient/family and the team
  - Less stigma
  - Reduces parity discrepancies
  - Enhances outcomes and satisfaction
  - Reduces unnecessary utilization and costs

INTEGRATED CARE: PRACTICE IMPLICATIONS

- Familiarize self with SAMHSA-HRSA Center of Integrative Health Solutions (CIHS), which provides tools and resources to primary and behavioral health care organizations to help them successfully implement and make financially viable bidirectional health care

INTEGRATED CARE: PRACTICE IMPLICATIONS

- Seek interdisciplinary education/training in interprofessional practice and the integration of behavioral and physical health care services in a team-based context
- Expand scope of practice, including receiving training in primary care

INTEGRATED CARE: PRACTICE IMPLICATIONS

- Conduct comprehensive assessments that inform the psychosocial aspects of medical care
- Provide psychological services that directly or indirectly serve the function of integrating behavioral and physical health care services
- Offer consultations to support primary care, hospital care, medical wrap around care in the home/community

INTEGRATED CARE: PRACTICE IMPLICATIONS

- Increase use of evidence based practices and clinical outcome measures with individuals with comorbid health and behavioral health problems
- Implement advances in telehealth, health information technology, and electronic health records

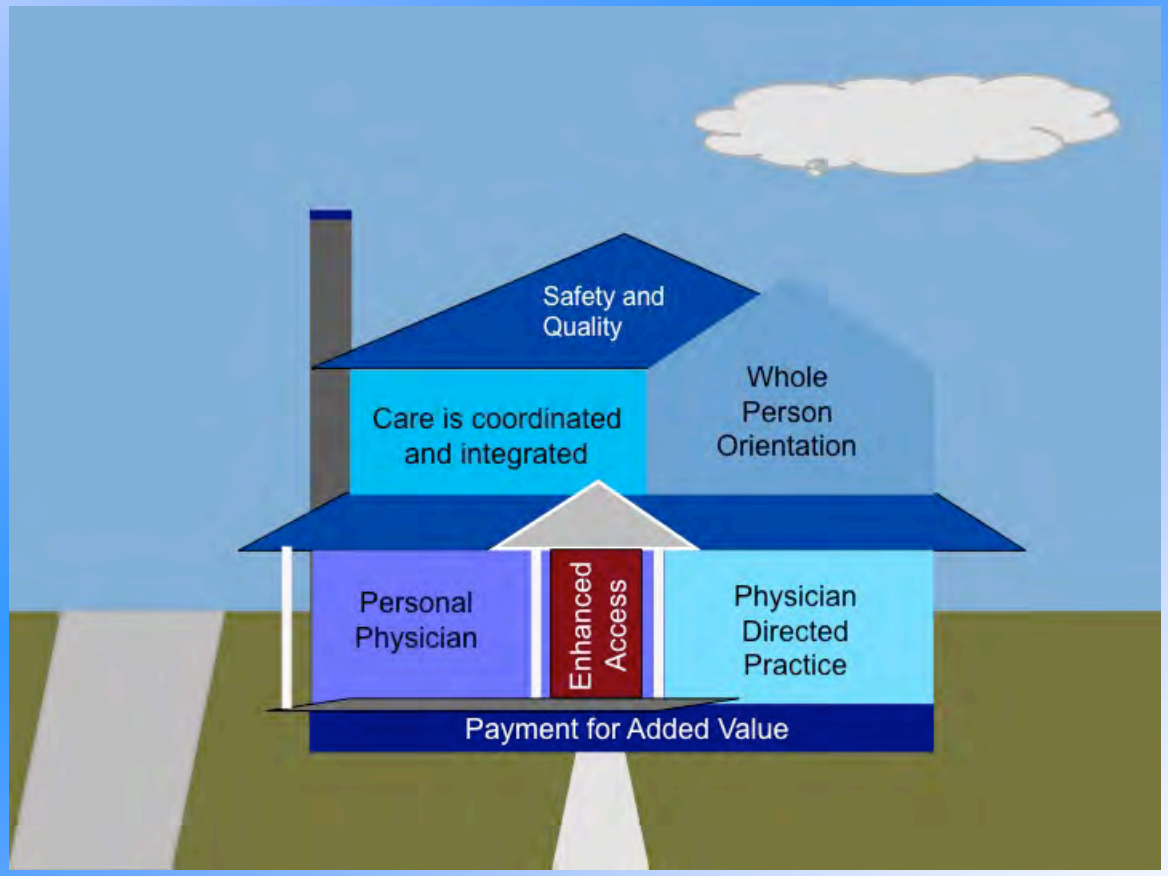
INTEGRATED CARE: PRACTICE IMPLICATIONS

- Use Health and Behavior Codes to capture assessment, reassessment, and intervention (including family intervention) for individuals with an underlying medical diagnosis for which biopsychosocial factors are impacting treatment or management (may rotate between these codes and psychotherapy codes)

INTEGRATED CARE: PRACTICE IMPLICATIONS

- Engage in prevention and health promotion activities related to screening (e.g., depression, obesity), intervening with regard to substance use, promoting employee health, and reducing workplace stress

PATIENT CENTERED MEDICAL HOMES (PCMH)



PCMHs: TRENDS

- ACA improves quality of care by addressing the needs of the whole person through expanded preventative services and integrated primary care
- PCMHs, proposed in 2007, have features similar to ACOs, and offer an enhanced primary care model aimed at improving quality and safety while containing costs

PCMHs: TRENDS

- Goals
  - Improve health care team – patient/family relationship
  - Enhance access
  - Coordinate care
  - Include prevention services

PCMHs: PRACTICE IMPLICATIONS

- Secure a role in a PCMH, including one as a leader
- Conduct thorough assessments that take into account behavioral health factors and environmental determinants of behavior
- Use interventions that modify health risk factors and that promote patient responsibility and resilience
- Attend to interpersonal barriers to change

PCMHs: PRACTICE IMPLICATIONS

- Design, monitor, and evaluate behavior health interventions with individuals in medical settings
- Develop programs designed to offer population-based services

PCMHs: PRACTICE IMPLICATIONS

- Facilitate effective interactions among the health care team and between the team, the patient, and the family
- Support positive organizational development designed to enhance quality care

GROUP PRACTICES

QUESTION

- Are you are in an interdisciplinary group practice?
- Are you interested in starting/joining an interdisciplinary group practice?

GROUP PRACTICES: TRENDS

- Care viewed as a single system treating the whole person
- Group practices can market a valuable/competitive product that can not be produced by independent providers
- Larger integrated groups may be favored by payers due to geographic coverage, mix of services, etc.

GROUP PRACTICES: PRACTICE IMPLICATIONS

- Develop a large network of providers ($\geq$ 10)
- Share in assessment and treatment planning
- Collect outcome data and patient and referring physician satisfaction data
- Share in training and continuing education
- Align business practice with cost centers

NICHE PRACTICES

QUESTION

- Do you have a niche practice?
- What is your niche?

NICHE PRACTICES: TRENDS

- Changing landscape underscores value of having, at least in part, a niche practice if one is in private practice
- Specialization increasingly emphasized
- Niche practice may allow freedom from third party payments

NICHE PRACTICES: PRACTICE IMPLICATIONS

- Engage in initial and continuing professional development focused on one or more specialties (e.g., child and adolescent clinical, clinical geropsychology, forensics, business and consulting)

NICHE PRACTICES: PRACTICE IMPLICATIONS

- Have and market expertise with specific
  - Types of services (e.g., neuropsychogy, group psychology)
  - Patient populations (e.g., diagnostic groups, ages, linguistic groups)
  - Specialty services (e.g., executive coaching, sports psychology, performance psychology, prescribing psychology)

NICHE PRACTICES: PRACTICE IMPLICATIONS

- CNN. COM May 2013
  - PSYCHOLOGY PLUS BALLET: MEET ‘DR. DANCER’

DIVERSITY

QUESTION

- Do you routinely reflect upon the various aspects of your own diversity status and how these interact with those of the people you treat, educate, study?

DIVERSITY: TRENDS

- Racial and ethnic minorities now comprise roughly 1/3 of the U.S. population and are expected to become the majority in 2042
- People ≥65 are the fastest growing segment of the U.S. population, expected to increase from 40.3 to 72.1 million from 2010 to 2020

DIVERSITY: TRENDS

- >20% of LGBT youth have concerns about acceptance, bullying, and stigma, with 92% saying their hear negative messages about being LGBT
- Both multicultural and international factors influence diversity throughout the world and thus multiculturalism needs to be internationalized

DIVERSITY: PRACTICE IMPLICATIONS

- Focus on one's self as a cultural being, people from diverse other cultures with attention to the full range of diversity, and the interaction between the two
- Focus on growing populations of older adults, diverse racial and ethnic groups, immigrants and refugees and displaced persons, service members and veterans, etc.
- Provide linguistically competent services

DIVERSITY: PRACTICE IMPLICATIONS

- Address and take actions to reduce health disparities
- Volunteer to provide psychological services in other nations and/or to offer consultations to others doing so

TELEPSYCHOLOGY

Innovative
Psychological Services
Through Web-based Technologies

Center for Telepsychology

QUESTION

- Do you do the following with your clients/patients?
  - Phone sessions
  - Email
  - Skype
  - Text
  - Facebook

TELEPSYCHOLOGY: TRENDS

- Telepsychology is on the rise (phone, email, internet based communications, videoconferencing, etc.)
- Growing evidence for effectiveness of internet-mediated therapies
- APA, ASPPB, and APAIT developed Guidelines for the Practice of Telepsychology
- ASPPB has proposed an E.Passport to monitor and regulate interjurisdictional telepsychology practice

TELEPSYCHOLOGY: PRACTICE IMPLICATIONS

- Learn new competencies through innovative technologies
- Use and integrate technologies to provide quality services
- Incorporate internet-mediated practices
- Familiarize self with the new and emerging ethical issues related to telepsychology and social media, internet, email, etc.
- Be informed about latest guidelines and monitoring systems

COMMUNITY ENGAGEMENT

QUESTION

- Do you engage actively in your community offering pro bono services as a psychologist (e.g., volunteer, media, consultation)?

COMMUNITY ENGAGEMENT: TRENDS

- Strong relationships with local, regional, national and international communities aid our ability to enhance psychological health on a larger, more global scale
- Community engagement increases psychology's visibility and functions as a tool for marketing the expertise and services practitioners have to offer

COMMUNITY ENGAGEMENT: PRACTICE IMPLICATIONS

- Create meaningful change on a larger scale by engaging with relevant communities and community organizations – doing good
- Volunteer in the community as a unique way to build your career while simultaneously addressing health disparities
- Engage with the media to address current topics with a psychological impact and to translate psychological science to the public

ADVOCACY

QUESTION

- Do you actively advocate on behalf of psychology?

ADVOCACY: TRENDS

- Everything that impacts the definition of our profession, the parameters of how we practice, if research gets funded, if training is funded, the scope of our licenses, etc., is impacted legislatively
- If we are not actively involved in educating the public and legislatures, then others (who may have different interests) will do so

ADVOCACY: PRACTICE IMPLICATIONS

- Promote inclusion of psychologists in state and federal health care reform implementation activities (e.g., PCMHs)
- Forge strategic alliances with other health care professionals to include psychologists in integrated care models
- Advocate for inclusion of psychologists in key federal regulations and for appropriate reimbursement for psychological services in the public and private sectors

ADVOCACY: PRACTICE IMPLICATIONS

- Get involved in coalition building related to health insurance exchanges in your State
- Advocate for increased support for research, training, public education and services to reduce health disparities and advance our other health care reform priorities

HIGHER EDUCATION

QUESTION

- Have you used innovative approaches/technologies to engage in life-long learning and/or educate others?

HIGHER EDUCATION: TRENDS

- Self-directed learning
- Competency-based education/training
- On-line programs and learning (e.g., Massive Open Online Courses (MOOCs))
- Social media as a powerful teaching and learning tool
- Educational partnerships to enhance and implement traditional, online, and hybrid learning models

HIGHER EDUCATION: PRACTICE IMPLICATIONS

- Develop and engage in innovative online programming
- Adopt and use social media in the learning environment
- Provide/receive education/training with regard to integrated care and primary care competencies
- Offer/engage in interprofessional programming

MAINTENANCE OF COMPETENCE

QUESTION

- Do you support the movement to require evidence of maintenance of competence?

MAINTENANCE OF COMPETENCE: TRENDS

- Current half life of knowledge in professional psychology is 9 years (soon to be 7)
- Specialty recertification through examination required in medicine
- Maintenance of competence related to psychology licensure (MOCAL) to be required
- Maintenance of specialty-specific competence through ABPP to be demonstrated

MAINTENANCE OF COMPETENCE: PRACTICE IMPLICATIONS

- Engage actively in self-assessment strategies to determine strengths, areas for growth, and areas of insufficient competence
- Participate in life-long learning that goes beyond continuing education attendance
- Participate in maintenance of competence credentialing activities

COMPETENT COMMUNITIES

"I can promise you
that women working together
- linked informed and educated -
can bring peace and prosperity
to this forsaken planet." Isabel Allende

Communitarian Ethics

QUESTION

- Do you have a colleague(s) who give you honest feedback about your competence and would directly and clearly raise issues with you if your competence were to falter?

COMPETENT COMMUNITIES: TRENDS

- Shift from individual responsibility for own competence to a communitarian notion (community of psychologist's responsible for one another's competence)
  - Collegial engagement, caring, and compassion
  - Accountable and responsible for the competence and well-functioning of our colleagues

COMPETENT COMMUNITIES: PRACTICE IMPLICATIONS

- Form competence constellation models characterized by diversity, strength of ties, and initiatory behaviors
  - Inner core
  - Collegial community
  - Collegial acquaintances
  - Professional culture

COMPETENT COMMUNITIES: PRACTICE IMPLICATIONS

- Be a member of a peer consultation group
- Utilize and be a part of Colleague Assistance Programs

CONCLUDING COMMENTS

CONCLUDING COMMENTS

- We need to join together to ensure that all of us and future generations of professional psychologists are
  - Able to engage in professional activities about which they are passionate
  - Able to advance the profession in a fashion that optimally serves the public
  - Appropriately compensated

CONCLUDING COMMENTS

- The future of psychology is
  - Bright
  - Shifting
  - Uncharted
  - Full of opportunities, many of which we need to create

CONCLUDING COMMENTS

- “The past is history, the future a mystery, but the present is a gift, which is why it’s called the present.”
  - Eleanor Roosevelt

Future