

SAVE THE DATES

FACULTY DEVELOPMENT SEMINARS

Upcoming faculty development seminars, which will be held from 9:00-10:30a, [Zoom](#) link:

- Wednesday November 8, 2023 - Finances: Loan Repayment to Retirement
- Wednesday February 21, 2024 – Trainee Feedback: Faculty Perspective
- Wednesday May 22, 2024 – Promotion: DEI Section of CV, Service Portfolio

WRITING GROUPS: UPCOMING

The Writing Group is the 1st Wednesday of every month from 8:00-9:00am. These meetings are on [Zoom](#).

SPOTLIGHTS

ADJUNCT FACULTY SPOTLIGHT: Smitha Bhandari, MD

Most of Smitha Bhandari's week is spent at the Path Group of Atlanta, which is a therapy and psychiatry outpatient practice in Buckhead. In addition, she consults on a variety of forensic issues including child witness reliability, criminal defense and prosecution and plaintiff evaluations. She really likes having the balance between clinical work with children and forensic work. As an adjunct faculty member in the Emory Department of Psychiatry and Behavioral Sciences, Smitha teaches a year-long seminar focusing child and adolescent issues in forensic psychiatry and life after fellowship/private practice

Smitha really enjoys working with fellows in what is often their last year of training. As a fellow, she found her relationships with her mentors in forensic psychiatry, Dr. Peter Ash, Dr. Joseph Browning, Dr. Glenn Egan, Dr. David Lipsog, Dr. Matthew Norman and Dr. Julie Rand Dorney to be invaluable. They often provided insight into the "real world," which is not something often seen during training. She enjoys helping the fellows think through their future goals and mentoring them on a personal level.

Smitha started medical school certain she was going to be an ENT surgeon. It wasn't until her psychiatry rotation during the very end of third year that she realized how much she loved psychiatry and redid her entire residency application!

STAFF SPOTLIGHT: Shay Seda

Shay Seda is a patient services coordinator and provides daily exceptional service to patients by answering their inquiries, addressing concerns and helping meet their needs. Her responsibilities include scheduling and registering patient appointments, as well as ensuring that they are accommodated in a timely and efficient manner. She also assists with collecting and verifying patient information, coverage verification, obtaining pre-authorizations, medical record management and collaborating with healthcare providers to coordinate patient care. Also, she helps with training and orientation of new staff members, especially those in similar roles.

Shay has also taken on additional responsibilities outside of the department. Specifically, she has assisted with the Autism Center and Addiction Clinic by managing their day-to-day operations. Additionally, she has stepped in as the interim patient care coordinator for both departments during times of transition. These additional duties demonstrate her adaptability and commitment to ensuring the smooth functioning of these critical healthcare services.

Outside of Shay's role at Emory, she has a deep-rooted passion for teaching, having served as a teacher for a decade. During her free time, she dedicates herself to tutoring children who

require educational assistance. Additionally, Shay generously volunteers in various programs that involve her own children. These endeavors reflect her dedication to education and community involvement outside of her professional role at Emory.

What Shay enjoys most about her job as a PSC II is the opportunity to make a meaningful difference in patients' lives. It's the sense of knowing she contributes to their well-being and assists them in their healthcare journey. This aspect of helping and caring for others is what truly brings her satisfaction and a sense of fulfillment.

Key highlights of Shay's career trajectory to date include being promoted from PSC to PSC II, signifying her growth and increasing responsibilities within the organization. She has had the chance to take the lead on various tasks, which showcases her leadership and initiative. Furthermore, her experience in different departments has allowed her to acquire new skills and knowledge, demonstrating her adaptability and willingness to learn.

Shay's professional aspiration for the future is to advance within Emory, acquiring a comprehensive understanding of the diverse departments in psychiatry. Ultimately, her aim is to transition into an administrative role that will empower her to oversee and manage the day-to-day operations, both for the benefit of patients and staff within the organization. This vision reflects her commitment to continued growth and contribution to Emory's mission.

Beyond Shay's job at Emory, she plays the essential role of a mom, providing care and support to her children. She is also a dedicated sports mom, cheering on her kids in their activities. Her interests include traveling to new places, enjoying quality time with family and friends, attending concerts and indulging in fine dining experiences. These personal aspects of her life bring balance and joy outside of her professional responsibilities.

TRAINEE SPOTLIGHT: Natalie Hellman, PhD

At the Emory Healthcare Veterans Program, Natalie Hellman uses evidence-based interventions to treat veterans with psychiatric conditions (PTSD, mood and anxiety disorders and substance use). Her favorite interventions to use are prolonged exposure and acceptance and commitment therapy emphasizing compassion and strengths-based approaches. She also conducts research exploring the impact of traumatic stress on physical health, specifically how trauma exposure promotes chronic pain. Natalie's body of work has primarily explored psychophysiological mechanisms for PTSD and chronic pain risk, and on fellowship, she is evolving this expertise to include treatment development by working with Sheila Rauch to develop an intervention for PTSD and chronic pain. She is also beginning to be a consultant for prolonged exposure and often teach didactics to the psychiatry residents here at Emory. She recently joined the OCD Team and is providing evidence-based care for OCD patients, alongside her outstanding colleagues.

Natalie's favorite aspects about her work are it aligns closely with her values of compassion and curiosity, and working with her coworkers, who are a true dream team. She loves each day she gets to help patients by curiously exploring their concerns and helping them understand themselves in a more compassionate way. She is truly lucky to work with such incredible people who share her values and encourage her fun and playful spirit as they collaborate and work together in treating patients. She loves consulting and teaching didactics for similar reasons, as they allow her to invite curiosity in providers and use this approach in treating patients while continuing to grow as providers.

While Natalie currently has a strong publication record (28 publications, six under review, three book chapters) and is in the throes of grant writing, the career highlights the most meaningful to her are the awards she was nominated for by peers or students. She was awarded The Charleston Consortium's Outstanding Commitment to Cultural Humility in Clinical Practice award after being nominated by her peers and supervisors while on internship. While teaching undergraduate courses at the University of Tulsa and completing her graduate degree, she won several teaching awards, as each student nominated her for being the most impactful teacher during their time as an undergraduate. These awards are the parts of her career she cherishes most, and hopes to continue to earn them for the rest of her career.

As Natalie enters the second year of her fellowship, she plans to secure a position aligning with her values and interests and allows me to be as creative and curious as her current position. She is working on submitting grants and applying to faculty positions and hoping to stay in the Atlanta area.

Natalie currently does not have any professional roles outside of Emory at this time. In her personal time, she is an avid Atlanta Falcons fan (attending almost every home game possible – RISE UP), spending time with friends, exploring new restaurants and bars around Atlanta, traveling and snowboarding and spending time with her cat Skeletor.

PROGRAM SPOTLIGHT: Grady ACT Program

The Grady Assertive Community Treatment (ACT) program is a community-based program that works with adults with serious mental illness (SMI) who have been hospitalized and/or incarcerated multiple times due to their untreated illness. The program is comprised of three multidisciplinary teams that work with our patients in the community and Grady Behavioral Health Outpatient clinic at 10 Park Place. We strive to be person-centered and recovery-oriented in our approach to patient care. The goal of ACT services is to reduce recidivism, decrease homelessness and develop life skills needed to thrive in the community.

The program, which is the largest in the state, was developed more than a decade ago to provide intensive services outside of the hospital to patients with the greatest needs. The initial intention was to help individuals successfully transition from a long-term hospital setting to the community. As a community-based program, we meet patients "where they are" in both figurative and literal ways with an emphasis on engagement and the ability to provide wrap-around services.

Our program utilizes a diverse set of interventions including evidence-based psychotherapies such as Recovery-Oriented Cognitive Therapy (CT-R), CBT-P, DBT-P and Motivational Interviewing. We provide group programming that covers a range of topics including Wellness, Substance Use, Women's Empowerment, Cooking and Vocational Support. We also offer family-based interventions including Open Dialogue-informed network meetings. Our program staffs more case managers than the typical ACT program to help address critical needs and obtain vital resources for our patients.

The Grady ACT program is comprised of three multidisciplinary teams with a talented, dedicated and diverse staff. Each team has a team lead, licensed clinician, nurse practitioner, certified peer specialist, vocational specialist, two nurses, two chemical dependency counselors and four case managers. Each team meets daily to review the caseload and discuss patient needs. Services are primarily provided during business hours with on call services available 24/7. Our

leadership team includes Director Tangi Cooper, Managers Sylvia Browning and Aysha Bell, Medical Director Dr. Justin Palanci and Associate Medical Director Dr. Rebecca “Becca” Creel.

We regularly collaborate with our partners across the department. We routinely accept referrals from 13A, CIS, PES and AOP. We host trainees from both the Emory and Morehouse Schools of Medicine.

For more information about the ACT program, please [email Justin Palanci](#).

NEW FACULTY

None reported.

WELLNESS COMMITTEE

Wellness Resources:

Healthy Emory is bringing back the [Eat Smart, Move More, Weigh Less](#) program in September.

Challenges with Healthy Emory are ongoing - the Sharecare app is the platform and incentive dollars are available!

[Operation Eat Right](#) encourages you to improve your nutrition and boost your well-being using Healthy Emory Connect!

Resources from Healthy Emory and a link below to the ACPH.

- [Benefits](#)
- [Rewards](#)
- [Career](#)
- [Learning](#)
- [Wellness](#)
- [Work Life](#)
- [Employee Assistance](#)
- [Employee Assistance – Physician Wellbeing Conference](#)

Healthy Emory resources including the Sharecare platform for Move More, Refresh from Stress and more! Open to University and Healthcare Employees
[Healthy Emory Connect | Emory University | Atlanta GA](#)

Wellbeing and mental health support for Emory University Employees [Faculty Staff Assistance Program](#) and for [Emory Healthcare Employees](#) username EHC (800 327 2251)

Graduate Medical Education Well-being [Resident Well Being | Emory School of Medicine](#)

International Conference on Physician Health (alternates years with American Conference) [International Conference on Physician Health™ | American Medical Association \(ama-assn.org\)](#)

[Dr. Lorna Breen Heroes Foundation | Dedicated to Protecting the Well-Being of Physicians and Health Care Professionals \(drlornabreen.org\)](#)

Office of Well- Being established for Woodruff Health Sciences

WOMEN'S FACULTY DEVELOPMENT SUBCOMMITTEE

TIP #6: Remove Bias from Recommendation Letters and Interview Ratings

Researchers have documented bias in the quality of recommendation letters that are written for various groups of people, particularly for women and people who identify as a racial or ethnic minority. Importantly, these structural/format differences in letters often occur implicitly/unconsciously and without the writer's intent. Letters for male applicants are longer, use stronger language and more emphasis on superlatives/differentiators from other candidates; letters for female applicants are shorter and more frequently focus on relationship building (e.g., "caring"), work ethic, general positive qualities and personal information. They are twice as likely to raise doubts about the applicant.

To write more equitable letters:

- Write letters of equivalent length, mentioning the candidate by name, ensuring that you use first names or professional titles consistently across the letters you write, regardless of the gender or identity of the candidate.
- Use standout adjectives and strong language.
- Focus on professional achievement, ability. Specifically describe awards, achievements, leadership, scholarship.
- Remove language that includes physical descriptors, general praise, or personal or stereotypical information. Be mindful about language that raises doubts

Include: successful, accomplished, outstanding, excellent, skilled, knowledgeable, insightful, confident, ambitious, independent

Balance the incorporation of: caring, compassionate, hard-working, conscientious, dependable, diligent, dedicated, tactful, warm, helpful

Further resources/guides to reduce bias in letters of reference and interview ratings:

- [University of Arizona: Avoiding Gender Bias in Reference Writing](#)
- [Montana State University: Avoiding Racial Bias in Letter of Reference](#)

FACULTY KUDOS

Major Leadership Appointments, Activities and Achievements

The Addiction Alliance of Georgia received the Bill Foege Global Health Award, which was presented by Map International on September 21st, 2023.

Anjan Bhattacharyya was accepted into the Woodruff Leadership Academy Class of 2024.

Erin Elliott was appointed Deputy Chief of the Mental Health Service Line for the VA Atlanta Healthcare System.

Justine Welsh was accepted into the Woodruff Leadership Academy Class of 2024.

Research

Carter S, Packard G, Coghlan C, George JR, Brown AJ, Ching THW, Julian J, Maples-Keller JL. [Perceptions of psychedelic-assisted therapy among Black Americans](#). Journal of Mood and Anxiety Disorders. 2023. 100023. ISSN 2950-0044.

Drexler K, Edens EL, Trafton JA, Compton WM. In the balance: No new diagnosis needed in addition to opioid use disorder to study harms associated with long-term opioid therapy. *Addiction*. 2023 Sep 27. doi: 10.1111/add.16349. Epub ahead of print. PMID: 37766392.

Rosen H, Goodman G, Tuman D, & Ohm D. (in press). Uncovering the mental world of children: Attachment quality, mental state talk, and children's drawings. *Journal of Infant, Child and Adolescent Psychotherapy*.

Schneider RL & Arch JJ. (in press). Values - versus monetary reward-enhanced exposure therapy for the treatment of social anxiety in emerging adulthood. *Journal of Anxiety Disorders*. (*Acknowledgement to Tianwen Ma for his support with the supplementary analyses*)

Honors, Awards, Rankings

The following individuals are the recipients of the 2022-2023 departmental awards. For more details, please go to the department's faculty development [webpage](#):

- Krystal Frieson Bonaparte received the Distinguished Clinician Award (VA Atlanta Healthcare System).
- Joya Hampton-Anderson received the Distinguished Mentor Award: Science.
- Rachel Hershenberg received the Distinguished Service Award: National/International.
- Jennifer Holton received the Distinguished Clinician Award (Emory Healthcare).
- Julie Kable received the Distinguished Scientific Contributions Award: Senior Faculty.
- Allison LoPilato received the Distinguished Service Award: Local/Regional.
- Katie Ragsdale received the Distinguished Mentor Award: Service and Education.
- Sanne van Rooij received the Distinguished Scientific Contributions Award: Junior Faculty.
- DeJuan White received the Nadine J. Kaslow Excellence in Diversity, Equity and Inclusion Award.
- Jennifer Wootten received the Distinguished Clinician Award (Grady Health System).

Geoff Goodman received the Scholarly Writing and Publishing Fund Award for his book project, *God Is Our Refuge: Transforming Attachment to the Living God*. This intramural grant was awarded by the Center for Faculty Development and Excellence, Emory University, to provide funds for hiring editorial support for a book project (2023-24).

Justine Welsh served as a Discovery Mentor for Emory Medical Students this year

Presentations

Fani N. Neurobiological manifestations of moral injury and racial trauma. American Press Institute Summit, October 11, 2023

Fani N. Huntsman Mental Health Institute Grand Rounds Lecture Series, "Neurobiological Adaptations to Racial Trauma." October 20, 2023

Education

Geoff Goodman attended the Psychoanalysis in Transition: Exploring the Vista from Couch to Collective Leadership Conference, October 6-9, 2023.

Jeffrey Rakofsky (1) chaired and presented a workshop at the ADMSEP fall virtual conference. The presentation was titled "Do What You Do and Publish or Present Too." (2) He also gave a virtual presentation to the ADMSEP Faculty Development Committee titled "Co-Presenting with Faculty from Other Institutions."

Community

Toby Goldsmith and Jill Mast attended the Georgia Women's Legislative Caucus retreat in Savannah. Toby spoke regarding issues of Women's Mental Health in Georgia, including access of care in rural communities, perinatal mental health challenges and the high rate of Alzheimer's disease among older women.

Media

Jeffrey Rakofsky (1) Everyday Health – [Bipolar Disorder and Dating: 6 Tips for Navigating if One Is Getting in the Way of the Other.](#)

Personal

None reported.

ADJUNCT FACULTY KUDOS

The following individuals are the adjunct faculty recipients of the 2022-2023 departmental awards. For more details, please go to the department's faculty development [webpage](#):

- Matthew Norman received the Distinguished Adjunct Faculty Member Community Service Award.
- Maite Silva received the Distinguished Adjunct Faculty Member Award.

Kisha Holden (1) Psychology Today – [Finding Inner Peace.](#) (2) Psychology Today – [Recharge Your Mind and Body!](#)

TRAINEE KUDOS

Johannil Napoleón gave the graduate commencement speech for graduation which was well received by graduates, professors and families. Her goal was to inspire her peers and she did just that; they reported feeling emotional, crying and leaving inspired.