I. MINUTES OF MEETING

A.(1) Council voted to approve the minutes of the August 11 & 15, 2010, Council of Representatives Meeting.

II. ELECTIONS, AWARDS, MEMBERSHIP AND HUMAN RESOURCES

A.(2) Council voted to approve the following motions:

1) Council approves a $40 decrease in the APA base member dues rate ($287 to $247) for 2012-2014. An evaluation of dues revenue and membership retention rates will be conducted prior to Council’s consideration of the dues rates for 2015.

2) Council rescinds previous actions taken regarding providing discounts to members of the Association for Psychological Science; the Society for Neuroscience; any one of the organizations that are part of the Federation for the Advancement of Behavioral and Brain Sciences; and the state, provincial and territorial psychological associations and the four national ethnic minority psychological associations recognized by APA.

3) Council approves the following amendments to the APA Association Rules (bracketed material to be deleted; underlined material to be added):

210-5. Dues

210-5.2 The annual dues of Members, including Fellows, and Associate Members shall be determined by Council based on recommendations from the Membership Board, Finance Committee and Board of Directors. Dues amounts will be based on the following guideline:

Associate member Step 1 (years 1-3) [24] 40% of regular Member dues.
Associate member Step 2 (years 4+) [30] 72% of regular Member dues.
[Associate member Step 3 40% of regular Member dues.
Associate member Step 4+ 72% of regular Member dues.]

Member (Postdoctoral) Step 1 (years 1-3) [28] 40% of regular Member dues.
Member (Postdoctoral) Step 2 (years 4-6) [40] 60% of regular Member dues.
Member Step 3 (years 7 and 8) [40] 80% of regular Member dues.
Member Step 4 (years 9+) [52] 100% of regular Member dues.
[Member Step 5 62% of regular Member dues.
Member Step 6 75% of regular Member dues.
Member Step 7 85% of regular Member dues.
Member Step 8+100% of regular Member dues.]
Council voted to postpone to its August 2011 meeting the following motion:

Council approves the following amendment to the APA Association Rules (bracketed material to be deleted):

[210-6. CANADIAN PSYCHOLOGICAL ASSOCIATION]

210-6.1 A Fellow, Member, or Associate member residing in Canada, who also belongs to the Canadian Psychological Association (CPA) and pays full dues to that Association, is eligible for a reduction of 50% in his or her dues payable to the American Psychological Association. Conversely, a Fellow, Member, or Associate member who resides in the United States and also belongs to the Canadian Psychological Association and who pays full dues to APA is eligible for a 50% reduction in dues payable to CPA."

Note: Subsequent sections will be renumbered.

B.(3) Council voted to approve in principle the following changes to the Life Status/Dues Exempt Category and request that the Bylaw and Association Rule changes needed for implementing the changes be brought to Council for action at its August 2011 meeting:

1. Eliminating the dues step-down process;
2. Changing the criteria for eligibility for becoming dues exempt to 69 years of age and 29 years of membership;
3. Removing the criteria for eligibility for dues exemption from the Bylaws, thereby giving Council the authority to approve the criteria for eligibility in the future;
4. Adding a minimal administrative fee (e.g. $25 beginning in 2013) for those members who are dues exempt who choose not to receive the American Psychologist and Monitor and therefore do not pay the subscription price/serving fee. (This fee would not be applied retroactively.)

C.(4) Council voted to approve the following main motion:

APA believes that the public and those engaged in the professional practice of psychology would benefit from guidance regarding those specialty and proficiency credentials to be listed in the APA membership directory.

Psychologists who wish to have a credential related to a specialty or proficiency in psychology beyond the academic degree listed in the APA Membership Directory may do so only in specialties or proficiencies that are officially recognized by the APA through its Commission for the Recognition of Specialties and Proficiencies in Professional Psychology (CRSPPP).

Council approves the inclusion of specialty and proficiency credentials in the APA Membership Directory based on the following criteria for approving qualified certifying boards established by the Commission for the Recognition of Specialties and Proficiencies in Professional Psychology (CRSPPP):

1. The certifying body makes publicly available information on the certifying body's functions, standards, and procedures, as well as any substantive changes in these or in the status of individual certificate holders.
2. The certifying body is a non-profit organization that has published bylaws, standards, and procedures and is governed by an independent board of directors, with specified procedures for selection and tenure of board members such that control does not rest with one individual or group of individuals indefinitely.

3. The credential awarded by the certifying body is based on a review and verification of the individual's training, licensure, and ethical conduct status, and an assessment of specialty competence using instruments such as an oral and written exam and may also include a work sample. Competence in a recognized proficiency shall be demonstrated using instruments such as an oral exam, written exam, and/or work sample. These assessment instruments must be appropriate, securely kept, and demonstrate validity for the specialty being certified. They must cover clearly delineated performance domains and tasks relevant to specialty practice, associated knowledge and/or skills, and specify content covered by items and/or questions. Passing criteria must be designated. The validity of the assessment must be established in accordance with APA’s Standards for Educational and Psychological Tests. Information regarding specialty credentialing must be made available in candidate handbooks, brochures about the certification program, and other public documents.

4. The certifying body maintains a database from which the public can easily verify the current status of a certificate holder.

5. The certifying body provides evidence of the application of process improvement procedures, credential review and competency assessment specific to the specialty or proficiency.

6. CRSPPP will be the governing body to undertake the task of determining certifying bodies for inclusion in the membership directory, based on the above criteria. Any group that receives an adverse ruling by CRSPPP related to inclusion of a listing in the membership directory shall have the right to appeal to the Council of Representatives.

Council also requests that CRSPPP 1) consider charging an application fee to the certifying bodies requesting to be approved for this listing in the APA Membership Directory 2) develop an approval process for credentialing bodies which will include a reasonable deadline for ABPP and ABAH to apply for approval for continued inclusion in the member directory and 3) establish the effective period for approval, after which reapplication is required or the credentialing body’s approval for directory listing expires.

Dolores O. Morris, PhD, John C. Linton, PhD, and Randy K. Otto, PhD, abstained from voting on this item.

D.(31B) A new business item “Collecting Data and Developing Interim Procedures Targeting the Early Career Psychologist” was referred to the Membership Board, the Committee on Division/APA Relations, Committee on Early Career Psychologists (CECP), the American Psychological Association of Graduate Students (APAGS) and the Policy and Planning Board.

E.(31C) A new business item “Engaging New Talent in APA Governance” was referred to CECP, the Elections Committee, APAGS and the Committee on Structure and Function of Council.
F.(45) Council received an update on the new-business-in-progress item “Campaign Finance Reform.”

III.  ETHICS

No items.

IV.  BOARD OF DIRECTORS

A.(5) Council voted to approve amending the Association Rules as follows (bracketed material to be deleted; underlined material to be added):

90-8.1. COMMITTEE ON EARLY CAREER PSYCHOLOGISTS

90-8.1 There shall be a Committee on Early Career Psychologists that shall seek to (1) research, organize and institute initiatives to increase the number of student affiliates who transition to full member status, as well as the number of early career psychologists joining the association for the first time; (2) collaborate in the development and implementation of the recruitment and retention initiatives of the Membership Board; (3) support the development of new mechanisms and the enhancement of existing mechanisms to increase participation in APA Divisions and State, Provincial and Territorial Psychological Associations among early career psychologists; (4) promote greater awareness of the benefits of APA membership for early career psychologists and work to expand those benefits; and (5) represent the interests and concerns of early career psychologists throughout APA governance and the central office.

The Committee shall consist of [six] seven Members of the Association within seven years of the receipt of the doctorate representing Education, Practice, Public Interest and Science focuses and experience in Division and State/Provincial/Territorial Association Early Career Psychologist programs, and Governance and Membership Outreach. Committee members will be appointed by the Board of Directors for staggered terms of three years. The Committee shall report to the Board of Directors.


Council also voted to approve the inclusion of $7,000 in the Draft 2011 Budget to increase the total amount of funding available for diversity training to $10,000 for both the Council and Consolidated Meetings. The Committee on Structure and Function of Council (CSFC) will update Council in August 2011 on how assessment of effectiveness of diversity training will be accomplished and any resources needed to carry out that evaluation.


E.(36) Council received an item providing background information regarding diversity training at Council. The Committee on International Relations in Psychology and the Office of International Affairs coordinated the diversity training to take place at Council in February 2011 and the Consolidated Meetings in March 2011 on the topic of Immigration and Immigrants. Jan Pieter van Oudenhoven Professor of Cross-Cultural Psychology, at the University of Groningen, The Netherlands, will be conducting the training.
DIVISIONS AND STATE AND PROVINCIAL ASSOCIATIONS

A.(8A) Council voted to request that APA forward summaries of information via email concerning APA work or issues from and at the request of Council of Representatives members elected by a state/provincial/territorial psychological association (SPTA) to all APA members residing within the state they represent, regardless of the recipients SPTA membership status. The messages would be screened by APA senior staff for potential conflicts with APA policy. This service is not intended to be used for the purpose of SPTA membership marketing or individual electioneering. This request from Council will be evaluated after one year to measure its impact on staff workload.

ORGANIZATION OF THE APA

A.(9) Council voted to postpone to its August 2011 meeting the item “Seating the Four Ethnic Minority Psychological Associations on Council.”

PUBLICATIONS AND COMMUNICATIONS

A.(10) Council voted to approve Division 43’s proposal to develop and launch a new journal, titled The Family Psychologist, to be published by APA through the Educational Publishing Foundation.

an invitation from VIVA-Virginia Virtual Library for APA to participate in the Request for Product (RFP) for APA databases – and that APA had won the all-state license. During 2010, PsycINFO added 195,000 new records to the overall database and expanded coverage, bringing the number of journals now covered to 2,475. At the end of 2010, the PsycINFO database contained 3,008,000 records. In 2010, PsycARTICLES added four new titles and more than 3,200 articles. The scanning of books and gray literature for the APA/Akron Archives Project continued in 2010, and by the end of the year PsycBOOKS contained 2,150 books and more than 33,000 chapters. In preparation for the 2011 release of the new PsycTESTS database, staff conducted Operation Test Derby, a concerted search and solicitation effort, and brought the total number of full-text tests to more than 5,000. By the end of 2010, PsycEXTRA contained nearly 200,000 records.

VIII. CONVENTION AFFAIRS

A.(11) During lunch on Saturday Council discussed the item “Report of the Convention Task Force.” Council was informed that an action item will be placed on Council’s August 2011 agenda.

IX. EDUCATIONAL AFFAIRS

A.(12) Council voted to 1) adopt as APA policy the Principles for Quality Undergraduate Education in Psychology; 2) approve February 2021 as the expiration date for the guidelines; and 3) archive the Principles for Quality Undergraduate Psychology Programs.


X. PROFESSIONAL AFFAIRS

A.(14) Council voted to adopt the Guidelines for the Practice of Parenting Coordination as APA policy and approve February 2021 as the expiration date for the Guidelines.

B.(15) Council voted to adopt as APA policy the revised Guidelines for Psychological Practice in Health Care Delivery Systems; 2) approve February 2021 as an expiration date for the Guidelines; and, 3) archive the original Guidelines for Hospital Privileges: Credentialing & Bylaws.

C.(16) Council voted to approve the establishment of a Joint APA/ASPPB/APAIT Task Force on the Development of Telepsychology Guidelines for Psychologists. The Task Force will be comprised of 10 members, four representing APA, four representing ASPPB, and two representing APAIT, inclusive of the co-chairs, and will be responsible for determining the scope of and developing Telepsychology Guidelines for Psychologists. Funds to cover members’ attendance at two meetings in 2011 will be provided by the respective organizations.

D.(17) Council voted to 1) adopt as APA policy the revised Guidelines for Psychological Evaluations in Child Protection Matters; 2) approve February 2021 as the expiration date for the Guidelines and 3) archive the 1999 version of the Guidelines.
E.(30) A new business item “Interdirectorate Task Force on Prescriptive Authority” was withdrawn.

F.(32) Council received an update on the business pending item “Best Practice Guidelines on Prevention, Practice, Research, Training and Social Advocacy for Psychologists (NBI #34A).”

G.(33) Council received an update on the business pending item “Structure and Function of an Interdisciplinary Team for Persons with Acquired Brain Injury (NBI #23B).”

H.(34) Council received an update on the business pending item “Submission of Revised Specialty Guidelines for Forensic Psychology for Comment, Review and Revision, Consistent with APA Rule 30.8 (NBI #23C).”


J.(47) Council received an update on the new-business-in-progress item "Implications of the Model Licensing Act.”

K.(48) Council received an update on the new-business-in-progress item “Strategies for education and training of psychologists in the use of ICD-10-CM.”

XI. SCIENTIFIC AFFAIRS

A.(18) Council voted to adopt as APA policy the following proposed Resolution on Affirming Psychologists’ Role in Addressing Global Climate Change:

Resolution on Affirming Psychologists’ Role in Addressing Global Climate Change

Whereas there is near consensus among climate scientists that global climate change is occurring faster than anticipated, starting in the late 1990’s and early 2000’s, and there will be greater global climate change if greenhouse gases are not reduced (Confalonieri et al., 2007; Gilman, Randall, & Schwartz, 2007; Sokolov, et al., in press);

Whereas climate scientists now agree that recent dramatic climate change is associated with human behavior that has resulted in increasing emissions of greenhouse gases (CO2; CH4; N2O)(IPCC, 2007; National Research Council, 2010; U.S. Environmental Protection Agency, 2009;), and psychologists can provide a behavioral analyses of such contributions (APA Task report on Global Climate Change);

Whereas there is a need for inter- and cross-disciplinary research on Global Climate Change that includes the social and behavioral sciences, and psychologists have been and are collaborators and participants in such research (APA Task report on Global Climate Change, Center for Research on Environmental Decisions, 2009; Fischhoff, B., & Furby, L., 1983; National Research Council, 2010);
Whereas the impacts of climate change are increasing globally and include the destruction of habitats and subsequent threats to endangered species, acidity of water, disasters (e.g., forest fires), extreme weather (e.g., hurricanes, heat waves), decreasing availability of water, and spreading of diseases, harming plants, wildlife, human physical health, settlements, and psychological well-being, and are a threat to social, economic, and environmental sustainability (IPCC, 2007; APA task force report on Psychology and Climate Change, 2009);

Whereas psychologists have shown a concern about individual and institutional discrimination (e.g., APA Resolution on Poverty and SES, 2000; APA resolution on Prejudice, Stereotypes, and Discrimination, 2006); and climate change has already had disproportionate impact on the poor, including greater impacts on women and children, on rural regions and their inhabitants, and is anticipated to have greater effects on already disadvantaged populations including but not limited to persons with disabilities (APA task force report on Psychology and Climate Change, 2009; International Disability and Development Consortium, 2008; National Research Council, 2010);

Whereas the APA in its mission and vision statements and in its ethical code of conduct indicates that psychologists are committed to creating, applying, and communicating our knowledge to improving individual and societal conditions and facilitating the resolution of global challenges;

Whereas there is a persistent resistance among many to accept the findings of climate change science due to a variety of psychological and social factors, ranging from not knowing or understanding the science and scientific review processes, to psychological threats that accompany accepting global climate change, to outright manipulation of science designed to undermine belief in both climate change and human’s contribution to climate change (Feygina, Goldsmith, & Jost, in press; Flynn, Slovic & Kunreuther, 2001; Kazdi, 2009; Moser and Dilling, 2007; Pidgeon, Kaspieron, & Slovic, 2003; APA Task report on Global Climate Change; Vess & Arndt, 2008).

Whereas psychology as a discipline is well-suited to address important behavioral and methodological aspects of understanding human behavioral contribution and responses to global climate change (APA task force report on Psychology and Climate Change (Clayton & Brook, 2005, Gifford, 2007; Uzzell & Moser, 2009);

Whereas APA is committed to education in psychology and the dissemination of sound psychological science both in and out of the classroom.

Whereas APA Council approved a research agenda on environmental problems proposed by a 1993 Task Force on Psychology and Environmental Problems (Cvetkovich, G.T. & Wener, R., 1994);.

Therefore it is resolved that APA reaffirms its recognition of the importance of psychological aspects of human environment relations;
Therefore it is resolved that APA supports psychologists’ involvement in scientific research on global climate change and on the role of human behavior as a significant contributor to these changes;

Therefore it is resolved that APA recognizes the current and anticipated psycho-social impacts of climate change, especially for already underprivileged and marginalized groups, in addition to the bio- and geo-physical impact and the ethical imperative of addressing climate change via adaptation and mitigation;

Therefore it is resolved that APA recognizes the role of psycho-social processes in perceptions and beliefs about global climate change that can potentially hinder public understanding of global climate change.

Therefore it is resolved that APA supports psychologists’ involvement in research, education, and community interventions in improving public understanding of global climate change impacts and psychological contributions to mitigation and adaptation efforts that address both environmental and human, including psychological, impacts of Global Climate Change.

References


B.(19) David Baker, PhD, provided Council with an update on the Archives of the History of American Psychology (AHAP). Council voted to reauthorize the continuation of support for AHAP for 2011-2013 and allocate $60,000 as part of the 2011 APA budget.
C.(20) Council voted to approve the withdrawal of Council New Business Item #23B, “Education and Training Psychologists to Participate in Multi-Disciplinary Team Science Involving Other STEM Disciplines.”

D.(21) Council voted to approve the withdrawal of Council New Business Item #23C, “Provision of Adequate Resources to Address the Advocacy Goals of the Strategic Plan Objective 3 and the STEM Task Force.”

E.(31A) A new business item “Revision of the Standards for Educational and Psychological Testing” was referred to the Committee on Psychological Tests and Assessment.

F.(49) Council received an update on the new-business-in-progress item “Affirming, Supporting, and Disseminating Psychological Research on Globate Climate Change.”

XII. PUBLIC INTEREST

A.(22) Council voted to adopt as APA policy the proposed Guidelines for Assessment of and Intervention with Persons with Disabilities and approve February 2021 as the expiration date for the Guidelines.

B.(23) Council voted to adopt as APA policy the revised Guidelines for the Evaluation of Dementia and Age-Related Cognitive Change; 2) approve February 2021 as the expiration date for the Guidelines; and 3) archive the Guidelines for the Evaluation of Dementia and Age-Related Cognitive Decline.

C.(24) Council voted to adopt as APA policy the Guidelines for Psychological Practice with Lesbian, Gay, and Bisexual Clients, 2) approve February 2021 as the expiration date for the Guidelines; 3) archive the Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients.

D.(35) Council received an update on the business pending item “Value Neutral Language for End-of-Life Choices (NBI #36B)”.

E.(5) Council received an update on the new-business-in-progress item “Resolution on AID in Dying.”

XIII. ETHNIC MINORITY AFFAIRS

No items.

XIV. INTERNATIONAL AFFAIRS

A.(38) Council received as information the APA NGO Representation to the United Nations Annual Report.

B.(39) Council received as information a report of 2010 activities in the revision of the Mental Health chapter of the International Classification of Diseases and Related Disorders.
XV. CENTRAL OFFICE

A.(40) Council received as information a report on APA’s ongoing efforts to implement the petition resolution policy.

B.(41) Council received as information the 2010 Report on Environmental Issues.

XVI. FINANCIAL AFFAIRS

A.(25) Council voted to approve the revised Long-Term Investment Policy.

B.(26) Tony Habash, DSc, Chief Information Officer, and Gary R. VandenBos, PhD, APA Publisher and Executive Director of Publications and Databases, provided Council with a report on Investing in APA’s Financial Future.

Council voted to approve the following motion:

Council agrees that the Association needs to take proactive steps now to preserve and grow our publications revenue stream by funding the creation of new products, expanding our marketing efforts, and enhancing APA’s platform and infrastructure to facilitate such growth. Accordingly, Council approves funding the Investment in APA Plan with the following general provisions as recommended by the Board of Directors:

Initial Period: 5 years;

Inflows:
• Annual operating safety margin (positive or negative) not otherwise allocated to existing designations*;
• Funding from the Publications & Databases designation in the amount of $1.2m (timing of the one-time transfer to be determined); and,
• Cash flow from buildings of approximately $2.5m annually** (cash flow distributed in 2011-2013);

Outflows (2011 – 2015):
• Expenses related to new products (PsycVIDEO, PsycReference, PsycTEST, PsycNET Mobile, etc.);
• Expenses to expand the marketing capabilities (new staff, institutional database, Customer Relationship Management & Business Intelligence;
• Platform Capacity and Infrastructure related to PsycNET (high availability, search study, and implement advanced functionality), preparation for PsycNET 4 and purchase of hardware, licensing of software, new staff and the use of specialized consultants to complete the work;

Anticipated Results: The Reinvestment Plan model presented anticipates a return of $17m to $26m during the 2011-2015 period (ROI of 30% - 98%) assuming a cumulative
investment of approximately $13.5m over the 2010-2012 period. Substantial revenues are not anticipated to begin until 2012, recognizing a market awareness/penetration timeframe of 12-18 months within institutions.

That Council authorizes management to utilize the designation vehicle or other vehicle(s) as may be deemed more appropriate to begin implementation of the Investment Plan in 2011 as outlined above.

* Existing designations include: Accreditation, Convention, Web Relaunch, and Publications & Databases.

** The $2.5m cash flow shown above represents the estimated excess building cash flow over and above the $3.5m that currently supplements the APA operating budget.

C.(27) Council voted to approve the 2011 Budget safety margin of $20,000 (after recognition of the $3,500,000 cash flow from the buildings).

D.(28) Based on the 2011 Budget and the 2012-2013 projections, Council voted to adopt the following Net Asset Allocation Plan including the 2011-2013 Financial Forecast:

1. The goal for attainment of net assets as stated in Association Rule 210-3 is reaffirmed; namely, that the Association strives to maintain net assets equal to at least one year’s operating budget.

2. Consistent with accounting practices, conventional wisdom and comparable financial data from other organizations, the Association should not consider any portion of theoretical building equity toward attainment of the net assets goal mentioned in item 1 above.

3. Currently, rather than specifically set aside funds outside the normal budget process for development of programs deemed to be of high priority to the membership, the Association enthusiastically supports consideration of proposals (in the form of a business plan) for new revenue generating ideas. The Investment in APA is a Board-approved Plan to preserve and grow our publications revenue stream by funding the creation of new products, expanding our marketing efforts, and enhancing APA’s platform and infrastructure to facilitate such growth.

4. Each year, based on actual results and an analysis of our net assets, future financial forecasts and the net asset allocation plan will be adjusted accordingly.

5. Once the net assets goals are attained, any number of future actions can be taken including the long-term stabilization of dues; the long-term availability of funds for the development of programs deemed to be of high priority to the membership; further apportionment of building and investment proceeds toward operational expenses, etc.
6. The specific financial forecast assumptions for 2011 – 2013 are as follows:

a) Cash flow from building operations ($3.5M) has been considered as a regular source of revenue throughout the forecast period (consistent with Council’s action of February 2008);
b) Restrict capital expenditures to no more than $10M over the forecast period;
c) Continue to reinvest net realized gains/losses from our long-term portfolio activity;
d) Reverse the previous action of applying all interest/dividends from our long-term portfolio activity as a supplement to operations. The forecast assumes that long-term interest/dividends will be reinvested into the long-term portfolio for the entire forecast period 2011- 2013;
e) Continue to pay down the long-term debt; no sale of our real estate is anticipated during the forecast period;
f) Assume refinance of the Ten G LLC debt in 2012 when the debt matures; noting that discussions will be taking place between now and then to determine the best business decision for APA (debt pay-off, refinance or a combination thereof);
g) Reflect the real estate tax abatement in the forecast in the form of a reduction in space occupancy expense (approximately $1M); per COR action (February 2006), this savings is to be allocated as follows: 50% to benefit operations, 25% to serve as a reserve (designation) for convention activities and 25% to be added to the association’s net assets;
h) Consistent with accounting practices, does not consider any portion of theoretical building equity toward attainment of the net assets goal (see Item 1 of the Main Motion regarding the goal for attainment of net assets as stated in Association Rule 210.3).

E.(29) In executive session, Council discussed the reports of APA employee contracts and staff compensation.

F.(42) Council received as information the thirteenth Annual Real Estate Report.

G.(43) Council received as information the 2009 IRS Tax Form 990 and 990T.

H.(44) Council received as information the approved minutes from the Finance Committee’s November 18, 2010, conference call and the draft minutes of the Finance Committees December 3 & 4, 2010, meeting.

At lunch on Friday, Council was provided a report on the Good Governance Project from Sandra L. Shullman, PhD, Chair, and Ronald H. Rozensky, PhD, Vice Chair, Good Governance Project Team; and Marybeth Fidler and Cate Bower, Cygnet Strategy. Council also participated in a guided group discussion to provide input on the first phase of the project.

On Sunday morning, presidential citations were presented to the following Council members: Linda F. Campbell, PhD, Helen L. Coons, PhD, Terry S. Gock, PhD, G. William Hill, PhD, William J. Strickland, PhD, and Susan K. Whitbourne, PhD.