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On the Cover

Psychologists in Action
Top left: Cherokee Health Systems (CHS) psychologist Parinda Khatri, PhD (right), internal medicine physician Jared Flood, DO (left), and then-psychology intern Suzanne Bailey (now PsyD) collaborate to provide behavioral health interventions during primary care visits. CHS is a model of successful integrated community health care and also supports an active APA-accredited internship program. (Photo © 2008 by Nathalie Watson) Center: Fulbright scholar and psychologist Michael Boivin, PhD (left), with Harriet Mayor Fulbright, president of the J. William and Harriet Fulbright Center, at a gathering of over 100 Fulbright scholars at the 2008 APA convention. Part of APA’s broader outreach to psychologists around the world, the gathering supported international collaboration and scholarly exchange. (Photo © 2008 by Grant Martin) Lower left: Oliver W. Hill Jr., PhD, professor and chair of the Department of Psychology at Virginia State University (VSU), developed and launched VSU’s first doctoral program, in health psychology. He recently completed his first year of a 3-year National Science Foundation grant to study factors impeding ethnic-minority student success in math and science. (Photo © by Joseph A. Mahoney) Lower right: Derald Wing Sue, PhD (left), and Thomas A. Parham, PhD, at the 2008 APA convention. Dr. Sue delivered an address at a session chaired by Dr. Parham on racial microaggressions, an aspect of Dr. Sue’s continuing research on the psychology of racism and antiracism. (Photo © 2008 by Grant Martin)

APA Editorial and Design Services
Deborah C. Farrell, Editor; Malcolm McGaughy, Designer

DOI: 10.1037/0003-066X.64.5.295
Welcome to the 2008 annual report of the APA. APA is your association. It exists because of you and for you—the member. I therefore welcome this opportunity to report the year’s activities. In 2008, we continued to work on initiatives, programs, and products that lend value to your psychology career, support the future of our discipline, and serve the public. Our goal is to strengthen your identity as a psychologist, support your connection to the broader psychology community, and help you make an even greater positive impact on the people, students, and communities you serve.

I began this message with APA’s new mission statement, adopted by the Council of Representatives in 2008. I hope you agree that it captures the unique ability of APA to advance our discipline in ways that improve people’s lives. The creation of this mission statement was the initial step in APA’s first-ever strategic planning process—one that sought feedback from members as to your expectations of APA. During 2008 we conducted focus groups and surveyed members to learn more about what you value about your membership and what you want APA to achieve over the next 5 years. In 2009, the APA Council of Representatives will be discussing—and, we believe, adopting—specific goals and objectives for the association—goals that will allow APA to focus its resources on issues and activities of most concern to the membership and on areas where psychology can have the greatest impact.

Throughout this report, the many and varied activities of APA are described. Space limitations keep us from telling you all that the association does, but I invite you to visit APA’s website (www.apa.org) to learn more about these activities and others.

I would also like to call your attention to the 2008 APA Treasurer’s Report beginning on page 328. The international economic downturn is deeper and more serious than anyone imagined it would be. During the last quarter of 2008, APA began to see signs that its budget would not be immune to the effects of the weakened economy and started taking steps to trim spending. Those steps continue today.

In conclusion, let me say that while the current economy presents us with challenges, I am happy to report that because APA’s finances are supported by real estate holdings, a robust publishing program, and member dues (in addition to an investment portfolio), we are well suited to withstand the current downturn as long as we make prudent decisions. I will continue to work with APA governance and staff to ensure that we make the necessary choices now to protect the association’s long-term financial strength. I am also confident that our strategic planning process will allow us to focus our resources and therefore have an even greater impact on those areas most important to the future of our discipline.

Thank you for your continued support of the APA!
The Education Directorate’s mission is to advance the science and practice of psychology for the benefit of the public through educational institutions, programs, and initiatives. The directorate advances education and training in psychology, promotes the application of psychology to education and training, and engages in education advocacy.

The Science Directorate is to communicate, facilitate, promote, and represent psychological science and scientists. The programs and activities of the directorate are designed to lead the science of psychology into the 21st century.

The Practice Directorate engages in a wide array of initiatives that support practicing psychologists and consumers of psychological services. The directorate’s activities support members of both APA and the APA Practice Organization, a companion organization created in 2001 to enable greater professional advocacy on behalf of licensed APA members.

The Public Interest Directorate applies the science and practice of psychology to the fundamental problems of human welfare. The directorate promotes the equitable and just treatment of all segments of society through education, training, and public policy.

The Executive Office is responsible for the overall management of APA’s Central Office, including the organization of administrative and operational activities and the creation of fiscal, managerial, and staff systems that support APA’s governance and advocacy functions. The office also coordinates APA’s involvement with the federal sector and state, national, and international organizations.
The Governance Affairs Office supports APA’s governing groups—Council of Representatives, Board of Directors, divisions, and boards and committees—through the consolidated meetings. The office also serves these groups and the membership by managing elections, the convention, presidential initiatives, and the Travel Office.

The APA Office of Publications and Databases disseminates knowledge through journals, books, abstract services, databases, and the APA PsycNET site, ensuring continued access to essential scientific information on psychological theory, empirical research, clinical practice, and related fields for APA members and the public.

The Office of Public and Member Communications oversees APA’s outreach to the news media, manages the content and user experience of the APA Web site, and creates activities and materials that educate the public about the value of psychological research, findings, and interventions. The office also communicates with members and potential members about the value of belonging to APA.

The goals of ITS are to enhance member value, achieve APA strategic priorities, enable APA’s publishing processes and products, and efficiently accomplish operational objectives. These goals are achieved by means of a governance model that is based on close collaboration between ITS and all units within APA.

The Office of General Counsel (OGC) provides legal expertise to APA. OGC advises the Council of Representatives, the Board of Directors, and all other APA governance bodies on all issues that have legal implications for APA. OGC also coordinates projects with the American Bar Association and files amicus curiae briefs presenting psychological knowledge to the courts.

Finance and Administration’s mission is to support the overall needs of the association and to oversee its financial operations. The office is responsible for Financial and Administrative Services, Human Resources, and Real Estate/Property Management and also serves as liaison to the Finance Committee and its Audit and Investment subcommittees.
The Education Directorate's mission is to advance the science and practice of psychology for the benefit of the public through educational institutions, programs, and initiatives. The directorate advances education and training in psychology, promotes the application of psychology to education and training, and engages in education advocacy.

### Education Leadership Conference

The 2008 Education Leadership Conference (ELC), “Internationalizing Psychology Education,” exemplifies the Education Directorate’s continuing participation in the critical conversations related to the globalization of higher education. Attendees at this event addressed models, student issues, and faculty development involved in internationalizing psychology education. As in years past, the ELC also provided advocacy training and visits to Capitol Hill to lobby for psychology education and training, including the expansion of mental health services on campuses.

### Advocacy and Government Relations

The Education Directorate has an active advocacy agenda. Spearheaded by the Education Government Relations Office (Ed GRO) in collaboration with the Practice Directorate and with support from the Public Interest Directorate, an all-day meeting was hosted on the role of psychologists and trainees in the nation’s Federally Qualified Health Centers (FQHCs). Attending were key APA members with interest and expertise in rural health, integrated health care, and underserved communities. The goal of this Primary Care Initiative is to increase the number of psychologists and psychology trainees in FQHCs and to improve the quality and availability of mental and behavioral health care for those most in need of services.

Ed GRO continues to work toward expanded federal support of psychology education and training through appropriation of funds for the Graduate Psychology Education (GPE) Program. The GPE is a competitive grant process open to APA-accredited doctoral, internship, and postdoctoral programs to support training in mental and behavioral health services to underserved populations.

The Ed GRO staff also provide advocacy training to interested parties. In 2008, staff provided two introductory advocacy training Webinar sessions to APA members and graduate students and are now in the process of developing two more hour-long Webinars for more experienced advocates. One will focus on advocacy at all three levels of government (local, state, federal), and the other on what to expect when reaching out to policymakers and their staffs.

### Quality Assurance in Education and Training

APA has an important quality assurance role in the areas of continuing education and professional education and training. There are currently 891 accredited programs in professional psychology: 374 doctoral programs, 469 internship training programs, and 48 postdoctoral residency training programs. In addition, the Continuing Education Committee approved 800 organizations as sponsors of continuing education.

### Enhancing Education in Psychology

The Education Directorate is continually engaged in enhancing education in psychology. Through support provided by APA, the University of Puget Sound, the National Science Foundation, the American Psychological Foundation, Psi Chi, and a number of other cosponsoring organizations, APA held the 2008 National Conference on Undergraduate Education in Psychology at the University of Puget Sound, which focused on the role of psychologists and trainees in the nation’s Federally Qualified Health Centers (FQHCs). Attending were key APA members with interest and expertise in rural health, integrated health care, and underserved communities. The goal of this Primary Care Initiative is to increase the number of psychologists and psychology trainees in FQHCs and to improve the quality and availability of mental and behavioral health care for those most in need of services.

### Cynthia Belar, PhD

Executive Director

The Education Directorate’s mission is to advance the science and practice of psychology for the benefit of the public through educational institutions, programs, and initiatives. The directorate advances education and training in psychology, promotes the application of psychology to education and training, and engages in education advocacy.

The fall issue of the directorate newsletter *The Educator* featured the 2008 Education Leadership Conference: Internationalizing Psychology Education.
of Puget Sound in Tacoma, WA. Participants examined recent changes in students and faculty; in knowledge of how people learn; and in beliefs about what students need to know to be informed citizens of the world, caring family members, and productive workers who can meet the challenges of the coming decades. Attendees also considered how undergraduate education in psychology needs to change to meet these challenges and to promote psychological literacy in the public.

An important resource for the teaching of psychology is the APA Online Psychology Laboratory (OPL). Now in its third year of development and funded by the National Science Foundation, OPL consists of interactive, Web-deliverable psychology experiments and demonstrations, a cumulative data archive, and pedagogical materials. In its first 3 years, visits to OPL have nearly doubled annually.

The directorate continues to focus on defining and assessing competence in professional psychology education and training. In 2008, the directorate produced two products that reflect this focus. The first outlines core competencies for trainees in professional psychology and articulates benchmarks that trainees must meet as they progress through the education and training sequence. The second product, the Competency Assessment Toolkit, provides resources for education and training programs that seek to assess student learning outcomes by means of a competency framework.

The annual issue of Graduate Study in Psychology was released in August. The publication and online product provide information from approximately 600 departments of psychology related to employment outcomes of graduates, degree and admission requirements, tuition costs, availability of internships, and other information.

An area of increasing concern regarding psychology education is the continuing imbalance between the number of psychology graduate students seeking internships and the number of positions available. APA’s Board of Educational Affairs has been facilitating a coordinated effort among psychology’s education and training organizations to address this critical issue.

In its efforts to broaden the ways in which continuing education (CE) credit may be obtained, APA has expanded its CE catalogue. During the 2008 APA convention, the Continuing Education in Psychology Office offered 5 preconvention workshops, 80 two- and four-hour workshops, and 200 hour-long sessions. There are also three independent study formats available: the APA Online Academy, which now offers 9 Web-delivered programs; over 85 book-based and journal-article-based programs that cover a broad array of interests; and DVD- and CD-based programs that feature distinguished psychologists demonstrating specific approaches to patient and practice problems.

**Bringing Psychology to Teaching and Learning**

The Education Directorate is committed to enhancing the quality of teaching and learning outcomes at all levels of education and training. In 2008, the directorate was awarded a $1 million grant by the National Science Foundation. One of the first activities of the grant involved an intensive workshop involving the grant collaborators—the directorate’s Center for Psychology in Schools and Education, the University of Virginia, and the Illinois Mathematics and Science Academy.

This 3-year project focuses on a sample of 5,000 graduates of specialized public high schools in science, mathematics, and technology (SMT) who completed high school within the last 4–6 years and compares them with 1,000 similarly talented individuals who graduated from traditional high schools in the last 4–6 years. A central goal of the work is to delineate educational and career consequences for the life, physical, and behavioral sciences associated with the formation of specialized public SMT high schools and to provide insight into the educational practices that appear to be most strongly associated with these outcomes. ■
The APA Science Directorate has been especially active in 2008 in the areas of research ethics, testing and assessment, and applied psychological science. Experienced government relations staff in the Science Directorate advocate on Capitol Hill and at funding agencies to enhance support for psychological research. In addition, several directorate programs serve undergraduate and graduate students of psychology. In 2008, the directorate supported a task force on increasing the number of quantitative psychologists and another on global climate change. Also housed within the Science Directorate are the Center for Workforce Studies and the APA Library and Archives.

Supporting Leadership Development

The 2008 Science Leadership Conference, organized in collaboration with the APA Publications and Databases Office, examined the changing landscape of publication and sharing of scientific information and the new opportunities that arise for the dissemination of psychological science. The recommendations from this conference, which was attended by more than 120 scientists, publishers, and information scientists, will help shape APA’s future research dissemination efforts.

Advancing Science

The Science Directorate aims to identify and address the needs of psychological scientists and to enhance the status and impact of the field. Within the directorate, the Office on Testing and Assessment plays a major role in national and international efforts to develop and update standards for testing in clinical, educational, and work settings. In 2008, the office collaborated with the Committee on Psychological Tests and Assessment to finalize new guidance to psychologists on the disclosure of test data and materials.

The APA Science Directorate is to communicate, facilitate, promote, and represent psychological science and scientists. The programs and activities of the directorate are designed to lead the science of psychology into the 21st century.
have careers in psychological science. The Summer Science Fellowships and the Advanced Statistical Training in Psychology program nurture advanced undergraduate students as they prepare for graduate school. An exceptional leadership opportunity for science-oriented graduate students is the APA Science Student Council; the nine members of the council advance an agenda designed to support the interests and needs of their fellow graduate students. In addition, nearly 150 graduate students received grants in 2008 from the directorate for dissertation expenses or travel to the APA convention to present their research. The directorate also sponsors academic career workshops at regional psychological association and special conference meetings throughout the year.

Communicating About Science
In addition to its monthly electronic newsletter, Psychological Science Agenda, the directorate published three new booklets focusing on topics related to 2008 APA President Alan Kazdin’s Grand Challenges initiative: Global Climate Change, Health Disparities, and Prolonging Vitality. These booklets, developed through the Office of Applied Psychological Science, explain to the general public how psychological science can help solve some of society’s most pressing current challenges.

Advocating for Science
The psychological science community benefits from an experienced and assertive Science Directorate government relations staff, who advocate on Capitol Hill and within executive branch agencies to enhance support for psychological research. In 2008, the government relations staff arranged a number of timely educational briefings on Capitol Hill, including events focused on posttraumatic stress disorder; the development of new tools to prevent and treat addiction; research funded by the National Institute of Child Health and Human Development on intellectual and developmental disabilities; cancer care for the whole patient; the genetics of drug abuse and addiction; women in science, technology, engineering, and math careers; and new findings in treating alcoholism.

The APA government relations staff work for increased appropriations for federal agencies that have traditionally supported psychological research and also seek out new opportunities for funding. They help to develop testimony presented by APA officials to congressional appropriations committees in favor of enhanced research funding. Testimony in 2008 addressed funding at the Departments of Health and Human Services (DHHS), Veterans Affairs, and Defense; the National Science Foundation; and the National Aeronautics and Space Administration.

The government relations staff monitor and communicate with federal funding agencies about the management of their psychological research portfolios. Examples of work in 2008 included meeting with incoming President Obama’s agency transition teams on science policy and budget issues, as well as the nominations of psychologists to help develop recommendations for disaster-related mental health services for the DHHS National Biodefense Science Board.

Service to the Discipline
Although located in the Science Directorate, the Center for Workforce Studies (CWS) serves interests and needs across the association and the discipline. Its mission is to collect and disseminate data on the educational pipeline and workforce of psychology, including analyses of demand and the broader economic environment within which psychologists function. Drawing from its own surveys as well as from data from the National Science Foundation and other sources, CWS conducts ongoing studies of salaries and of the career paths of doctoral-level psychologists. In 2008, it launched two new surveys concerning health service providers and students.

The staff of the Arthur W. Melton Library and Archives support APA Central Office staff, members, and the public with access to books, journals, databases, and reports. In 2008 the Digital Archives Project enriched the APA archives with 187 new full-text agendas of APA boards and committees and 97 digital photographs. This searchable material is a useful resource for governance officers, liaisons, and historians. The Library and Archives team responded to more than 400 information requests from both within and outside of APA.
Advocating for the Profession

APA, working with the APA Practice Organization (APAPO), played a key role in achieving passage of the Paul Wellstone and Pete Domenici Mental Health Parity and Addiction Equity Act of 2008, the culmination of several years of persistent legislative advocacy. The Practice Directorate’s government relations staff negotiated with traditional opponents of parity, crafted legislative language, and led a coalition that supported the full mental health parity bill. A special November 2008 issue of the APAPO’s e-newsletter, PracticeUpdate, was devoted to the new mental health parity law and its impact on practicing psychologists and their patients.

The Practice Directorate engages in a wide array of initiatives that support practicing psychologists and consumers of psychological services. The directorate’s activities support members of both APA and the APA Practice Organization, a companion organization created in 2001 to enable greater professional advocacy on behalf of licensed APA members.

In addition, APA and the APAPO supported the Medicare Improvements for Patients and Providers Act of 2008, which restored $45 million for psychotherapy and related services and included a parity provision that reduces the Medicare beneficiary responsibility for outpatient mental health services copayment from 50% to 20% by 2014.

In March 2008, more than 500 psychology leaders from the United States and Canada convened for 4 days of leadership training, networking, and legislative advocacy during the 25th Annual State Leadership Conference (SLC). The conference culminated on Capitol Hill, where SLC participants met with members of Congress and their staffs to advocate for psychology.

Other advocacy and educational efforts on behalf of professional psychology included the following:

• The Practice Directorate helped to advocate successfully for reauthorization of the Mentally Ill Offender Treatment and Crime Reduction Act, a federal grant program to help states and localities improve the delivery of mental health services for nonviolent offenders and reduce the criminalization of individuals with mental health disorders.

• The Practice Directorate cosponsored the 11th Annual Veterans Affairs Psychology Leadership Conference, which focused on psychology’s role in integrated mental health and behavioral health care. The 2008 conference attracted a record attendance of more than 160 Department of Veterans Affairs administrators and staff psychologists.

• As urged by Practice Directorate staff, the Centers for Medicare & Medicaid Services posted questions and answers on its website clarifying how Medicare providers should use psychological and neuropsychological testing codes.
Advancing Practice

The Practice Directorate collaborates with psychology leaders nationwide on many activities to protect and advance the profession. In 2008 alone, the Committee for the Advancement of Professional Practice (CAPP) provided more than $600,000 to state, provincial, and territorial psychological associations to support initiatives that protect the doctoral degree as the standard for psychologist licensure and defend and advance psychology’s scope of practice. For example, CAPP grants help fund strategic initiatives to gain prescriptive authority laws for qualified psychologists.

APA President Alan Kazdin, PhD, and Chief Executive Officer Norman Anderson, PhD, communicated strong opposition to a June 2008 American Medical Association (AMA) proposed resolution that supported restricting the use of “doctor” in medical settings to physicians, dentists, and podiatrists. The AMA’s governing body did not adopt the proposed resolution.

Other efforts to protect and advance the practice of psychology included the following:

• APA Practice Directorate staff testified before the California Department of Public Health to support proposed regulations that would require hospitals, skilled nursing facilities, and intermediate care, correctional, and other licensed facilities to allow psychologists to assume overall responsibility for patient care, free from physician supervision.

• Late in 2008, the APAPO conducted a pilot survey in New York and Georgia to gauge psychologists’ level of satisfaction with how managed care and insurance companies provide access to psychologists, authorize necessary care, and respect patient privacy. The results of the pilot survey will help shape a national survey, which will be rolled out in 2009.

• The Practice Directorate continues to help educate psychologists who are interested in diversifying their practices. For example, the directorate held its first preconvention Institute on Parenting Coordination (in Boston) and included material about this evolving practice area in the fall 2008 issue of the APAPO’s magazine, Good Practice.

Educating the Public About Psychology

Since 1996, the APA Practice Directorate has helped stimulate community-based education and outreach efforts through the APA Public Education Campaign (PEC). The current PEC initiative, Mind/Body Health, informs the public about the connection between psychological and physical health and the influence of lifestyle and behaviors on health.

The results of APA’s annual Stress in America survey—part of the Mind/Body Health initiative—were released in October 2008, when the United States had begun facing one of the worst economic downturns in recent history. More than 75 million people heard or read stories reflecting the survey results in various media, including television programs such as The Oprah Winfrey Show, NBC’s Today Show, CBS’s Early Show, ABC News, CNN, Fox Business News, and Inside Edition—with an estimated publicity value of more than $4.5 million.

The Practice Directorate also launched a partnership in 2008 with the National Council of YMCAs. PEC coordinators and local psychologists presented workshops and distributed materials at YMCAs in their communities.

Volunteer psychologists who participate in APA’s Disaster Response Network engaged in disaster planning and training and offered crisis support as needed in their communities throughout 2008. Psychologists assisted the Red Cross after tornadoes in the southern and central United States, wildfires in California, flooding in the Midwest, and hurricanes on the Gulf Coast. The directorate disseminated a new Guide to Cultural Awareness to psychologists who participate in public education, disaster response, and other community outreach activities; the guide offers practical suggestions on how to reach out effectively to and communicate with diverse populations.

APA’s outreach activities also include helping the business community understand and appreciate the connection between psychologically healthy employees and organizational performance. APA’s National Psychologically Healthy Workplace Awards and Best Practice Honors recognized 12 organizations in 2008 for their efforts to foster employee health and well-being while enhancing organizational performance. The Psychologically Healthy Workplace Program provided new and expanded resources online (e.g., the Good Company blog and podcast) at phwa.org for employers and the psychologists who work with them.
Public Interest Executive Office

One of the tasks of the Executive Office is to plan for the annual International Conference on Occupational Stress and Health, which APA convenes with the National Institute for Occupational Safety and Health and the Society for Occupational Health Psychology. The conference, “Work, Stress, and Health 2009: Global Concerns and Approaches,” will be held in San Juan, Puerto Rico, on November 5–8, 2009. In 2008, the office also provided staff support to the Board for the Advancement of Psychology in the Public Interest; the Task Force on the Implementation of the Multicultural Guidelines; and the Task Force on Diversity in Course Content, Publications, and Training.

Public Interest Government Relations Office (PI-GRO)

PI-GRO sponsors congressional briefings, advocacy trainings, and other events focusing on psychological issues across the life span. PI-GRO also contributes draft language to federal legislation and regulation in critical areas, including older adults’ mental health; Medicaid; children’s and adolescents’ mental health; disability; obesity and eating disorders; media; juvenile justice; health disparities; immigration; HIV/AIDS; trauma, violence, and abuse; emergency preparedness; American Indians’ mental health; mental health of service members, veterans, and their families; mental health of lesbian, gay, bisexual, and transgender persons; women’s health; poverty; and workforce development.

In 2008, PI-GRO advocated during key reauthorizations and was instrumental during debate of the bill to amend the Americans With Disabilities Act. On the critical issue of health care reform, PI-GRO works with other directorates to help develop APA-wide health care reform priorities and took the lead in developing materials on integrated health care; disease prevention, health promotion, and wellness; and disparities in mental health status and mental health care. PI-GRO works closely with APA’s Education GRO to develop materials related to health professions training and education and with congressional staff to ensure that APA’s recommendations are addressed.

Office on Aging

The Office on Aging coordinates APA’s activities related to aging and geropsychology. In 2008, the office released Assessment of Older Adults With Diminished Capacity: A Handbook for Psychologists, a joint effort of the American Bar Association and the APA Assessment of Capacity in Older Adults Project Working Group; similar handbooks for lawyers and judges were published in 2005 and 2006, respectively. Massachusetts and Vermont recently modified their capacity evaluation forms for guardianship based on the model form in the judicial handbook. In 2008, working group members gave presentations at more than 50 conferences and continuing education workshops across the country. The office continued dissemination of Blueprint for Change: Achieving Integrated Health Care for an Aging Population and related fact sheets and also provided staff support for the Committee on Aging.

Office on AIDS

The Office on AIDS provides information, training, and technical assistance on a wide range of HIV/AIDS-related topics. In 2008, the office received $734,000 from the National Institute of Mental Health to support a new program, Cyber Mentors: A Sustainable Model for
Developing Minority HIV Researchers. The office also received $612,000 from the Centers for Disease Control and Prevention for the Behavioral and Social Science Volunteer program, which provides technical assistance on HIV prevention to health departments, community planning groups, and community-based organizations. In addition, the office was awarded $150,000 from the Center for Mental Health Services to continue the HIV Office for Psychology Education (HOPE) Program for another year. The office provided staff support for the Committee on Psychology and AIDS.

### Children, Youth, and Families (CYF) Office

The CYF office coordinates APA’s public interest, health, human welfare, and social responsibility activities in the areas of children, youth, and families. The office provided staff support to the Committee on Children, Youth, and Families; the Presidential Task Force on PTSD and Trauma in Children and Adolescents (which developed *Children and Trauma: Update for Mental Health Professionals*, *Children and Trauma: Tips for Mental Health Professionals*; and the policy briefing sheet *Trauma and PTSD in Children and Adolescents*); and the Task Force on the Psychosocial Effects of War on Children and Families Who Are Refugees From Armed Conflict Residing in the United States.

### Disability Issues in Psychology Office

The Disability Issues in Psychology Office raises awareness of disability issues and promotes and expands, in all areas of psychology, equal opportunities for people with disabilities. The office also developed and produced a theme-based newsletter, *Spotlight on Disability*, finalized its report on barriers to students with disabilities; and presented at the annual conference of the American Public Health Association. In addition, the office developed and administers an online mentoring program. The director serves on the Editorial Advisory Board of the *Mental & Physical Disability Law Reporter* of the American Bar Association.

### Office on Ethnic Minority Affairs (OEMA)

OEMA’s goal is to expand the roles of culturally diverse peoples in the profession of psychology. OEMA’s journal, *Communiqué*, included a special section in 2008 on psychology and racism. The office provided staff support to the Committee on Ethnic Minority Affairs; the Council of National Psychological Associations for the Advancement of Ethnic Minority Interests; and the Commission on Ethnic Minority Recruitment, Retention, and Training Task Force (CEMRRAT2). OEMA awarded CEMRRAT Implementation Fund grants totaling $75,000; administered the APA/National Institute of General Medical Sciences Project, which promotes minority student interests in biomedical psychology on 14 campuses; and supervised the Psychology in Ethnic Minority Serving Institutions Initiative, which includes a health-disparities research small grants program.

### Lesbian, Gay, Bisexual, and Transgender Concerns (LGBT) Office

The LGBTC office works to eliminate the stigma of mental illness and to reduce prejudice, discrimination, and violence against LGBT people. In 2008, the office released the revised *Answers to Your Questions for a Better Understanding of Sexual Orientation & Homosexuality* and initiated the Michigan Project for Informed Public Policy in collaboration with the Rockway Institute of Alliant International University and the Michigan Psychological Foundation and Association. The Healthy Lesbian, Gay, and Bisexual Students Project continued to help build the capacity of youth-serving organizations to prevent HIV among lesbian, gay, bisexual, and questioning adolescents. The office provided staff support to the Committee on...
LGBTQ, the Task Force on Appropriate Therapeutic Responses to Sexual Orientation, and the Division 19 and Division 44 Joint Task Force on Sexual Orientation and Military Service.

**Minority Fellowship Program (MFP)**

MFP supports over 50 fellows in psychology and neuroscience and hosts poster sessions, symposia, and networking events for fellows and alumni at the APA convention and the Society for Neuroscience annual meeting. In 2008, MFP sponsored the Sixth Annual Psychology Summer Institute; it also issued a report outlining plans to broaden the funding base for the program and expand the training programs. MFP is currently supported by grants from the National Institute of Mental Health (in conjunction with the National Institute on Drug Abuse and the National Institute of Neurological Disorders and Stroke) and the Substance Abuse and Mental Health Services Administration. MPF also provided staff support for two advisory committees.

**Office on Socioeconomic Status (OSES)**

The OSES promotes psychology’s contribution to the understanding of SES and the lives and well-being of the poor. In 2008, OSES participated in the annual meeting of the American Public Health Association; the Grantmakers for Children, Youth, and Families’ Policy Summit; the Morehouse School of Medicine’s Community Voices Freedom’s Voice Conference; the National Conference of the Academy for Health Equity; and the Open Society Institute’s Behind the Cycle: A National Summit to Advance an Integrative Approach to Justice Reform. OSES released 12 fact sheets on SES and various topics of special interest and was awarded a Centers for Disease Control and Prevention cooperative agreement for $1.75 million over 5 years to address SES-related disparities in comprehensive cancer control. OSES also provided staff support for the Committee on Socioeconomic Status.

**Violence Prevention Office**

As the focal point for APA activities related to violence and injury prevention, this office provides training and technical assistance and disseminates information on child maltreatment, media violence, youth violence, and intimate partner violence. The office coordinates APA’s ACT (Adults and Children Together)/Parents Raising Safe Kids Program, which educates families and communities on ways to create violence-free environments and is implemented through 5 regional centers and local sites in 48 communities in 19 states. In 2008, the program trained nearly 3,000 professionals and reached out to 3,200 parents nationwide. The office also staffed the Working Group on Child Maltreatment Prevention in Community Health Centers and prepared their final report for dissemination to policymakers, professionals, federal agencies, and other national organizations.

**Women’s Programs Office (WPO)**

The WPO works to improve the status, health, and well-being of women psychologists and consumers of psychological services. The office staffs the Committee on Women in Psychology. In 2008, WPO released the Report of the APA Task Force on Mental Health and Abortion. In addition, WPO and the Planning Committee on Women and Leadership hosted the inaugural Leadership Institute for Women in Psychology in conjunction with the 2008 APA convention. With an American Psychological Foundation grant, WPO is translating its postpartum depression consumer brochure into Chinese, French, and Spanish. The Report of the APA Task Force on the Sexualization of Girls continues to generate thousands of hits on the APA website, and WPO is developing curricula for middle-school students based on this report.
The Human Resources Office compiles data on equal opportunity (EEO)/affirmative action at APA. In 2008, the office provided the Council of Representatives with two reports containing data on the representation of women and racial/ethnic minorities in APA’s Central Office as of December 31, 2007, and July 1, 2008.

The most recent statistics show that as of December 31, 2008, APA’s workforce was 67.61% female and 44.35% ethnic/racial minority (N = 602 full-time and part-time regular employees). The percentage of racial/ethnic minority women was 30.9%. When a standard deviation analysis was conducted to compare available statistics with the representation of women and racial/ethnic minorities within Central Office, no job groups were found to be statistically underutilized.

Two employee groups oversee and plan activities related to diversity, EEO, and affirmative action: the Equal Employment Advisory Committee and the Diversity Activities Planning Group.

The awards ceremony for the recipients of the Division 44/Ethics Committee student travel grants to the National Multicultural Conference and Summit in New Orleans in January 2009 included (from left to right) Division 44 President Randy Georgemiller, PhD; Néstor Borrero-Bracero, Universidad de Puerto Rico; Michael Jay Manalo, University of Georgia; Angela Enno, Utah State University; Xiomara Owens, University of Alaska; and Ethics Committee Chair Jeffrey Barnett, PsyD.

Affirmative Action Policy

The Human Resources Office compiles data on equal opportunity (EEO)/affirmative action at APA. In 2008, the office provided the Council of Representatives with two reports containing data on the representation of women and racial/ethnic minorities in APA’s Central Office as of December 31, 2007, and July 1, 2008.

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Ethics Office

The Ethics Office offers educational workshops, provides ethics consultations, supports the Ethics Committee in adjudicating ethics complaints, and assists APA and the membership in exploring special areas of interest (e.g., the ethical aspects of psychologists’ responding to humanitarian emergencies). During the year, the Ethics Office offered or was involved in 60 ethics educational programs across the country and internationally. Many of the programs were subsidized wholly or in part by the hosting organization.

As in previous years, collaborating with state, provincial, and territorial psychological associations (SPTPAs) remained an office priority. Twenty-two such programs were offered in 17 states and provinces in 2008. These programs offer continuing education (CE) workshops and generate funds for the associations or their affiliates.
At the 2008 annual convention in Boston, the Ethics Office and Ethics Committee continued their active educational programs, including 27 hours of CE programming. The Ethics Office and Committee participated in two preconvention workshops, 8 hours of Ethics Committee programs, an invitational breakfast for SPTPAs and APA divisions (focusing on impaired colleague programs in state psychological associations), and numerous additional symposia on special areas of interest offered in collaboration with APA divisions and groups. Attendance, interest, and participation were high throughout the sessions.

The Ethics Office promotes ethics education in a variety of ways. The director and deputy director write a monthly column, Ethics Rounds, in APA’s Monitor on Psychology. “APA’s Ethics Code: An Introduction and Overview,” a four-credit web-based CE course developed by the Ethics Office in partnership with the Education Directorate in 2005, continues as a best-selling program for the APA Online Academy, and an additional new offering based on the Ethics Rounds columns is now available.

The Ethics Office coordinated the seventh annual Graduate Student Ethics Prize ($1,000 and a round-trip ticket with three-night’s-stay at the annual convention), which is jointly sponsored by the Ethics Committee and the American Psychological Association of Graduate Students (APAGS). Former APA President Gerald Koocher, PhD, has supported the prize each year by publishing top student papers in the journal Ethics & Behavior.

The Ethics Committee is actively pursuing diversity initiatives. In 2008, the committee made plans to conduct two presentations and participate in a breakfast discussion at the 2009 National Multicultural Conference and Summit (NMCS) in New Orleans. In conjunction with Division 44, the Ethics Committee sponsored four student travel awards to attend the 2009 NMCS, with all expenses paid, and partially subsidized travel for five additional students. (Funding for these awards was made possible through speaking honoraria to the Ethics Office.) The Ethics Office director speaks at schools and universities that traditionally serve diverse student populations, such as Howard and Gallaudet Universities in Washington, DC, and participated in a panel in November 2008 at the National Latino Psychological Association conference.

The Ethics Office continues to explore ways to improve and deepen the relationship between psychological association ethics committees and licensing boards and associations on the state and national levels. In 2008 the office began jointly sponsoring educational programs with state psychological associations and state licensing boards. These joint programs, the first of which took place as a day-long workshop sponsored by the Ethics Office, the Ohio Psychological Association, and the Ohio State Board of Psychology, are part of an ongoing initiative of the Ethics Office to collaborate with psychology boards and with the Association of State and Provincial Psychology Boards (ASPPB). One aspect of this initiative involves providing staff support to a joint APA/ASPPB task force exploring mutual challenges shared by licensing boards and ethics committees. The task force met twice in 2008 and, as a result of fortuitous timing, has been able to proceed in its work without requesting additional funding for either 2008 or 2009.

In response to a New Business Item submitted in August 2008 related to Ethical Standard 1.02, “Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority,” the Ethics Committee constructed a portion of the Ethics Office website concerning various aspects of the standard’s history. The site is devoted to an ongoing examination of a psychologist’s obligations when ethics and law conflict, which Council will address at its August 2009 meeting.

On a daily basis, Ethics Office staff members respond to telephone calls requesting ethics consultation. Statistics regarding the adjudicative activities of the Ethics Office and Committee for 2008 can be found in the Ethics Committee’s annual report in the July–August 2009 issue of the American Psychologist.
Office of International Affairs

The Office of International Affairs facilitates international outreach, collaboration, and exchange; provides information about international issues and opportunities; and coordinates international policy initiatives. The office maintains contact and coordination with over 90 national psychological associations and over 6,000 international affiliates and members, coordinates APA’s representation at major international meetings and congresses, serves as staff liaison to the Committee on International Relations in Psychology, and coordinates APA’s NGO (nongovernmental organization) representation at the United Nations. The office seeks to inform APA members and affiliates about international issues of relevance to psychology; monitors international issues related to psychology as a science and a profession; coordinates activities with APA divisions and with other organizations concerned with international issues; and serves as APA’s liaison to global psychology, health, and policy organizations.

Current international policy issues, news, and outreach are featured in the bimonthly Psychology International (www.apa.org/international/pi). New web additions include an expanded Resources portal (www.apa.org/international/resources) and development of an online database listing experts by geographical area.

The office helped to highlight international engagement in a number of ways: by hosting 100 former Fulbright scholars at the 2008 APA convention in celebration of the catalytic effects of international exchange; by coordinating scientific and social contributions to the International Congress of Psychology in Berlin; by providing travel funds to international conferences, with preference given to students and early career psychologists; and by contributing to the Second Annual Psychology Day at the United Nations and other programs at the UN. The office worked with APA’s Committee on International Relations in Psychology to develop policies on APA’s responses to international disasters, psychologists’ actions in response to international emergencies, and procedures for selecting and appointing delegations to represent APA in international venues such as the UN. The office also supported international capacity building by providing travel grants for international affiliates to attend the APA convention and by supporting national psychology association development through conference grants.

Staff Initiatives Office

The Staff Initiatives Office develops and implements programs and policies that enhance the overall work experience of the Central Office staff and that create an environment that maximizes employee motivation and engagement. In 2008, the office and its collaborators substantially completed a unique conservation project—a green roof/labyrinth—on the roof of APA’s Ten G Street building. To promote outreach to the APA community, the office partners with various APA committees. In 2008, the office cosponsored the second APA/Habitat for Humanity Build Day, in which more than 20 employees volunteered to help build a home in northeast Washington, DC. The office also supported a nearby public elementary school with school supplies and a coat drive and helped sponsor a volunteer fair to bring local volunteer opportunities to the attention of APA employees.

The office was also engaged in such activities as sponsoring brown bag educational lunches for staff on topics related to psychology, stress, and resilience; overseeing the employee newsletter; and planning the All Hands meetings, at which staff award winners are announced. The winner of the 2007 Raymond D. Fowler Award for Outstanding Contributions to APA (staff member category) was Mary Hutzler Campbell, Director, Children, Youth, & Families, Public Interest Directorate.
The American Psychological Association of Graduate Students (APAGS) is the single largest continuing committee and one of the largest constituency groups of APA, as well as the largest organized group of psychology graduate students worldwide.

Highlights of APAGS Activities During 2008

APAGS celebrated its 20th anniversary in 2008 with many special events, activities, and programs to commemorate the milestone. APAGS is proud of its long history of advocating for graduate psychology students and continues to be in the forefront regarding issues that affect psychology students. Here is a summary of the year’s highlights:

- **APAGS kicked off its anniversary year by having an open house for all APA Central Office staff.**
- The APA Board of Directors voted and passed an amendment to allow APAGS to gain a voting seat on the Board. The bylaw amendment was approved by the voting membership.
- **The APAGS Campus Bulletin (www.apa.org/apags/advocacy/campreps.html) keeps students informed about current governance and association initiatives.**
- **At the 2008 APA convention, APAGS offered special 20th anniversary programming that included a formal gala and a symposium chaired by Dr. Norman Anderson that featured the leadership trajectory and careers of 12 former APAGS chairs. APAGS also offered four prestigious $5,000 scholarships to outstanding graduate psychology students. The winners received travel funds to attend the convention to participate in a brief presentation of their work.**
- **APAGS partnered with APA’s Publications and Communications Board at the convention to develop a “Publication Track,” which required students to complete 6 hours of programming on various topics related to publishing. Other APAGS convention program topics included balancing professional and personal roles, licensure and certification, funding opportunities for graduate students, mentoring, and surviving the dissertation process.**
- **The APAGS Advocacy Coordinating Team (ACT) continues to disseminate APA Legislative Action Alerts through the APAGS–ACT network. The ACT network responds with multiple waves of targeted calls and e-mails to legislators.**
- **APAGS conducted informal focus groups with bench science students (i.e., nonclinical graduate students who are primarily involved in research) across the country to help identify ways in which APAGS can address and meet the needs of these students.**
- **APAGS launched two mentoring programs in 2008. The APAGS Committee on Lesbian, Gay, Bisexual, and Transgender (LGBT) Concerns launched a mentoring program designed to provide an opportunity for LGBT psychology graduate students to be paired with mentors who can address their unique needs and interests. The APAGS Committee on Ethnic Minority Affairs launched a peer mentoring program that links ethnic-minority graduate and undergraduate students with doctoral psychology students who have completed at least 2 years in their program.**
- **Fifteen APAGS members participated in the APA State Leadership Conference in March 2008. Students participated in various workshops and discussions regarding legislative advocacy. The conference culminated with visits to Capitol Hill, where students were able to meet with their state’s congressional members.**
- **APAGS submitted a memorandum to the Association of Psychology Postdoctoral and Internship Centers (APPIC) providing information on APAGS’s position on the proposed changes to the APPIC Application for Psychology Internship (AAPI) and endorsed the development and implementation of the online AAPI.**
- **The APA Commission on Accreditation (CoA) held its second annual Accreditation Assembly in Minneapolis on May 30–31, 2008. Eric VandeVoorde, the APAGS liaison to CoA, copresented a special session on accreditation geared toward students. Jae Yeon Jeong, PhD (APAGS Member-at-Large, Education Focus) and Bryana White (APAGS Member-at-Large, Communications Focus) attended the assembly as APAGS representatives.**
- **APAGS awarded more than $20,000 in general scholarships to graduate students in 2008.**
- **APAGS exhibited at the following conferences: the International Counseling Psychology Conference (March 2008), the Rocky Mountain Psychological Association Conference (April 2008), the California Psychological Association Conference (April 2008), and the Midwestern Psychological Association Conference (May 2008).**
Governance Affairs Office

The Governance Affairs Office supports APA’s governing groups—the Council of Representatives, Board of Directors, divisions, and boards and committees—through the consolidated meetings. The office also serves these groups and the membership by managing elections, the annual convention, presidential initiatives, and the Travel Office.

Board and Committee Operations Office

The Board and Committee Operations Office organizes the three annual consolidated meetings; assembles the cross-cutting agenda for each meeting; produces the annual governance directory, Making APA Work for You; and provides governance orientation and training to governance members and APA staff.

The March 2008 consolidated meetings, held at the Hyatt Regency Washington, included 27 boards and committees as well as the APA Board of Directors. The Renaissance Mayflower hosted both the September (16 boards and committees) and the November (13 boards and committees) consolidated meetings. Members of the Board of Directors attended both meetings.

The plenary session of the March consolidated meetings features an annual diversity training mandated by the APA Council of Representatives. The training in 2008, “Diversity Training: Sexual Orientation and Gender Identity,” was presented by Ruth Fassinger, PhD.

Convention and Meeting Services Office

The 116th Annual Convention of the American Psychological Association was held in Boston, August 14–17, 2008. Total registered attendance was 13,522, including 2,213 accompanying guests.

Division Services Office

The Division Services Office provides centralized information and referral services on the activities of APA’s 54 divisions and acts as the administrative office for 31 APA divisions and 6 division sections. The office serves as liaison to the Committee on Division/APA Relations (CODAPAR) and the Policy and Planning Board.

In 2008, the Division of Trauma Psychology (Division 56) was given permanent division status by the Council of Representatives. The division had been established as a candidate division in 2006. A motion to create a new Division on Qualitative Inquiry failed to gain the necessary two thirds vote of Council. Three other inquiries were received from APA members who wish to start a new division. The subject areas are (a) clinical use and research of mindfulness and meditation, (b) psychological coaching, and (c) technology in psychology.

During 2008, a number of divisions were actively involved in developing new guidelines. Division 17 (Counseling) is working on guidelines in the area of prevention, Division 22 (Rehabilitation) in rehabilitation psychology practice, Division 36 (Religion) in practice with regard to religious/spiritual issues, Division 41 (Psychology-Law) in the area of forensic psychology, Division 47 (Exercise and Sport) in practice in exercise and sport, Division 51 (Psychological Study of Men and Masculinity) in psychotherapy with men and boys, and Division 55 (Pharmacotherapy) in practice in pharmacotherapy. Division 20 (Aging) is currently revising an existing guidelines document in the area of evaluation of dementia and age-related cognitive decline.

Election Office

The Election Office conducts APA’s major elections and staffs the Election Committee. The elections include the nominations and elections of the president-elect, the Board of Directors, and the boards and committees. In addition, the office handles the apportionment ballot; bylaws amendments; the elections of APAGS (American Psychological Association of Graduate Students), TOPSS (Teachers of Psychology in Secondary Schools), and
PT@CC (Psychology Teachers at Community Colleges) officers; the elections of division officers and Council representatives for divisions and state, provincial, and territorial psychological associations; and the CEO evaluation.

The office offers an online voting option to Council members for the board and committee elections and to members of APAGS for its officer elections. Beginning in 2008, members were given the option to vote online for the president-elect election.

**Governance Office**

The Governance Office manages the flow of information among APA staff, the Board of Directors, and the Council of Representatives; serves as staff liaison to the Board, the Council, and the Committee on the Structure and Function of Council; and prepares and disseminates agendas for the Board and Council meetings. Staff members write the minutes of the Board and Council meetings and prepare the Proceedings of the Association for the recording secretary’s approval. The proceedings are published yearly in the archival issue of the *American Psychologist*. Staff

revise and update the Council of Representatives Handbook and the APA Bylaws (www.apa.org/governance/bylaws) and Association Rules (www.apa.org/governance/rules); in addition, they assist members in understanding and interpreting the rules and policies of the APA governance structure. The office also oversees the APA Travel Office.

**Special Projects Office**

The Special Projects Office coordinates projects related to the initiatives of the president and president-elect; the president’s website; presidential citations; the APA Award for Outstanding Lifetime Contributions to Psychology; the APA awards program and ceremony; the Raymond D. Fowler Award for Outstanding Contributions to APA (member category); and special convention events including the opening session, presidential programming, evening entertainment, and the presidential address. The office also staffs select presidential initiatives, coordinates APA art exhibits, and manages joint projects with organizations such as the Smithsonian Institution.

The opening session of the 2008 convention featured a keynote speech from *New York Times* best-selling author Malcolm Gladwell, musical entertainment from the Boston City Singers, and the presentation of several presidential citations, including one to Senator Edward M. Kennedy (D-MA), accepted by his son, Rep. Patrick Kennedy (D-RI). Edward Zigler, PhD, received the APA Award for Outstanding Lifetime Contributions to Psychology.

At the Council of Representatives meeting at the convention, Charles Brewer, PhD, received the 2008 Raymond D. Fowler Award (member category) for his outstanding contributions to APA.
**APA Journals**

APA’s journals program publishes scholarly and professional journals that are among the most widely circulated, frequently cited, and often used publications in the behavioral and social sciences. APA’s journals are indispensable resources for researchers, practitioners, and students and are integral to APA’s mission to improve people’s lives by advancing psychological science and practice.

In 2008, 4 new journals joined the program, bringing the number of journals published to 56, the number of articles published to 3,100, and the number of pages published to over 36,000. The program continues to grow. PsycARTICLES added 3,692 current articles and 2,656 articles from historical content. At the end of the year, PsycARTICLES contained 139,787 articles dating from 1894 to 2008. In April 2008, APA and Division 56 launched a new journal, *Psychological Trauma: Theory, Research, Practice, and Policy*, and formally introduced it at the 2008 APA annual convention in Boston. In July 2008, APA and Division 36 launched *Psychology of Religion and Spirituality*. In addition, APA Journals and Division 24 entered into a contract to publish biannually the division’s *Journal of Theoretical and Philosophical Psychology*, beginning in spring 2009.

**APA Books**

APA Books produces works anchored in scholarly knowledge, informed by empirical research, and translated into practical applications. The critically acclaimed *APA Dictionary of Psychology* was selected as a “2008 Outstanding Reference Source” by the American Library Association (ALA) and also won the ALA Reference and User Services Association award. The *APA Concise Dictionary of Psychology*, released in 2008, is an abridged version of the *APA Dictionary of Psychology* and features 10,000 entries covering 90 subareas of psychology. APA Books released 53 new titles in 2008 and added 26 new titles to the APA Psychotherapy Video Series.

Magination Press (the children’s imprint of APA Books) released nine new titles in 2008, including *Harry Goes to the Hospital* by Howard Bennett, which won the 2008 silver medal in the Health Issues category from IndependentPublisher.com. *Circle of Three: Enough Friendship to Go Around?* by Elizabeth Brokamp received the Mom’s Choice Award silver medal in the Juvenile Self-Improvement category from IndependentPublisher.com and an iParenting Media Award and the Moonbeam Children’s Book Award for Juvenile Fiction (Bronze) in the Early Reader category. *Mind Over Basketball* by Jane Wierzbach and Elizabeth Phillips-Hershey received a Moonbeam Children’s Book Award for Juvenile Fiction (Gold) and was a National Parenting Publications Honors Award winner.

and 110 classic books) that include 2,087 chapters were added to the PsycBOOKS database. At the end of the year, the PsycBOOKS database included 1,626 titles and 25,137 chapters, in addition to 1,500 full entries from the Encyclopedia of Psychology.

**PsycINFO**

Throughout 2008, a team from the Office of Publications and Databases, PsycINFO, and Information Technology Services produced several enhancements to APA PsycNET, APA’s platform for delivering its electronic products. In April, they launched APA PsycNET Direct, which provides transactional services for all five databases and brings psychology literature to the general public and to professionals outside psychology. In June, all eight PsycSCANs, which are now delivered in electronic format only, were added to the platform.

PsycINFO added 150,735 records in 2008; by the end of the year, the database included more than 2.7 million records. The number of cited references rose from 26 million to more than 32 million. By year’s end, PsycINFO had added 117 journals to the coverage list, resulting in a total of 2,453 journals.

A major project for PsycINFO in 2008 was the significant expansion of neuroscience coverage. PsycINFO staff, working with a group of staff members from across APA and consulting with APA members and librarians, moved all existing neuroscience journals from highly selective to comprehensive coverage and added 30 top-ranked neuroscience journals. At the end of 2008, PsycINFO was covering nearly all of the top 100 journals in neuroscience ranked by the Institute for Scientific Information.

PsycINFO staff initiated several social networking projects. The first tutorial for using APA databases appeared on YouTube in March 2008, and five were available by the end of the year. Staff launched the APA PsycNET page on the popular networking site Facebook in July, and the PsycCRITIQUES blog went live on September 1. Traffic on all sites has steadily increased since their inception.

**Sales, Licensing, and Marketing**

APA database consortia sales staff generated more than $11,900,000 in revenue by December 2008. Also in 2008, the Sales, Licensing, Marketing, and Exhibitions staff held over 42 exhibits and finalized the 2009 exhibits calendar, which includes over 40 exhibitions in North America, Europe, Asia, and South America.

The books marketing program generated 34 direct mail campaigns (including 3 catalogs, 3 e-mail campaigns, and 19 postcards) to a combined audience of 1,159,636; 64 paid advertisements in distributor catalogs, conference programs, and publications such as Publishers Weekly and the New York Review of Books, resulting in exposure to 2,200,000; and marketing promotions for 39 conferences and 30 combined displays, which reached a total of 334,300 attendees. All campaigns resulted in a minimum of 3,700,000 promotional exposures.

The marketing program for print journals generated a journals catalog and an updated agent brochure (combined distribution of more than 170,000); 23 direct mail campaigns to nearly 255,000 recipients; 7 e-mail campaigns to more than 95,000; 23 paid ads in agent catalogs, convention programs, and other publications, resulting in exposure to 643,000; the promotion and display of print journals at 32 conferences (combined attendance of 230,000); and the updating and/or creation of 53 house ads, 53 order forms, and 50 journal-specific promotional pieces. The group also oversaw the promotional launches of 5 new journals in 2008 and 3 slated for 2009.
Bolstering the image of psychology, garnering news coverage of articles published in APA journals, promoting members’ expertise, and responding quickly to media requests for information are high priorities for the office. Staff members use a computerized media referral database that lists more than 1,500 APA members prepared to talk to the media about their subspecialties. This stable of experts has helped to make APA the go-to organization for journalists nationwide and from around the world. To participate in the office’s media referral service, contact the office at public.affairs@apa.org.

In 2008, the office fielded more than 1,200 media requests for psychologists to comment on the news of the day. In addition, the public affairs staff generated 84 press releases, which were picked up by national and international media, including the Washington Post, the New York Times, USA Today, the Los Angeles Times, the Chronicle of Higher Education, the Financial Times, the Economist, the Telegraph, Scientific American, Time, Newsweek, U.S. News & World Report, Reuters.com, National Public Radio, MSNBC, WebMD, CNN, BBC News, MedicalNewsToday.com, and ScienceDaily.com.

The office also promoted APA’s participation in congressional briefings on genes and drug addiction, stress disorders among returning military, and children’s mental health and securing children’s rights. In addition, the office made psychologists available to talk to the media about race relations to coincide with Martin Luther King Day; love and relationships, with Valentine’s Day; and ecopsychology, with Earth Day.

In preparation for the 2008 APA convention in Boston, the office prepared podcasts for the web. These included plenary speakers Drew Westen, PhD, on voting behavior, and Kelley Brownell, PhD, on the obesity epidemic; APA President Alan Kazdin, PhD, on psychology’s role in energy conservation; Ethics Office Director Stephen Behnke, PhD, JD, on psychologists’ appropriate role in interrogation; and Director of Precollege/Undergraduate Programs Robin Hailstorks, PhD, on psychology as one of the top undergraduate majors. The latter three interviews were also released to hometown radio stations, reaching an estimated 13.5 million listeners. During the convention, the office facilitated interviews with 23 additional psychologists, and these interviews were distributed to their hometown radio stations. These pieces reached more than 4 million listeners on national and statewide networks as well as on local stations.

The office also promoted the release of four task force reports at the annual convention (on treatment for gender-variant people, resilience among African American youth, evidence-based practice for children and adolescents, and abortion and mental health). The release on abortion and mental health was widely covered by outlets such as the Wall Street Journal, U.S. News & World Report, the Christian News Wire, the Times of London, and the Telegraph.

In addition, some 20 news releases and media advisories about convention sessions resulted in nearly 300 print, broadcast, and online stories.

The Office of Public Communications oversees APA’s outreach to the news media, manages the content and user experience of the APA Web site, and creates activities and materials that educate the public about the value of psychological research, findings, and interventions. The office also communicates with members and potential members about the value of belonging to APA.
in Boston at a booth featuring a demo, followed by a user survey. Meanwhile, the existing site continued to function smoothly. Centralized publishing was implemented, with the transfer of four full-time content specialists to the Public and Member Communications staff.

**Editorial and Design Services**

The office’s Editorial and Design Services department provides APA offices, directorates, and governance groups with professional, in-house editing, design, and publications management. During 2008, the department coordinated the production of nearly 200 publications and other communications products.

**APA Magazines**

The office also produces two magazines: the *Monitor on Psychology*, sent to all APA members 11 times a year, and *gradPSYCH*, mailed to APA’s student members 4 times a year. Both magazines were redesigned in 2008. Among the most popular new regular features in the *Monitor* are “In Brief,” a wrap-up of the latest research findings; “On Your Behalf,” highlights of APA’s advocacy; “Questionnaire,” interviews with cutting-edge psychologists; “Time Capsule,” little-known stories about psychology’s history; and “Random Sample,” an interview with a randomly chosen APA member.

**Membership Development**

Although many professional organizations have experienced declining membership numbers, 2008 proved to be a good year for APA. For the first time in more than 5 years, APA’s membership exceeded 150,000, with a year-end total of 151,263.

Successful integrated marketing efforts were made to upgrade and recruit new members and retain existing members. An increase in targeted marketing to early career members (including student affiliate upgrade efforts) and to teacher and student affiliates resulted in a nearly 5% increase in both early career and student memberships. The graduate student upgrade campaign continues to be APA’s most successful marketing campaign; nearly 2,000 graduate students (more than 59%) upgraded their memberships in 2008. Other successful efforts included the fall 2008 recruitment campaign sent to about 90,000 prospective members and affiliates and the renewals program targeting 35,000 students. The membership marketing team also partnered with the American Psychological Association of Graduate Students (APAGS) to execute a branding campaign focused on the benefits and resources APAGS provides to graduate student affiliates.

The convention marketing campaign targeted general members, early career members, and students and helped increase online registration to record numbers (83% of registrants registered online in 2008, up from 69% in 2007).

The membership marketing team provides staff support to the Membership Board, the Fellows Committee, and the Committee on Early Career Psychologists (CECP). During the convention, the Membership Board collaborated with CECP to present a town hall meeting featuring APA leaders and a session focused on technology and its impact on mentoring. The
Fellows Committee hosted a workshop and breakfast for fellows chairs and recommended 128 members for election to initial fellow status.

CECP hosted four successful sessions at the convention and cosponsored a session on starting a practice. CECP released their Financial Planning for Early Career Psychologists handbook and the Early Career Psychologists Survey Summary Report, which focused on the findings of the ECP Survey conducted in 2007. CECP continues to coordinate the ECP Network and the EarlyCareer Listserv and provides story ideas for the Early Career Insight section of the Monitor on Psychology.

The personal and professional benefits program continues to be enhanced and expanded, with over 30,000 members participating in the programs. Bank of America now includes auto loans for members, and the Wyndham Hotel Group now includes resorts, vacation rentals, and holiday packages. The 2008 affinity pavilion at the convention offered free one-on-one and group sessions with experts in financial planning, education financing, and business solutions.

The team partnered with APA’s Advertising & Exhibit Sales group to develop and execute integrated marketing efforts including ads, e-mails, and promotion at the convention for PsycCareers, APA’s Online Career Center. As of December 2008, there were over 5,000 searchable résumés, 13,500 registered job seekers, more than 4,400 registered employers, and, on average, over 350 job postings per month.

**Member and Customer Service Center**

The membership applications in 2008 were handled by Service Center Operations staff, who elected 6,103 new members and processed new affiliate applications for approximately 13,000 student affiliates, 600 high school and community college teacher affiliates, and 260 international affiliates. The unit also processed thousands of dues and subscription forms and updates to the membership and subscription databases and handled over 26,000 faxed, mailed, and e-mailed correspondence items from members and customers.

Service Center Communications staff serviced over 78,000 direct calls to its call center in 2008. Approximately 41% of those calls were routed to APA’s membership line. Additionally, staff handled and responded to approximately 47,000 faxed, mailed, and e-mailed correspondence pieces.

The department continues to enhance and develop the knowledge base of its staff. For example, in 2008, the department developed a number of scenario-based member and customer interactions and created demonstrations that reveal what systems, applications, and processes should be used to derive the correct response.

The Directory and Billing Office improved the gathering of member statistics for the online directory in 2008. Statistics related to online membership, geographical distribution, and division membership are now autogenerated, which gives members access to much more up-to-date information throughout the year. The office also sent out the annual New Member Survey to gather directory information from 4,554 new members elected between January and December 2008; the response rate was 23%.

**Advertising & Exhibit Sales**

The Advertising & Exhibit Sales Department continues to provide an integrated approach to reaching the psychology market through its publications, website, and annual convention. In 2008, annual advertising and exhibit revenue topped $3.8 million, with a focus on the growth of PsycCareers, APA’s Online Career Center, and exhibit sales.
ITS continued to focus on delivering new services and functions to APA members and customers in 2008 and also concentrated on strengthening APA's foundation and infrastructure (i.e., APA's data, applications, processes, and technology).

**Strengthening APA’s Technology Foundation**

In 2008, ITS implemented and leveraged new infrastructure solutions to bring greater availability, reliability, and scalability to key applications that members and customers use to interact with APA.

ITS also invested in modernizing the data center, which strengthened the information security platform and services; upgraded the network infrastructure throughout the enterprise; and continued to build on the disaster recovery services that were initiated in 2007.

**Web Relaunch and APA Online**

ITS made major progress in 2008 in its development efforts to relaunch www.apa.org. ITS focused on revisiting business processes and enhancing services through effective technology solutions. A new convention registration system that streamlined the process of registration was introduced in 2008; in addition, ITS introduced the Continuing Education Manager, a new online process to claim CE credits for CE sessions attended at the convention.

ITS continues to note a major increase in the number of members renewing their membership online and an increase in the level of interactions online, with 176,000 Listserv postings delivered to more than 50 million recipients. Other services that moved online in 2008 included the division application process, the international affiliate application process, the presidential election, and the teachers’ application process. Doing more online not only enhances the member experience but also strengthens APA’s commitment to environmentally friendly practices.

**Enabling APA’s Publishing Processes**

Publishing is rapidly becoming an e-business, and the demand for technological solutions to enable publishing processes is increasing. ITS partners closely with the Office of Publications and Databases to automate publishing production, and it continues to enhance the functionality of APA PsycNET, the award-winning delivery platform.
In addition to providing legal advice to APA, the OGC advances APA’s interface between psychology and law in a number of ways.

**Amicus Involvement**

The OGC worked closely with the Committee on Legal Issues, APA directorates, relevant governance bodies, psychological experts, and outside legal counsel in the review, development, and filing of two amicus curiae briefs in 2008:

- The OGC coordinated the preparation and filing of an amicus curiae brief in the Pennsylvania Supreme Court case *Wright v. Pennsylvania*. The case involves the lower courts’ interpretation that the postconviction DNA testing statute (which governs when convicted felons can have potentially exonerating DNA tests performed) does not allow access to DNA testing if there has been a “voluntary” confession in the case. APA filed an amicus brief to educate the court about social science data regarding false confessions and the many reasons why innocent people (whose innocence could well be proven through DNA testing) confess to crimes they did not commit. APA’s brief asserts that scientific research and basic psychological science indicate that not every confession that is “voluntary” under the law is true. The brief also addresses the reasons why innocent people confess as well as the issue of how voluntary false confessions are difficult for judges, juries, and others to discern.

- The OGC also coordinated the filing of an amicus curiae brief in a case before the Iowa Supreme Court on appeal from the Iowa District Court decision in *Varnum v. Brien*, which found Iowa’s statutory prohibition against same-sex marriage unconstitutional under due process and equal protection of the Iowa constitution. This case poses fundamentally the same questions as the challenges to same-sex marriage statutes in other cases in which APA has filed amicus briefs. The district court relied on statements by APA “confirming that lesbian and gay parents are as effective as heterosexual parents in raising well-adjusted children and that these parents and children should not face discrimination.” Indeed, the court denied consideration of the testimony of several of the defendant’s expert witnesses because—unlike the thorough analysis of the APA brief—the views of those witnesses appeared “to be largely personal and not based on observation supported by scientific methodology or based on empirical research in any sense.” Thus, one of the issues on appeal is whether the social science is as supportive of same-sex couples and parenting as the district court found. APA therefore concluded that it would be important to file a brief that provides a thorough account of the social science research in this area. APA’s brief focused on research regarding (a) harms from the denial of marriage—specifically noting stigma to the same-sex individuals, stigma to their children, legal benefits, the difficulties of “second-parent adoption”; (b) statements about the nature of sexual orientation; and (c) parenting research.

**APA/ABA Collaboration**

The OGC collaborates with the American Bar Association (ABA), providing oversight of interdisciplinary initiatives to address issues of mutual concern. The most significant areas of APA/ABA collaboration in 2008 included the following:
APA/ABA National Conference on Divorce and Child Custody

With the ABA Section of Family Law, APA sponsored a national conference on divorce and child custody, “Reconceptualizing Child Custody: Past, Present, and Future—Lawyers and Psychologists Working Together,” on April 30–May 3, 2008, in Chicago. OGC staff worked with the conference advisory committee and the ABA Section of Family Law staff and governance on development and implementation of the conference, attended by more than 600 psychologists and lawyers. The conference was organized around three primary themes: (a) the status of marriage, separation, divorce, parenting, and custody in the United States today; (b) legal and psychological issues relevant to contested custody cases; and (c) effective legal and psychological interventions for families. Through a series of 35 programs, attendees weighed in on the varied but distinct roles psychologists play in divorce and custody cases, including as evaluators of psychological functioning of children and parents, expert witnesses with regard to the child’s best interests, litigation consultants, parenting coordinators, and divorce coaches and therapists for children, parents, or both. They also participated in sessions on parental alienation, psychological testing in child-custody evaluations, and a mock custody hearing.

APA/ABA Assessment of Capacity in Older Adults Working Group

The OGC continued to provide support for APA/ABA collaboration on addressing issues regarding capacity in older adults. In August 2008, the APA/ABA working group completed its work for publication of an APA/ABA handbook for psychologists, Assessment of Older Adults With Diminished Capacity. This handbook is the third in a series of publications addressing important issues associated with assessment of older adults with diminished capacity. The three products (one for attorneys, one for judges, and one for psychologists) are available electronically at http://www.apa.org/pi/aging.

Committee on Legal Issues

The Committee on Legal Issues (COLI), staffed by the OGC, issues responses and recommendations to proposed guidelines, policies, reports, and other proposed action by APA to identify potential legal issues. The committee also takes other action to educate APA and psychologists about psycholegal issues and promotes the field of psychology as it interfaces with the law. For example, during the 2008 APA convention in Boston, COLI and the APA Ethics Committee cosponsored “Legal and Ethical Pitfalls Facing Practitioners—On the Road to Resolutions,” the seventh continuing education program sponsored by the two committees. Examples of other action include implementation of a judicial ambassadors initiative (a forum for building more effective relationships between the psychological and judicial communities) and support for APA/ABA collaboration at multiple levels.
A core theme of our international work is our interest in partnering. If psychology is to be a global force for society’s challenges, there is much for us to learn about other cultures, groups, and societies.

The APA presidency is an enormously stimulating position because of the pace and range of activities and the collaborative work each demands. One must abandon any crisis mentality quickly—there is a steady stream (more like advanced white-water rapids blindfolded) of issues emanating from the relevance of our discipline to many aspects of life; the diversity of our members in terms of career stages, paths, priorities, and interests; and our responsibilities in science, practice, ethics, education, training, publication, and communication of who we are. It is very easy to lose oneself in the details and priorities of the moment.

**Broad Goals for the Year**

To provide mental vaccination against the pressures of the moment, I began with broad goals and overarching priorities to guide my activities and bring unity to what I was trying to accomplish. These goals and priorities included the following:

- **Involve diverse interests, constituencies, and members.** A key goal was to mobilize and engage members from the full range of our field’s areas of specialization.
- **Build on strengths within APA.** Many activities (e.g., securing resources for our science, improving patient care) are ongoing within APA, and anything I could add might have enduring impact.
- **Begin with diversity, culture, and identity** given our interest in psychology for the world. Culture, ethnicity, nationality, and identity are moderators of findings in basic research and applications and ought to be at the core of what we promote as a discipline.
• Address critical social problems to which our research speaks. Psychology is relevant and can contribute to many critical issues facing society (e.g., climate change, an aging population, poverty, and local and world disparities in health care and education).

• Clarify the identity of psychology as a field. We are not well understood by the public, policymakers, or scientists in other professions.

Presidential Initiatives
The broad goals were expressed in three areas of special emphasis. Each served as the basis of thematic programming in the 2008 annual convention in Boston and included invited addresses, symposia, and panel discussions in addition to many other activities.

Interpersonal Violence in Relationships
Several activities were initiated under the able leadership of Jacquelyn W. White, PhD, then president of Division 35 (Society for the Psychology of Women), and Robert Geffner, PhD, then president of Division 56 (Trauma Psychology), and aided greatly by Gwendolyn Keita, PhD, executive director of the APA Public Interest Directorate. The activities included the Summit on Violence and Abuse in Relationships in February 2008 that provided a forum for researchers, practitioners, advocates, and policymakers to discuss unifying approaches to violence and abuse in relationships (e.g., intimate partner violence, child maltreatment, child exposure to violence, elder abuse, gender-based issues, ethnic minority issues, cross-cultural influences).

The summit was followed by planning meetings to chart activities in the coming years, including a conference scheduled for 2010 on Interpersonal Violence Across the Life Span. Several APA divisions, national and international organizations, and universities are involved in planning the conference.

Products of the Interpersonal Violence initiative include a new APA journal, Psychology and Violence, to provide a high-caliber outlet for research, application, and social policy, and a two-volume set of edited books, Violence Against Women and Children, spearheaded by Jacquelyn White, PhD, and Mary Koss, PhD. The volumes, to be published by APA, encompass various types of violence, risk and protective factors, treatment, prevention, and other services.

Psychological Science’s Contributions to the Grand Challenges of Society
This initiative was conducted in partnership with Steven J. Breckler, PhD, executive director of the APA Science Directorate. We began by inviting scientists from diverse areas of psychology to a summit in Baltimore in October 2007 to discuss aspects of psychological science that can contribute concretely to current challenges facing society.

From the meeting, ultimately three areas served as the focus of the initiative: climate change and promoting a sustainable environment, prolonging vitality in aging, and delivering health services to a diverse population. Public-friendly booklets (Society’s Grand Challenges: Insights From Psychological Science) were prepared on each topic; these were broadly disseminated to multiple audiences (students, teachers, the public, policymakers) and are freely available (www.apa.org/science/GCBooklets.html). My APA presidential address at the annual convention in Boston (please see the “APA Presidential Address” later in this issue) focused on climate change and promoting a sustainable environment. A task force with the support of multiple APA
divisions is currently considering psychology and climate change and will further advance the focus.

**Posttraumatic Stress Disorder (PTSD) and Trauma in Children and Adolescents**

My final initiative charged a task force to identify the key contributions of psychological science’s understanding of PTSD and trauma in youth and develop and disseminate materials to the public, caregivers, policymakers, and agencies serving children and adolescents. We were extremely fortunate to have a stellar committee, including Annette M. La Greca, PhD, ABPP (chair), Beth Boyd, PhD, Lisa H. Jaycox, PhD, Nancy Kassam-Adams, PhD, Anthony P. Mannarino, PhD, Wendy K. Silverman, PhD, Farris Tuma, ScD, and Marleen Wong, PhD, complemented by excellent APA staff, including Mary Campbell, Efua Andoh, and Diane Elmore.

I asked the group to condense the remarkable advances in our science, many of which were produced by these committee members, and to disseminate the resulting information to help children and their families. This work profited greatly from the input and guidance of Rhea K. Farberman, APR, executive director of APA’s Public and Member Communications, and Tony Habash, DSc, chief information officer, and the resulting materials are outstanding (see www.apa.org/pi/resources/child-trauma.asp).

Also, a list of presenters/experts was developed to be available to Congress (e.g., for hearings or briefings) and to the public and the media. A very large dissemination effort is in place for the diverse audiences and with special materials targeted to each. A series of articles on PTSD and trauma in children and adolescents is in process for the *Journal of Consulting and Clinical Psychology* to address critical issues that will help set the research agenda.

**Representing APA in Multiple Venues**

I was fortunate to represent APA in many venues (e.g., Capitol Hill and local, state, and regional organizations). These included meetings with leaders in the physical and biological sciences, engineering, and mathematics to discuss shared agenda such as what our disciplines can do to mitigate and adapt to climate change, increase science literacy in the United States, and address the challenges of moving research findings from labs to application. In such contexts I have found enormous receptivity as well as surprise as to what our science can contribute.

APA has a strong commitment to international psychology. In that vein, I participated in a meeting in
Dublin cosponsored by the British Psychological Society and the Psychological Society of Ireland. Presidents from several psychological associations (e.g., the European Union, South Africa) attended. On behalf of APA, I signed a memorandum of understanding conveying our commitment to advancing the discipline, fostering exchanges among organizations and countries, and seeking opportunities to work together in the public interest.

Several APA governance members participated in the XXIX International Congress of Psychology held in Berlin. A few of us met with presidents and other officers from several psychological associations (the European Federation Psychological Association; Danish, Finnish, Icelandic, and Norwegian psychological associations) to discuss interrogation and human rights and our joint understanding of key issues.

We support international work and psychology at a global level in many other ways. For example, in Washington, DC, with the Embassy of Guatemala, we hosted a reception to announce the 32nd Interamerican Congress of Psychology (July 2009) and its theme, “Psychology: A Road Towards Peace and Democracy.” In addition to the ambassador to Guatemala, officers from the Interamerican Society of Psychology and Congress planners previewed the congress.

At the APA convention, we hosted a gathering of Fulbright fellows who are ambassadors for our organization and field. A core theme of our international work is our interest in partnering. If psychology is to be a global force for society’s challenges, there is much for us to learn about other cultures, groups, and societies.

**Remarkable People**

The greatest strength of APA is the people who serve. The APA has a deeply committed team of staff and many members whose devotion and tireless efforts are remarkable. These include the CEO and his office, the Executive Management Group, the Council of Representatives, the Board of Directors, and so many other boards, committees, and task forces and interest groups.

The highlight of my year was working with these groups on a range of short-, medium-, and long-term issues (e.g., APA strategic planning; services for our returning soldiers and their families; educational standards and psychology curricula in high schools, community colleges, colleges, and universities; mental health services to rural areas; and mental health parity).

APA leadership and staff are on call to serve our members and respond to critical issues that affect society and our profession. It has been an honor and a privilege to serve as APA president and to work with and meet so many gifted staff and colleagues working on issues that make a difference. In the process, I was able to meet many APA members to learn diverse views on important issues and to identify what APA can do. It was kind of you to allow me to me to serve as APA president. I will be eternally grateful, maybe even longer.
Alan Kazdin, PhD (right), presents Edward Zigler, PhD, with the 2008 APA Award for Outstanding Lifetime Contributions to Psychology at the APA convention.

Gundelina Almario Velazco, PhD (left), was one of the two recipients of the 2008 APA International Humanitarian Award presented at the APA convention.

Alan E. Kazdin, PhD (right), and Malcolm Gladwell, who gave the keynote presentation at the 2008 APA convention.
As we all know, every facet of the business community and our own personal lives have been affected by the worldwide economic downturn. The American Psychological Association has been anything but immune; in many ways, 2008 was a “perfect storm” for APA. The economic downturn impacted all aspects of our 2008 financial operations:

- We sustained substantial losses from APA operations of roughly $4.9 million (after consideration of a $2.5 million operational subsidy from building cash flow and net activity from APA Board of Directors’ designations of $678,000).
- We took advantage of the favorable interest rate environment in 2008 and refinanced our long-term debt. By refinancing, we lowered our interest rate, extended the bank’s commitment, extended the amortization of principal, and simplified our reporting requirements. To do this, we had to absorb a prepayment penalty ($3.69 million) to pay off our existing obligations. In short, we traded the prepayment penalty for long-term stability and certainty.
- Our long-term investment portfolio was severely affected by the 2008 Wall Street freefall, and our long-term assets declined (on paper) from $72 million at the beginning of 2008 to $39.8 million as of December 31, 2008.
- The market values of the interest rate swaps declined (on paper) by nearly $15.8 million as of December 31, 2008, because of the steep decline in long-term interest rates.

The good news is that our long-term portfolio is recovering nicely (as of May 31, 2009), the entire prepayment penalty was absorbed in 2008 and will not recur in 2009, and management and governance are taking significant steps to balance the 2009/2010 operating budgets.

Cost reductions, in concert with the development of our strategic plan, should set APA on a course that will preserve our resources and allow us to continue to deliver the products and services deserving of our membership.
### TABLE 1 INCOME AND EXPENSE STATEMENT

#### APA OPERATIONS (UNCONSOLIDATED)

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dues and fees</td>
<td>$13,925</td>
<td>$14,038</td>
<td>$14,695</td>
<td>$14,531</td>
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<td>Journal subscriptions</td>
<td>18,903</td>
<td>17,891</td>
<td>16,933</td>
<td>16,736</td>
</tr>
<tr>
<td>Licensing/royalties</td>
<td>31,037</td>
<td>32,971</td>
<td>37,805</td>
<td>42,052</td>
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<tr>
<td>Sales</td>
<td>15,451</td>
<td>15,093</td>
<td>14,608</td>
<td>14,212</td>
</tr>
<tr>
<td>Other</td>
<td>17,550</td>
<td>17,163</td>
<td>16,285</td>
<td>15,517</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>$96,866</td>
<td>$97,156</td>
<td>$100,326</td>
<td>$103,048</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Salaries and benefits</td>
<td>$44,713</td>
<td>$45,476</td>
<td>$47,560</td>
<td>$52,322</td>
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<tr>
<td>Publication production costs</td>
<td>8,432</td>
<td>9,591</td>
<td>9,093</td>
<td>9,600</td>
</tr>
<tr>
<td>Space costs</td>
<td>8,249</td>
<td>8,130</td>
<td>8,609</td>
<td>8,801</td>
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<tr>
<td>Boards/committees</td>
<td>2,034</td>
<td>2,367</td>
<td>2,608</td>
<td>2,786</td>
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<td>Consulting/contractual</td>
<td>10,001</td>
<td>11,240</td>
<td>11,199</td>
<td>11,898</td>
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<tr>
<td>Other</td>
<td>21,123</td>
<td>23,909</td>
<td>23,059</td>
<td>25,436</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$94,552</td>
<td>$100,713</td>
<td>$102,128</td>
<td>$111,203</td>
</tr>
<tr>
<td><strong>Net Gain/(Loss) From APA Operations</strong></td>
<td>$2,314</td>
<td>$(3,557)</td>
<td>$(1,802)</td>
<td>$(8,155)</td>
</tr>
</tbody>
</table>

#### NONOPERATING ACTIVITY (CONSOLIDATED)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LONG-TERM INVESTMENT ACTIVITY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Realized gain/(loss) on sale of investments &amp; interest on LT</td>
<td>$1,109</td>
<td>$1,961</td>
<td>$4,823</td>
<td>$(3,387)</td>
<td></td>
</tr>
<tr>
<td>Investment management fees</td>
<td>(392)</td>
<td>(446)</td>
<td>(505)</td>
<td>(464)</td>
<td></td>
</tr>
<tr>
<td>Unrealized gain/(loss) - (Net) (FAS 124)</td>
<td>1,981</td>
<td>7,134</td>
<td>(1,493)</td>
<td>(28,046)</td>
<td></td>
</tr>
<tr>
<td><strong>Net Long-Term Investment Activity</strong></td>
<td>$2,698</td>
<td>$8,649</td>
<td>$2,823</td>
<td>$(31,897)</td>
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</tr>
<tr>
<td><strong>REAL ESTATE ACTIVITY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ten G Street operations</td>
<td>$1,429</td>
<td>$429</td>
<td>$808</td>
<td>$2,166</td>
<td></td>
</tr>
<tr>
<td>750 First Street operations</td>
<td>3,520</td>
<td>4,048</td>
<td>5,465</td>
<td>5,823</td>
<td></td>
</tr>
<tr>
<td>Unrealized gain/(loss) on interest rate swap (LLC)</td>
<td>1,500</td>
<td>467</td>
<td>(1,635)</td>
<td>(10,036)</td>
<td></td>
</tr>
<tr>
<td>Unrealized gain/(loss) on interest rate swap (APA)</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>(5,738)</td>
<td></td>
</tr>
<tr>
<td>Series B interest</td>
<td>(2,148)</td>
<td>(2,148)</td>
<td>(2,148)</td>
<td>(512)</td>
<td></td>
</tr>
<tr>
<td>Interest on 750 term loan (BoA)</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>(1,056)</td>
<td></td>
</tr>
<tr>
<td>Deferred rent</td>
<td>633</td>
<td>149</td>
<td>(806)</td>
<td>(545)</td>
<td></td>
</tr>
<tr>
<td>Prepayment penalty &amp; financing costs</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>(3,604)</td>
<td></td>
</tr>
<tr>
<td><strong>Net Real Estate Activity</strong></td>
<td>$4,934</td>
<td>$2,945</td>
<td>$1,684</td>
<td>$(13,502)</td>
<td></td>
</tr>
<tr>
<td><strong>OTHER NONOPERATING ACTIVITY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deferred income tax fluctuation</td>
<td>$(992)</td>
<td>$(144)</td>
<td>$(811)</td>
<td>$(342)</td>
<td></td>
</tr>
<tr>
<td>Income tax expense</td>
<td>(60)</td>
<td>1</td>
<td>(55)</td>
<td>(248)</td>
<td></td>
</tr>
<tr>
<td>Retiree gap insurance adjustment (FAS 158)</td>
<td>—</td>
<td>—</td>
<td>(719)</td>
<td>—</td>
<td></td>
</tr>
<tr>
<td><strong>Net Other Nonoperating Activity</strong></td>
<td>$(1,052)</td>
<td>$(143)</td>
<td>$(1,585)</td>
<td>$(590)</td>
<td></td>
</tr>
<tr>
<td><strong>Total Nonoperating Activity</strong></td>
<td>$6,580</td>
<td>$11,451</td>
<td>$2,922</td>
<td>$(45,989)</td>
<td></td>
</tr>
</tbody>
</table>

(All figures shown in thousands. BoA = Bank of America; FAS = Financial Accounting Standards; LT = long-term investments.)

*Restated to reflect a change in accounting method to adopt the appropriate recording of an income tax provision for Ten G LLC.
Operations

During the summer of 2008, it was clear that the recession was upon us and that action was needed to minimize its impact on APA operations. Fortunately, our 2008 revenues were up 2.8% over 2007 levels, but there was little time to control expenses in a reasoned and thoughtful manner. Salary savings planned for in the 2008 probable were not realized because of record-low staff turnover during the year. We had inflation to absorb and contractual obligations to meet, and, for 2008, our overall expenses exceeded 2007 levels by 8.8%. In the end, we sustained a sizeable loss from operations of approximately $4.9 million ($8.155 million loss less the $2.5 million from the building cash flow and the $678,000 net activity from the APA Board designations) (see Table 1).

APA implemented various cost control measures in late 2008 to curtail the growing operating deficit, most notably a hiring freeze effective November 2008 and an association-wide reduction in staff travel, consulting, and contractual and special projects. Management and governance have agreed on massive expense reductions in an attempt to adjust operational expenses and balance the 2009 and future budgets in a reasoned and thoughtful manner.

Building Operations

In 2008, operations for the Ten G Street and the 750 First Street buildings resulted in solid gains, with net income of $2.2 million from the Ten G LLC and $5.8 million from the 750 LLC. However, the 750 LLC gain excludes the $10 million paper loss resulting from the change in the value of the interest rate swap. The buildings distributed a total of $5.31 million in cash to APA in 2008.

In spite of the current economic challenges, we are pleased to report that our buildings remain 100% leased, and demand for space is growing. Amtrak, one of APA’s tenants, is in an expansion mode due to their receipt of stimulus funding from the federal government and their business plan to consolidate near Union Station in Washington, DC. During the latter part of 2008, Amtrak expanded by 9,141 square feet in APA’s building at Ten G

### Table 2: Balance Sheet (Consolidated)

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006 Restated</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and ST investments</td>
<td>$49,186</td>
<td>$49,749</td>
<td>$46,249</td>
<td>$42,345</td>
</tr>
<tr>
<td>Long-term investment portfolio</td>
<td>$56,873</td>
<td>$67,536</td>
<td>$72,051</td>
<td>$39,756</td>
</tr>
<tr>
<td>Real estate/equipment</td>
<td>$81,668</td>
<td>$79,309</td>
<td>$81,617</td>
<td>$82,679</td>
</tr>
<tr>
<td>Other</td>
<td>$31,526</td>
<td>$32,154</td>
<td>$34,530</td>
<td>$35,913</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$219,253</strong></td>
<td><strong>$228,748</strong></td>
<td><strong>$234,447</strong></td>
<td><strong>$200,693</strong></td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Divisions/other groups</td>
<td>$5,679</td>
<td>$6,523</td>
<td>$7,311</td>
<td>$9,552</td>
</tr>
<tr>
<td>Long-term debt/swap liability</td>
<td>$117,468</td>
<td>$115,338</td>
<td>$114,517</td>
<td>$131,828</td>
</tr>
<tr>
<td>Accounts payable/accrued expenses/other</td>
<td>$15,697</td>
<td>$14,669</td>
<td>$18,106</td>
<td>$19,146</td>
</tr>
<tr>
<td>Deferred revenues</td>
<td>$44,686</td>
<td>$47,693</td>
<td>$48,802</td>
<td>$48,506</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$183,530</strong></td>
<td><strong>$184,223</strong></td>
<td><strong>$188,736</strong></td>
<td><strong>$209,032</strong></td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$35,723</td>
<td>$44,525</td>
<td>$45,711</td>
<td>(8,339)</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$219,253</strong></td>
<td><strong>$228,748</strong></td>
<td><strong>$234,447</strong></td>
<td><strong>$200,693</strong></td>
</tr>
</tbody>
</table>

(All figures shown in thousands. ST = short term.)

* Restated to reflect a change in accounting method to adopt the appropriate recording of an income tax provision for Ten G LLC.
Street. Under negotiation are an additional 8,653 square feet of space in the Ten G Street building and potentially 10,000–14,000 square feet in APA’s 750 First Street building. APA has consolidated over 7,000 square feet of its space at Ten G Street into existing space at 750 First Street. APA is reviewing alternatives to use its space more efficiently to create even more leasable square footage and reduce APA’s occupancy expense.

Effects of Noncash Items on the Balance Sheet

As mentioned previously, APA’s long-term stock portfolio was not insulated from the significant market downturn in 2008. APA incurred realized losses of $3.4 million, unrealized losses of $28 million, and net management fees, dividend and interest earnings, and a transfer of dividend and interest earned during 2007 from the long-term portfolio to short-term working capital, which reduced our portfolio by $32.2 million—from $72 million as of January 1, 2008, to $39.8 million as of December 31, 2008. Although our 2008 year-to-date performance was down 44%, the performance since inception (March 31, 1988) net of fees was up 9.85% in spite of the challenging period experienced during 2008. From January 1, 2009, through May 31, 2009, the portfolio has recorded a return of 14% and has just reached a value of $45 million (see Long-Term Portfolio chart on p. 332; see also Table 2).

The market values of the interest rate swaps concerning APA and the APA 750 LLC declined by nearly $15.8 million as of year end due to the steep decline in the long-term interest rate market.

Because of the significant “paper” entries needed to adjust the long-term investments and interest rate swap valuations, as well as the other factors described previously,

### TABLE 3 CONSOLIDATED NET ASSETS SUMMARY

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Assets Beginning Balance (Consolidated)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>APA operations (see also Table 1)</td>
<td>2,314</td>
<td>(3,557)</td>
<td>(1,802)</td>
<td>(8,155)</td>
</tr>
<tr>
<td>APA nonoperating activity (see also Table 1)</td>
<td>6,580</td>
<td>11,451</td>
<td>2,922</td>
<td>(45,989)</td>
</tr>
<tr>
<td>APAPO operations</td>
<td>539</td>
<td>273</td>
<td>66</td>
<td>94</td>
</tr>
<tr>
<td><strong>Total Change in Net Assets</strong></td>
<td>9,433</td>
<td>8,167</td>
<td>1,186</td>
<td>(54,050)</td>
</tr>
<tr>
<td>Prior Period Adjustment—Ten G LLC*</td>
<td>635</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td><strong>Net Assets Ending Balance (Consolidated)</strong></td>
<td>36,358</td>
<td>44,525</td>
<td>45,711</td>
<td>(8,339)</td>
</tr>
</tbody>
</table>

| **COMPOSITION OF ENDING NET ASSETS**      |        |        |        |        |
| APA unrestricted/undesignated activities | $30,206| $38,238| $31,454| $(22,012)|
| Designated activities                    |        |        |        |        |
| Publications and Databases R & D         | 1,888  | 1,654  | 2,181  | 2,489  |
| Accreditation                           | 2,095  | 2,141  | 1,985  | 1,647  |
| APAPO                                  | 2,169  | 2,442  | 2,508  | 2,602  |
| Convention                              | —      | 50     | 198    | 441    |
| Web relaunch                            | —      | —      | 7,385  | 6,494  |
| **Ending Net Assets, Unrestricted**      | $36,358| $44,525| $45,711| $(8,339)|

*Table in thousands. APAPO = APA Practice Organization; R & D = research and development.

* Restated to reflect a change in accounting method to adopt the appropriate recording of an income tax provision for Ten G LLC.

* Prior period adjustment primarily represents tax refunds due to Ten G LLC resulting from net operating loss carry forwards not previously reported.
APA finds itself in uncharted territory, with negative net assets of $8.3 million as of December 31, 2008 (see Table 3). Negative net assets trigger (a) tighter scrutiny by our lenders (Bank of America) and credit rating agency (Standard & Poor’s) and may result in (b) increased debt interest and more rigorous reporting requirements, (c) greater focus by third parties on our fiscal controls, and (d) debt covenant violations.

It is important to remember that our audited financial statements do not reflect the equity we have in our buildings—equity that is conservatively estimated to be in excess of $150 million. However, because that equity is not readily accessible to support operations, it is important that we maintain solid controls over our expenditures through 2009 and rebuild our net assets under the one arm of APA over which management has a great deal of control.

**Debt Refinance**

In May 2008, APA and the APA 750 LLC refinanced the long-term debt associated with the 750 First Street building. This action lowered interest costs, extended the bank’s commitment for an unprecedented 10 years, extended amortization of principal, and simplified reporting requirements.

Total consolidated debt increased by $4.1 million to cover the cost of the prepayment penalty on the Series B Notes of approximately $3.5 million, closing costs, and accrued interest. Lower interest rates combined with the lower bank credit spread resulted in an average rate on the new debt of 5.24%, compared with 6.42% before the refinancing. This interest rate differential resulted in an annual interest savings of approximately $620,000.

**Summary**

To be sure, 2008 was a year to remember. On the positive side, the Council of Representatives, the Board of Directors, the Finance Committee, the members of APA governance, the CEO, senior management, and the entire staff have...
tackled this downturn in the economy on multiple fronts in an attempt to preserve APA’s financial strength. There have been significant cost reductions at all levels as we position ourselves to deal with whatever comes our way in the future. These cost reductions, in concert with the development of our strategic plan, should set APA on a course that will preserve our resources and allow us to continue to deliver the products and services deserving of our membership. We have weathered many storms in years past, and we are prepared and ready to meet these current challenges as we look positively toward the future.

As always, if you have any questions about the association’s finances, please feel free to e-mail your treasurer at finances@apa.org.

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**APA’S PUBLIC CREDIT RATING**

In spite of the challenging 2008 results, Standard & Poor’s (S&P) reaffirmed APA’s BBB+ rating with a stable outlook (upgraded from BBB in September 2006). S&P cited the following positive attributes of APA’s operations:

- A long, positive operating history
- Diverse revenue streams
- Revenue flexibility supported by APA’s ability to increase dues and subscription prices while reducing operating expenses
- An increase, albeit a modest 2%, in membership for the first time in at least 7 years
- Adequate financial resources

Offsetting credit factors include:

- Balance sheet exposure risk due to real estate holdings and the associated swaps and debt
- Substantial losses in fiscal 2008 due to investments and swap valuations
- High level of debt
- Subsequent operating challenges

The stable outlook reflects S&P’s anticipation that APA will issue no new debt, continue to manage its current debt and derivative instruments, return to balanced operations, and stabilize its membership base.

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**2008 FINANCE COMMITTEE MEMBERS**

- Paul L. Craig, PhD, APA Treasurer, Chair
- Jean A. Carter, PhD, Vice Chair
- Guillermo Bernal, PhD
- Ronald E. Fox, PhD
- Kathleen M. McNamara, PhD
- Bonnie Markham, PhD, PsyD
- Nina K. Thomas, PhD

**2008 INVESTMENT SUBCOMMITTEE**

- Outside Expert Members
  - Frederick R. Kobrick
  - John J. McCormack
  - Sheila T. Roberts
  - Steven S. Zaleznick

**2008 AUDIT SUBCOMMITTEE**

- Outside Expert Members
  - Stephen C. Howell
  - Joan E. Lynch
  - Steven F. Stanton
About Us

Since 1953, the American Psychological Foundation (APF) has been providing funding for psychology to improve the lives of individuals, organizations, communities, and society. APF supports students and psychologists whose research, projects, and intervention programs help individuals and communities worldwide, making a difference every day:

• **APF Scholarships**: APF helps assure that the best and brightest thrive in the field and use their training to better humankind. Graduate students look to APF for support to complete dissertations, travel to conferences, and prepare themselves to undertake society’s challenges.

• **APF Early Career and Seed Money Grants**: APF provides crucial support when funding is difficult to obtain. APF’s early career and seed grants enable talented and creative young psychologists to launch their careers and initiate innovative projects.

• **APF Targeted Program Grants**: APF aims to create better lives for people across the globe through funding research, demonstration projects, and direct interventions to find effective solutions to societal problems.

Like other foundations, APF has been affected by the difficult economic situation; however, our donors continue to support us, our funding programs are strong, and we are continuing our mission to make psychology work for humanity.

In 2008, APF provided more than $700,000 in scholarships, grants, and other awards—funding that makes an impact on people’s everyday lives. Just a few of the many noteworthy projects APF supported in 2008 include:

• Scholarships for graduate students
• Research that aims to better understand the psychological and behavioral consequences of experiences with weight stigma
• A program to reduce and prevent ethnically motivated aggressive acts
• A study examining a pathway that may link mental health to susceptibility to diseases of aging
• A project that addresses the mental health of war-affected youth in Sierra Leone
• Research that addresses LGBTQ bullying in schools

Giving Back

APF would not be where it is today without the dedication and support of individuals and groups who make contributions to the foundation to improve people’s lives.

For more information on APF or to make a gift, contact Idalia Ramos, Assistant Director, at iramos@apa.org or 202.336.5814.

You make a living by what you get; you make a life by what you give.
—Winston Churchill