The American Psychological Association 2015 ANNUAL REPORT



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APA: SERVING MEMBERS, STUDENTS, TEACHERS, POLICYMAKERS, AND THE PUBLIC

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2015 BOARD OF DIRECTORS



Front row, from left: **Nadine J. Kaslow, PhD, ABPP**; **Barry S. Anton, PhD, ABPP**; and **Susan H. McDaniel, PhD, ABPP**.
Back row, from left: **Diana L. Prescott, PhD**; **Richard M. McGraw, PhD**; **Sandra L. Shullman, PhD**; **Linda F. Campbell, PhD**; **William J. Strickland, PhD**; **Louise A. Douce, PhD**; **Norman B. Anderson, PhD**; **Emily A. Voelkel, PhD**; **Bonnie Markham, PhD, PsyD**; and **Jennifer F. Kelly, PhD.**

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PRESIDENT'S REPORT

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APA President **Barry S. Anton, PhD, ABPP**, addresses members and other attendees at the opening session of the 2015 APA convention.

APA's 124th year was among its most challenging. Although 2015 ushered in an era of greater transparency within the association and enhanced communications to members and the public, it also required painful self-reflection stemming from the revelations of an independent review by an outside law firm. The review examined the question of whether APA played any role related to the Bush administration's use of abusive interrogation techniques during the war on terror.

The APA Council of Representatives took strong action to address the organizational factors that led to the problems identified in the Independent Review. Following an emotional meeting at the convention in August, the council passed



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At the 2015 Education Leadership Conference, APA President **Barry Anton, PhD** (*left*), honored four individuals with the Cynthia D. Belar Education Advocacy Distinguished Service Awards: **Jill Brimmer**, a legislative assistant to Sen. Jack Reed (D-RI), and **Tim Medeiros**, a legislative assistant to Rep. David Jolly (R-FL), for their work on the Garrett Lee Smith Memorial Act reauthorization of 2015; and **Paul M. Robins, PhD**, a professor of clinical psychology in psychiatry at the University of Pennsylvania, for his advocacy work and his mentoring of interns. (Not shown is **Mark A. Reinecke, PhD**.)

a resolution prohibiting psychologists from any involvement in national security interrogations for any military or intelligence entities where detainees are not afforded protections under the U.S. Constitution or international law. The council also voted to approve the formation of an APA Commission on Ethics Processes and a workgroup to revise APA's conflict-of-interest policies, which will address organizational culture and structure. APA also implemented preliminary governance changes that had been put in place last year.

Several APA senior staff, including CEO Norman B. Anderson, PhD, left APA near the end of 2015. A CEO search committee comprising diverse stakeholders was formed to work with an executive search firm to recruit the new CEO in 2016. In the meantime, former APA Executive Director of Education Cynthia D. Belar, PhD, accepted the position of interim CEO.

APA'S CONVENTION

Renowned psychologist and author Jonathan Kellerman, PhD, opened the 2015 APA convention with a keynote address that highlighted his wit, intelligence, and commitment to psychology as a science and profession. I was pleased to honor him with the APA Award for Outstanding Lifetime Contributions to Psychology.

Presidential programming at the convention included psychologists who work in nontraditional high-tech psychology jobs, such as Google, and a symposium featuring presidents, provosts, and professors who work in academic administration.

HEALTH CARE

In April, I represented APA at a White House meeting with leaders of provider organizations and insurance companies, government policy experts, and consumer advocates to discuss health care payment reform. Among the issues discussed was including mental and behavioral health as part of the new global payment system that Medicare was rolling out. A surprise speaker at the meeting was President Obama, who reviewed the progress the Affordable Care Act had made by its fifth anniversary. He noted that more than 16 million new enrollees have been added to the insurance rolls since 2010, coverage for mental health and substance abuse is included, and preexisting conditions no longer disqualify people for care.

INTERNSHIP IMBALANCE

This was the third year of a $3 million APA effort to increase the number of APA-accredited internships

by funding grants to graduate programs to facilitate accreditation. This effort has resulted in a steady and significant increase in the number of accredited internships and reduces the hardships many students face during their training. We are optimistic this imbalance will continue to decline as the program continues.

INTERNATIONAL ACTIVITIES

One of the joys of being APA president is serving as an ambassador for the association and engaging with psychologists internationally. APA is well regarded internationally, thanks largely to Merry Bullock, PhD, the director of APA's Office of International Affairs, who provides guidance to APA presidents on the cultural and organizational perspectives of the psychology associations of various host countries. During 2015, APA signed memoranda of understanding with the psychological associations of New Zealand and Ireland. This latter collaboration followed my personal meeting with Psychological Society of Ireland President Paul D'Alton, PhD, at the British Psychological Society meetings in Liverpool.

As APA president, I represented APA at the Inter-American Congress of Psychology in Lima, Peru, and the European Congress of Psychology in Milan, Italy, where we discussed matters of mutual concern in research, training, education, and practice. Another memorable event was Psychology Day at the United Nations. There, over 400 attendees heard APA member Brian Smedley, PhD, give an impassioned keynote address on global health disparities and the role psychology plays in improving global health.

GLOBAL SUMMIT ON PSYCHOLOGY AND INTEGRATED CARE

A highlight of my year as president was convening APA's interdisciplinary summit "Global Approaches to Integrated Health Care" in November. Held in the beautiful Capitol View Conference Center atop the APA building, the summit hosted 90 leaders from around the world to discuss integrated care. Five keynote speakers focused on global health, health equity, emerging use of technology and measurement, and patient power and engagement. In a lively exchange of ideas, global leaders in integrated care shared their perspectives in eight panel discussions. A critical component of the summit was the warm spirit of collaboration, leading to rich discussion from "unlike-minded" participants. The summit was the first APA conference streamed live and was viewed in 42 countries. The summit proceedings are archived on the APA website: **www.apa.org/about/governance/president/summit.aspx**.

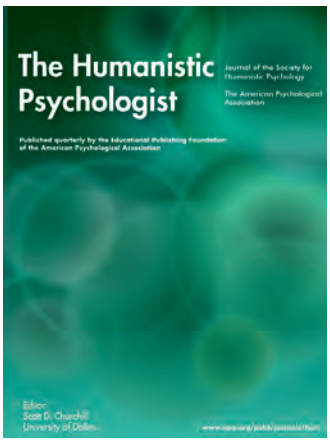
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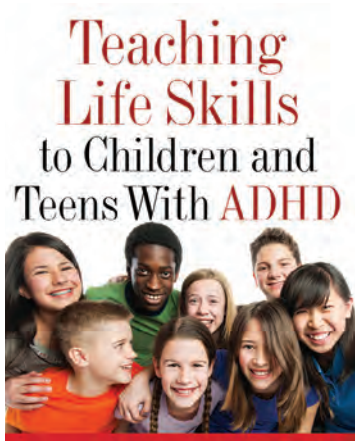
I am grateful to my cabinet of advisers, my colleagues on the APA Board of Directors, the Executive Management Group, friends, and family for supporting me during the year. It was a year of growth and reflection, resilience and change. We must remember that APA is a charitable organization dedicated to advancing the creation, communication, and application of psychological knowledge to improve people's lives.

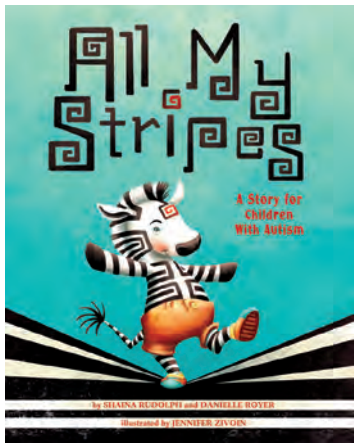


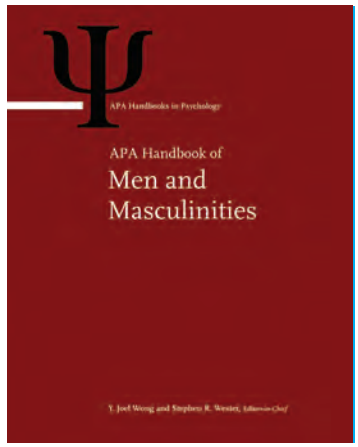
BARRY S. ANTON, PHD, ABPP
PRESIDENT

PUBLICATIONS AND DATABASES









From left: One of the new titles the APA journals program signed in 2015 was *The Humanistic Psychologist*. APA's popular self-help imprint, LifeTools, published *Teaching Life Skills to Children and Teens With ADHD*. Magination Press released *All My Stripes*, which was awarded the Mom's Choice Award Gold Medal; it is an excellent tool for guiding discussions about autism spectrum disorder. The reference division of the APA books program published several volumes in the APA Handbooks in Psychology series, including the *APA Handbook of Men and Masculinities*.



GARY R. VANDENBOS, PHD
PUBLISHER
(JANUARY–AUGUST 2015)



JASPER SIMONS
EXECUTIVE PUBLISHER
(AUGUST 2015–PRESENT)

The APA Office of Publications and Databases broadly disseminates knowledge through journals, books, and the PsycNET platform. APA's high-quality publications and databases offer APA members and the public access to relevant scientific information on psychological theory, empirical research, and clinical practice.

APA JOURNALS

www.apa.org/pubs/journals

The scholarly journals published by APA's journals program are essential resources for psychologists, behavioral health scientists, and students. The journals are integral to APA's mission to improve people's lives by advancing psychological science and practice.

In 2015, the journals program published nearly 5,000 articles in 402 issues across 87 journals. In addition, the office signed agreements to publish *Practice Innovations*, *Stigma and Health*, and *The Humanistic Psychologist* beginning in 2016.

The PsycARTICLES database added 11 new titles and contained more than 192,000 article records dating to 1894.

The journals program generated 25 issues of "Journals Article Spotlight," a free summary of recently published articles in APA journals, and 24 issues of "Particularly Exciting Experiments in Psychology," a free summary of research trends common to six APA journals that focus on experimental psychology: *Journal of Experimental Psychology: Human Perception and Performance*; *Journal of Experimental Psychology: Learning, Memory, and Cognition*; *Journal of Comparative Psychology*; *Journal of Experimental Psychology: General*; *Journal of Experimental Psychology: Animal Learning and Cognition*; and *Behavioral Neuroscience*.

APA BOOKS

www.apa.org/pubs/books

The APA books program produces an array of psychological content for multiple audiences across all ages and demographics. In 2015, the office released 43 new titles, as well as 67 books in Kindle editions.

APA's popular self-help imprint, LifeTools, published *Happy Together: Thriving as a Same-Sex Couple in Your Family, Workplace, and Community* and *Teaching Life Skills to Children and Teens With ADHD: A Guide for Parents and Counselors*. Magination Press, APA's acclaimed children's book imprint, released 13 new titles in 2015, several of which won multiple awards and honors.

The reference division of the books program published the second edition of the *APA Dictionary of Psychology* and several volumes in the APA Handbooks in Psychology series: the *APA Handbook of Clinical Geropsychology* (2-vol. set), the *APA Handbook of Human Systems Integration*, the *APA Handbook of Men and Masculinities*, the *APA Handbook of Psychology and Juvenile Justice*, and the *APA Handbook of Nonverbal Communication*.

The video division released 18 new videos, including *Problem Solving, Behavioral Emergencies*, *Mindfulness for Well-Being*, and *Forgiveness Therapy in Practice*.

By year-end, PsycBOOKS contained 68,098 full-text books and chapters.

PSYCINFO

www.apa.org/pubs/databases/psycinfo

The PsycINFO database reached a milestone of 4 million records in December 2015. This is the result of over 8 decades of detailed abstracting and indexing of international literature in the field of psychology and related disciplines.

In addition, the PsycINFO database now contains more than 80 million cited references.

There were 2,570 journals covered by PsycINFO at the end of 2015. Also, in 2015 the *APA Thesaurus* was updated with nearly 250,000 corrected records mapped to new terminology, allowing for increased accuracy in searching the PsycINFO literature.

SALES, LICENSING, MARKETING, EXHIBITIONS, AND CUSTOMER RELATIONS

Members of the Sales and Marketing management team (from database marketing, books marketing, sales, and customer relations) developed a comprehensive sales and marketing plan for APA Style® CENTRAL (launching in summer 2016). Customer relations staff implemented a joint training program with Psi Chi, the International Honor in Psychology. Agreements were signed with EBSCO Publishing, Inc., Rittenhouse Book Distributors, Inc., and Overdrive, Inc., for the distribution of e-books to academic, hospital, and public libraries. Database product sales were negotiated with customers in the United States and worldwide, such as the Sinai Hospital Consortium, the Macau Academic Consortium, the COMUE Sorbonne Consortium, and the National Health Service (England).

EDUCATION DIRECTORATE

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During 160 meetings with elected officials and their staffs, attendees at the 2015 Education Leadership Conference asked their senators and representatives to restore graduate students' eligibility for the Federal Direct Subsidized Loan Program. *From left*: **Roxanne Sullivan, PhD**, with **Sen. Deb Fischer (R-NE)**.



JAIME "JIM" DIAZ-GRANADOS, PHD
EXECUTIVE DIRECTOR

The Education Directorate advances education and training in psychology and the application of psychology to education and training. Our goals are to enhance the quality of teaching and learning outcomes, meet the demands of a diverse society through education and training, and increase financial and policy support for education and training.

A major event for the directorate in 2015 was the Education Leadership Conference (ELC), the theme of which was **Translating Psychological Science to Educational Practice, Policy, and the Public**. Participants discussed the value of psychological science and ways to increase understanding and implementation of psychological science in and beyond the classroom. The ELC also provided an opportunity for advocacy training and visits to Capitol Hill.

As part of a multifaceted effort across the discipline and within APA to address the significant imbalance in supply and demand for accredited internships, APA awarded $273,381 in funding to an additional 15 internship programs seeking APA

accreditation, and by the end of 2015, 29 grantees had received accreditation. APA's Council of Representatives established the grant program, voting to allocate up to $3 million over 3 years to create more accredited internship positions and to promote quality training for professional practice.

Through education and training programs, the directorate continues to support APA's strategic plan to expand psychology's role in advancing health. APA continued as a stakeholder at the Institute of Medicine's Global Forum on Innovation in Health Professional Education, where representatives from many nations and professions met to address transforming education for health professionals. In addition, APA, along with several other organizations, provided support in 2015 for a report assessing the impact of interprofessional education on patient outcomes.

ADVOCACY AND GOVERNMENT RELATIONS

Legislative priorities for education and training included funding for graduate training with underserved populations, eligibility for subsidized graduate student loans, and reauthorization of the Elementary and Secondary Education Act. The directorate also worked closely with lawmakers to garner bipartisan support for the reauthorization of the Garrett Lee Smith Memorial Act, designed to improve support and resources for college students with mental and behavioral health problems.

QUALITY ASSURANCE IN EDUCATION AND TRAINING

APA continued its quality assurance role in the areas of professional education and training and continuing education through its Commission on Accreditation and Continuing Education Committee. In 2015, there were 1,022 accredited programs in professional psychology.

APA approved the *Standards of Accreditation in Health Service Psychology*, which will go into effect January 1, 2017. This update of the 20-year-old guidelines focuses on training that better reflects the profession and allows for flexibility as the discipline evolves. Also in 2015, APA adopted new standards for approving sponsors; there are now 790 APA-approved sponsors of continuing education.

© Society for Science and the Public



APA granted seven awards to the best projects representing psychological science at the 2015 Intel International Science and Engineering Fair. *Front row, from left*: **Sarah Asfari**, **Tran Minh Hieu**, **Le Hoang Nhat**, **Aansh Shah**, **Alexandra Garth**, and **Tammy Hughes, PhD** (APA). *Back row, from left*: **Yousuf Asfari**, **Colter Norick**, **Colin Norick**, **Margaret Steiner**, and **Arsh Shah Dilbagi**.

© Tammy Woodard Photography



Twenty-four high school teachers from around the country participated in the APA/Clark University Workshop for High School Teachers. This workshop has been made possible through generous gifts from **Lee Gurel, PhD** (*center front*), a Clark University alumnus, APA member, and longtime donor to both Clark and the American Psychological Foundation.

ENHANCING EDUCATION IN PSYCHOLOGY

As a "Special Awards Organization," APA granted seven awards at the 2015 Intel International Science and Engineering Fair to projects representing psychological science. Over 1,700 students from nearly 70 countries, regions, and territories competed for more than $5 million in prizes. A panel of psychologists selected the top projects.

The inaugural meeting of the Committee on Associate and Baccalaureate Education (CABE) took place in 2015. CABE was established to more fully address the range of issues and concerns of psychology faculty at both 2- and 4-year colleges and universities.

The 10th annual APA/Clark University Workshop for High School Teachers was held at Clark University. Twenty-four high school teachers from around the country participated in 3 days of networking and lectures on new research and teaching strategies. Susan Nolan, PhD, delivered the keynote address on the role of introductory psychology in creating scientific thinkers. The workshop is one of the few that give high school teachers the opportunity to sharpen their skills and learn about cutting-edge research. The workshop is sponsored by the American Psychological Foundation, Clark University, and APA.

APA sponsored and coordinated the development of the video series *Preparing and Applying for Graduate School in Psychology*. The videos take prospective graduate students step-by-step through the preparation, application, interview, and admission processes. The presenters combine decades of advising experience and research findings with evidence-based and anxiety-reducing strategies.

BRINGING PSYCHOLOGY TO TEACHING AND LEARNING

APA is committed to enhancing the quality of teaching and learning outcomes at all levels of education and training. In 2015, APA's Coalition for Psychology in Schools and Education published the *Top 20 Principles for PreK-12 Teaching and Learning,* a resource for use by practitioners to help students learn more effectively. The *Top 20* has already been translated into Spanish, with plans for translation into Chinese (in 2016) and other languages.

SCIENCE DIRECTORATE



© Robert Whitehead

As part of the APA Science Directorate Government Relations Office Stand for Science campaign, California State University–San Bernardino psychologist **Cynthia Crawford, PhD**—second from left with undergraduates **Mirella Hernandez** and **Kristi Shawhan** and graduate student **Lace Riggs**—gives U.S. Rep. **Pete Aguilar (D-CA)** a tour of the university's social and behavioral sciences lab.



HOWARD KURTZMAN, PHD
ACTING EXECUTIVE DIRECTOR

The Science Directorate works to advance the science of psychology and to meet the needs and interests of psychological scientists. It engages in advocacy for the discipline to the federal government and offers educational programs, research funding, and other resources to scientists and students. Keep up with the full range of the directorate's activities through the monthly e-newsletter *Psychological Science Agenda* and on Twitter (**@APAScience**).

SCIENCE ADVOCACY

The Science Directorate's Government Relations Office continued its influential "Stand for Science" advocacy campaign in 2015. Psychological scientists not only visited the district offices of their members of Congress but also welcomed them into their laboratories to show them how research is conducted and why it is important.

The government relations staff worked to inform congressional offices in Washington about psychological science and its contributions to society. They did this through one-on-one meetings and by organizing testimony and briefings on such critical topics as the opiate/heroin epidemic, false confessions, and scientific priority setting and peer review.



© Charles Votaw

Saul Kassin, PhD (*right*), discusses his research on false confessions with **Rep. John Moolenaar (R-MI)** at the Coalition for National Science Funding's annual poster session, co-organized by the APA Science Directorate Government Relations Office.

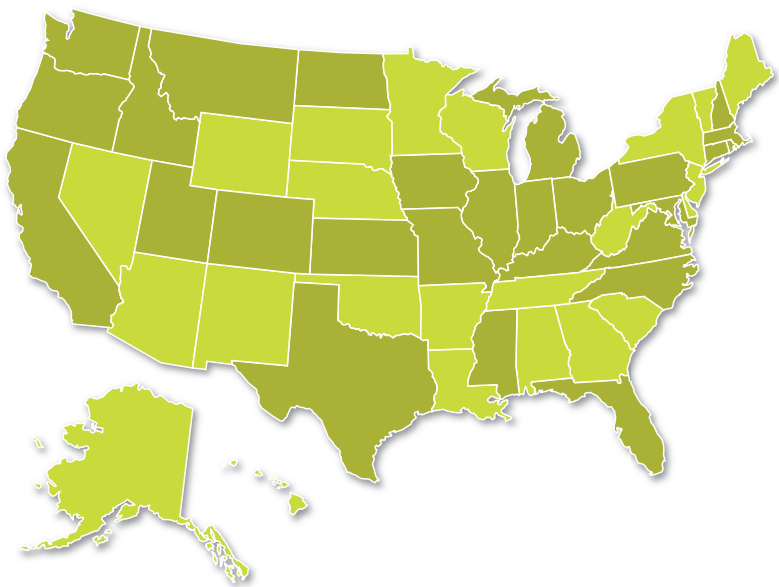
The directorate also took a lead role among behavioral science organizations in providing input to the U.S. Department of Health and Human Services on proposed revisions to federal regulations for the protection of human research participants.

EDUCATION

The directorate once again offered its renowned Advanced Training Institutes. These 5-day summer workshops enable established scientists and advanced graduate students to learn cutting-edge research and statistical techniques. More than 1,500 psychological scientists have taken advantage of these institutes since 2001, and 130 attended in 2015 alone.

For undergraduate students interested in psychological science, the Summer Science Fellowship program provided opportunities to work in research labs at George Mason University, receive mentorship about graduate school and careers, and learn about science policy.

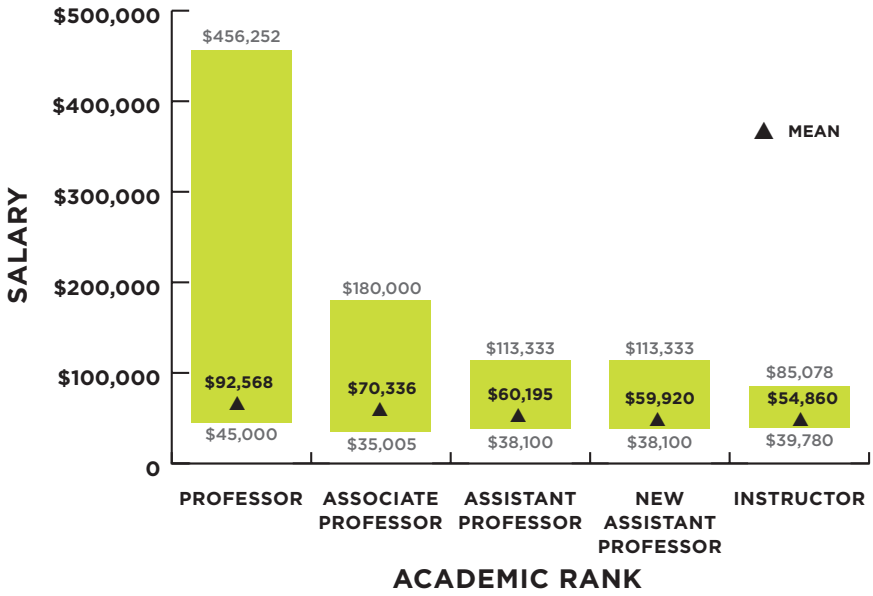
In fall 2015, the Science Directorate partnered with the American Psychological Association of Graduate Students to host a careers workshop for science-oriented graduate students.



STAND FOR SCIENCE DISTRICT CAMPAIGN

59 Psychologists
27 States
67 Congressional offices
28 Member meetings
13 Site visits
4 Member site meetings

District visits



MEAN SALARIES AND SALARY RANGES FOR TENURED/TENURE-TRACK PSYCHOLOGY FACULTY BY ACADEMIC RANK, 2014-2015

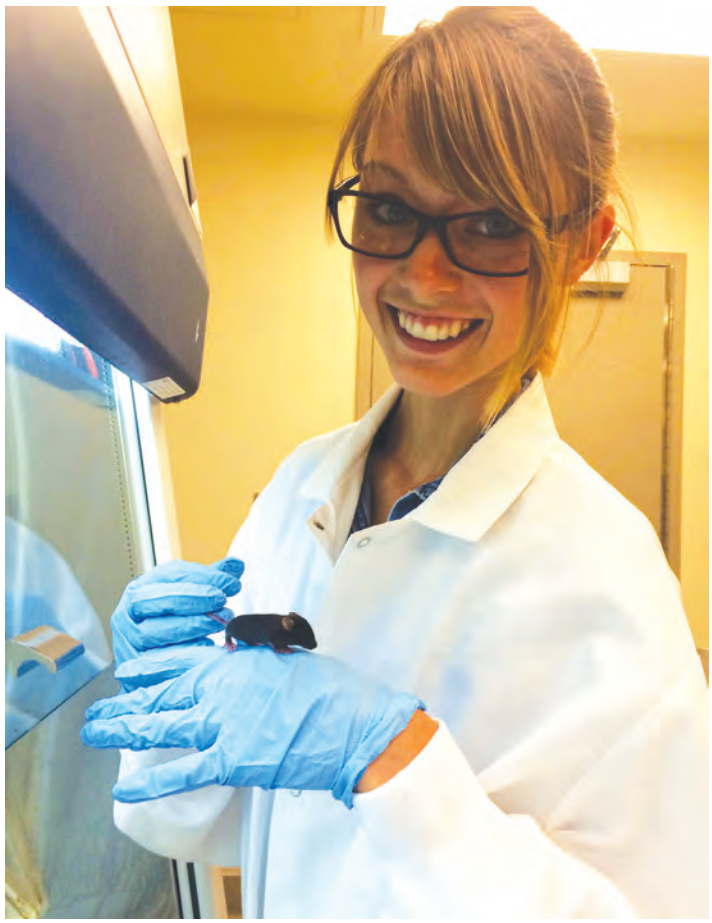
(Data presented in the Center for Workforce Studies faculty salaries report.)

RECOGNITION AND FUNDING

One of APA's longest standing activities is the recognition of distinguished contributions to psychological science. In 2015, APA honored 28 scientists with lifetime awards, early career awards, and special lectureships. APA also provided more than 150 monetary awards to deserving graduate students for dissertation projects, for travel to the APA convention, and to reward excellence in research.

WORKFORCE ANALYSIS

The Center for Workforce Studies (CWS) is responsible for the collection, analysis, and dissemination of information about the psychology workforce and education system. The year saw the release of three comprehensive workforce reports: *Demographics of the U.S. Psychology Workforce*, *Psychology Faculty Salaries for the 2014–2015 Academic Year*, and *2014 Online Job Advertisements for Licensed Psychologists*. CWS also continued its popular "Datapoint" feature in the APA *Monitor*. These one-page summaries present major findings on such topics as the distribution of licensed U.S. psychologists and doctoral graduate debt in an accessible format. (In late 2015, CWS moved from the Science Directorate to the Education Directorate.)



Kristen Craven

APA Science Directorate Summer Science Fellow **Lydia Craig** working in the cognitive and behavioral neuroscience lab at George Mason University.

PRACTICE DIRECTORATE

APA Photo



At the 2015 State Leadership Conference, three entrepreneurial psychologists explored alternative practice models. *From left to right*: Alan C. Nessman, JD, senior special counsel, APA's Office of Legal and Regulatory Affairs; **Vincent J. Bellwoar, PhD**, Associates of Springfield Psychological, Springfield, PA; Shirley Ann Higuchi, JD, associate executive director of APA's Office of Legal and Regulatory Affairs; **Keith A. Baird, PhD, ABPP**, Behavioral Care Management, Hinsdale, IL; and **Geoffrey Kanter, PhD, ABN, ABPdN**, Comprehensive MedPsych Systems Inc., Sarasota, FL.



KATHERINE C. NORDAL, PHD
EXECUTIVE DIRECTOR

The Practice Directorate promotes the practice of psychology and the availability and accessibility of psychological services, providing resources and services to psychologists practicing in all settings. The Practice Directorate supports members of both APA and its companion organization, the APA Practice Organization.

SUPPORTING PRACTITIONERS, THEIR PATIENTS, AND THE PROFESSION

Clinical Practice Guidelines

The Practice and Science directorates continued to collaborate on the development of clinical practice guidelines.

Two guideline development panels—on posttraumatic stress disorder (PTSD) and depression—met in 2015 to review evidence and draft recommendations. The draft of the PTSD guideline will go out for public comment in 2016; the draft of the depression guideline, in early 2017. The obesity guideline development panel has determined the scope of its guideline to be multicomponent interventions for children ages 2–18 with obesity. The review has been commissioned and will be

THE APA PRACTICE ORGANIZATION

A legally separate companion organization to APA, the Practice Organization supports practitioners in ways APA cannot due to IRS regulations. The Practice Organization engages in advocacy to advance and protect the professional and economic interests of practicing psychologists in a variety of practice settings. Highlights of Practice Organization successes and activities in 2015 include:

- Averting a 20% or greater cut to Medicare reimbursement rates.
- Introducing bipartisan legislation that would allow psychologists to work in Medicare free of unnecessary physician supervision.
- Persuading a major insurer to fire its audit contractor and stop abusive audits of psychological and neuropsychological testing.
- Advocating for parity, resulting in the agreement of two major insurers to reimburse more for the 60-minute psychotherapy code than for the 45-minute code.
- Sponsoring a successful multistate summit in New York City in May 2015, in collaboration with state psychological and neuropsychological associations, on integrated care and alternative practice models.
- Providing legislative grants to state, provincial, and territorial psychological associations to support a number of state-level activities, including defending licensed psychologists' scope of practice, pursuing practitioners' participation in Medicaid programs, and ensuring appropriate professional roles for psychologists.

completed in 2016 so evidence review and drafting of recommendations can begin.

Medicaid Access

The directorate promotes patient access to psychological services and psychologists in Medicaid, the use of Health and Behavioral Assessment codes, and reimbursement for psychology interns' services.

Use of Emerging Technologies

The Practice Directorate is working to enhance psychologists' use of emerging technologies for service delivery, billing, and electronic health records. The directorate is collaborating with the Association of State and Provincial Psychology Boards and state, provincial, and territorial psychological associations (SPTAs) on legislative initiatives to enact PSYPACT (Psychology Interjurisdictional Compact) legislation. Once enacted by seven states, PSYPACT will facilitate the provision of telepsychological services across those state lines.

State Leadership Conference

The 2015 State Leadership Conference focused on how the evolving landscape of health care delivery and financing is driving the demand for practice innovation. The Practice Directorate funds early career psychologist delegates and diversity delegates to prepare them for leadership positions in SPTAs and APA.

PROMOTING THE VALUE OF PSYCHOLOGY

Stress in America

The annual Stress in America survey, released on February 4, 2015, received significant media coverage in such outlets as *USA Today*, Huffington Post, NBC Today.com, CNNMoney.com, CNBC, *Bloomberg Businessweek*, and *CBS This Morning*. Media impressions reached more than 88 million within the first month of release. The survey, *Stress in America™: Paying With Our Health,* conducted on behalf of APA by the Harris Poll among 3,068 adults in August 2014, revealed that

parents, younger generations, and those living in lower income households reported higher levels of stress than Americans overall, especially in relation to money.

Public Education Campaign

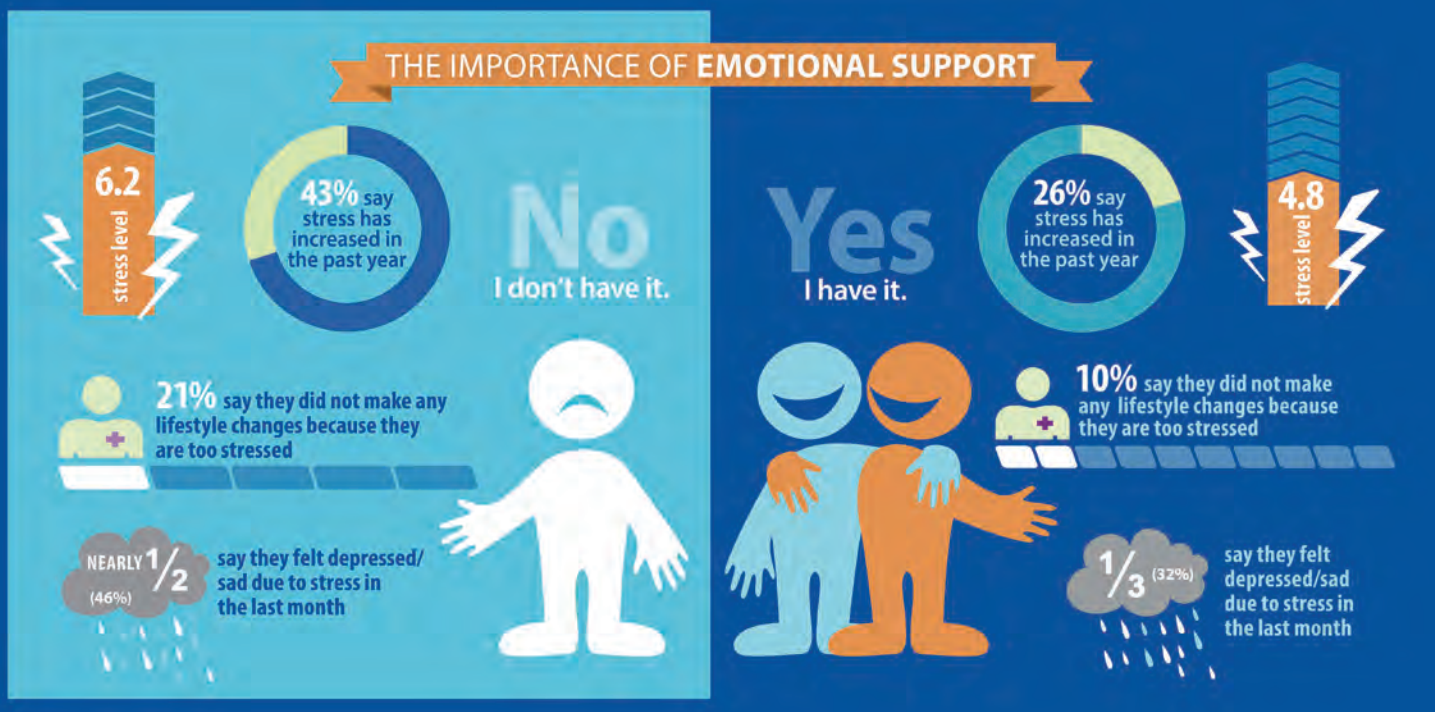
APA's Public Education Campaign educates millions of Americans about the value of psychology. The Mind/Body Health Campaign promotes psychologists as health practitioners trained to help individuals overcome barriers to healthy living and change their behaviors to promote prevention and disease management. In 2015, a nationwide grassroots network of psychologists carried out campaign initiatives by providing educational workshops at the community level, participating in local health fairs and state legislative information days, distributing campaign materials, and serving as experts for state and local media interviews.

The campaign also partnered with the National Parent Teacher Association and Dialysis Patient Citizens to spread psychologically relevant information to an additional 4 million Americans. Psychologists in the campaign helped develop webinars, articles, and tip sheets with useful information for the partners' members.

Disaster Resource Network

APA's Disaster Resource Network (DRN) successfully engages APA members to help individuals and communities prepare for, respond to, and recover from disaster. More than 2,300 licensed and trained psychologist volunteers have offered valuable assistance to the public through the DRN. Numerous preparedness activities were carried out in 2015, including training, recruiting, building coalitions, and participating in drills and exercises.

Keep up with the full range of the directorate's resources and activities through the Good Practice *magazine and* Practice Update *e-newsletter, which cover a variety of topics, including alternative practice models,* ICD-10, *and test data* (**www.apapracticecentral.org**).



APA's annual Stress in America survey is a component of APA's Mind/Body Health Campaign. The survey has provided insight into leading sources of stress among Americans since 2007, looking at the causes of stress and how stress impacts lives, health, relationships, families, and work.

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PUBLIC INTEREST DIRECTORATE

Courtesy of Sen. Durbin's office



PI Leadership Conference participants meet with Sen. Dick Durbin (D-IL) to discuss mental health reform and other issues. *From left*: **Armand Cerbone, PhD**; **Megan Polanin, PhD**; **Claire Grant** (member of Sen. Durbin's staff); **Gabe Twose, PhD** (APA staff); **Liz Vera, PhD**; and **Sen. Durbin**.



GWENDOLYN PURYEAR KEITA, PHD
EXECUTIVE DIRECTOR

The Public Interest Directorate applies psychological science and practice to benefit society, working to advance human rights and end health disparities, improve health and mental health, end discrimination, fight poverty, prevent violence, help families thrive, advocate on behalf of psychology, and equip psychologists to lead and serve. For more information, visit **www.apa.org/pi**, subscribe to *In the Public Interest* at **MyAPA**, and follow our blog at **http://psychologybenefits.org**, **@APAPublicInt** and **@DrGwenPKeita** on Twitter, **APAPubInt** on Instagram, and **APAPublicInt** on Pinterest.

In 2015, the Public Interest (PI) Directorate and the Board for the Advancement of Psychology in the Public Interest (BAPPI) convened the inaugural Public Interest Leadership Conference, where more than 120 psychologists representing 42 divisions, eight PI committees, the APA Board of Directors, and BAPPI met to talk about promoting public understanding of scientific psychology and the effective transfer of knowledge from theory to application and practice.

ENDING HEALTH DISPARITIES

APA's Health Disparities Initiative and the Substance Abuse and Mental Health Services Administration (SAMHSA) cosponsored the "Pathways to Behavioral Health Equity: Addressing

© Lloyd Wolf



Psychologist **Brian Smedley, PhD**, gave the keynote address at APA's Public Interest Leadership Conference. "When it comes to health, often your ZIP code is more important than your genetic code," said Smedley, executive director of the National Collaborative for Health Equity.

Disparities Experienced by Boys and Men of Color" conference. Collaborations resulting from this conference included partnering with the Kappa Alpha Psi Fraternity to establish a mental health agenda in the fraternity's national programming and forming a working group with the U.S. Administration on Children and Families to address implicit bias in the early childhood workforce.

As part of its Ethnicity and Health in America Series, the Office of Ethnic Minority Affairs (OEMA), with the Health Disparities Initiative, sponsored a seminar examining contextual factors contributing to obesity risk for middle-aged African American women, and OEMA hosted a webinar on the racial and ethnic disparities in childhood obesity.

The Minority Fellowship Program funded the first two cohorts of fellows for its new Services for Transition Age Youth Fellowship, which is funded by SAMHSA to support terminal master's-level students committed to providing mental health services to ethnic minority youth and their families.

The Safe and Supportive Schools Project, funded by a grant from the Centers for Disease Control and Prevention, trained over 60 school professionals in Delaware, Illinois, and Minnesota through APA's "Respect Workshop: Preventing Health Risks and Promoting Healthy Outcomes Among LGBTQ Youth."

IMPROVING HEALTH AND MENTAL HEALTH

Public Interest's Work, Stress, and Health (WSH) Office, with the National Institute for Occupational Safety and Health and the Society for Occupational Health Psychology, convened the 11th WSH conference, "Sustainable Work, Sustainable Health, Sustainable Organizations," in May 2015 in Atlanta, with approximately 600 presenters and attendees from 27 countries.

In partnership with the Education Development Center, the American Psychiatric Association Foundation, and the National Association of Social Workers and funded by a contract from SAMHSA's Center for Mental Health Services, the Professional Development Program in the Office on AIDS continued to increase psychologists' capacity to address the mental health and psychosocial needs of people with HIV and those affected by HIV.



© Lloyd Wolf

At the Pathways to Behavioral Health Equity conference in March, psychologists (*from left*) **Derek Griffith, PhD**, **Bruce Purnell, PhD**, and **Eric Mankowski, PhD**, described the impact of violence, poverty, and stress on boys and men of color.

The Children, Youth, and Families Office (CYFO) staffed the Task Force on Violent Media, whose Resolution on Violent Media was approved by the APA Council of Representatives in August. Also in August, APA adopted the *Guidelines for Psychological Practice With Transgender and Gender Nonconforming Clients*.

The Office on Aging collaborated with the National Association of Area Agencies on Aging and the National Council on Aging on webinars and workshops to educate over 2,000 service providers on the mental and behavioral health needs of older adults. In addition, the office submitted eight white papers for the 2015 White House Conference on Aging (WHCoA) and secured the participation of five psychologists at the WHCoA regional forums.

ENDING DISCRIMINATION AND ADVANCING EQUALITY

In response to the killing of several unarmed African Americans by law enforcement, OEMA and PI coordinated a session at the National Multicultural Conference and Summit in January titled "All Lives Matter: Psychology's Role in Addressing the Intersection of Law Enforcement Practices and Police-Perpetrated Violence in Communities of Color."

The Office on Disability Issues in Psychology updated the DisABILITY Resources Toolbox, a resource on the Americans With Disabilities Act to help psychology training directors and faculty better support students with disabilities.

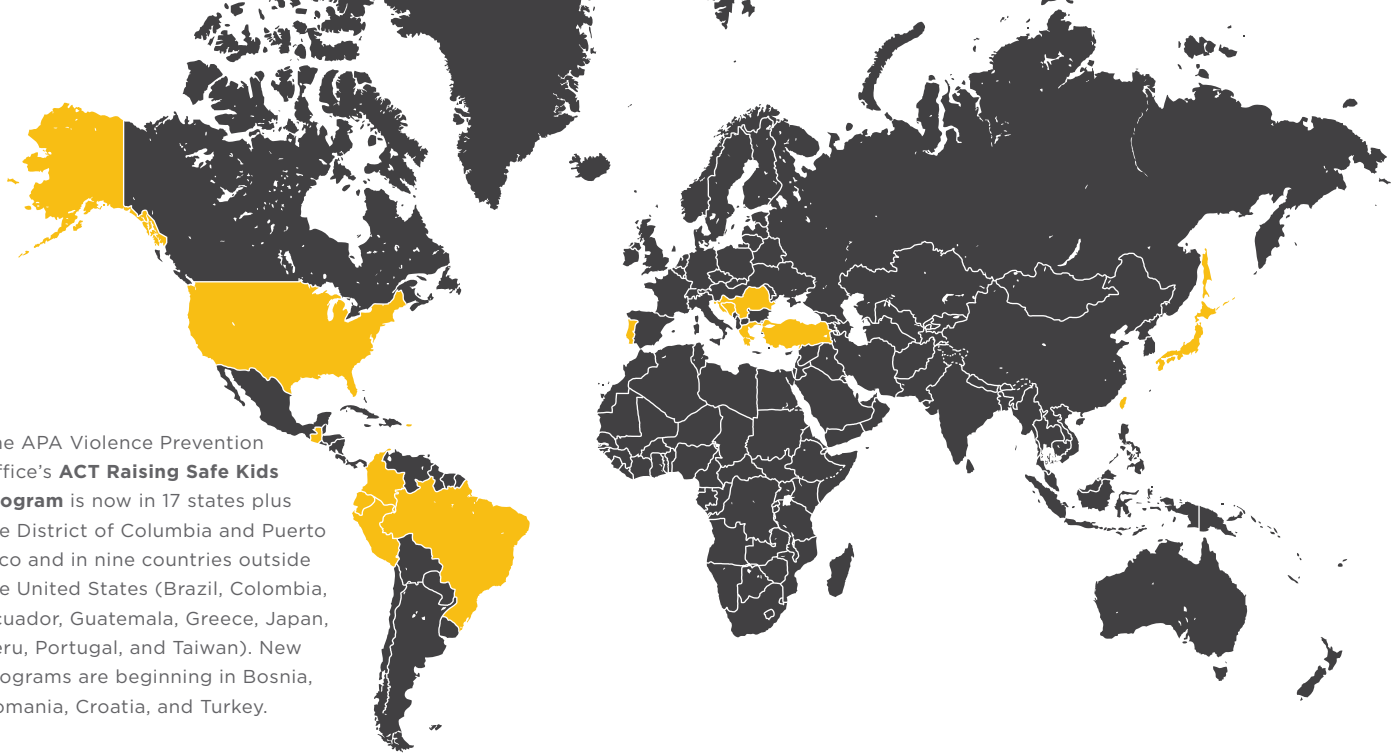
FIGHTING POVERTY

The Office on Socioeconomic Status (OSES) launched the "Stop Skipping Class" campaign to increase and improve the reporting of socioeconomic status for published reports of social science research.

OSES and CYFO launched the #ResilienceBooster social media Mother's Day campaign to publicize the Resilience Booster: Parent Tip Tool. This tool helps parents and caregivers build resilience to support healthy development among children. A PI blog post—"6 Things Parents Can Do to Boost Resilience in Kids"—attracted over 17,800 views by year's end.

PREVENTING VIOLENCE IN THE U.S. AND AROUND THE GLOBE

ACT Raising Safe Kids is now in 17 states plus the District of Columbia and Puerto Rico and in nine countries outside the United States. New programs are beginning in Bosnia, Romania, Croatia, and Turkey.



The APA Violence Prevention Office's **ACT Raising Safe Kids Program** is now in 17 states plus the District of Columbia and Puerto Rico and in nine countries outside the United States (Brazil, Colombia, Ecuador, Guatemala, Greece, Japan, Peru, Portugal, and Taiwan). New programs are beginning in Bosnia, Romania, Croatia, and Turkey.

The World Health Organization listed ACT as one of just three parenting programs in its *Implementing Child Maltreatment Prevention Programmes: What Experts Say* handbook, and the U.S. Department of Justice, the Office of Head Start, and the California Evidence-Based Clearinghouse on Child Welfare include ACT among interventions likely to be effective in preventing child maltreatment.

HELPING FAMILIES THRIVE

CYFO coordinated APA's participation in the 10th anniversary of National Children's Mental Health Awareness Day. APA highlighted the needs of children, youth, and young adults with mental or substance use disorders and their families while demonstrating how these needs can best be met through integrated care.

The Office on Aging updated the popular APA Family Caregivers Briefcase, viewed over 523,000 times in 2015.

ADVOCATING ON BEHALF OF PSYCHOLOGY

The Public Interest Government Relations Office (PI-GRO) provided advocacy trainings to 86 psychologists and graduate students, supported 118 congressional visits by APA and APAGS members and Minority Fellowship fellows, and generated 3,300 emails to Congress through APA's Federal Action Network.

In 2015, PI-GRO, with the Lesbian, Gay, Bisexual, and Transgender Concerns Office, convened an expert panel that wrote consensus statements providing the basis for the federal report *Ending Conversion Therapy: Supporting and Affirming LGBTQ Youth*. PI-GRO also developed a statement, signed by five other national organizations, urging federal reforms in the use of restraints on incarcerated women and girls during pregnancy, labor, and postpartum recovery, leading to the inclusion of related language in the House of Representatives' prison reform legislation.

In addition, PI-GRO and the APA Practice Organization supported three bills to reform the nation's mental health system. PI-GRO also succeeded in gaining the inclusion of additional mental and behavioral health provisions in the Juvenile Justice and Delinquency Prevention Act and urged Congress to address mental and behavioral health adequately in criminal justice reform.

Ben Black



Predoctoral fellows in APA's Minority Fellowship Program visit Across Boundaries, a multicultural mental health clinic in Toronto, Ontario, Canada, in August 2015. *Front row, from left*: **Ian Messam**; **Ruqia Hassan**; **Zina Peters, MPH**; **Jessica Arizaga, MA**; **Annia Raja, BA**; **Lora Henderson, MEd**; **LaToya Gaines, MA**; and **Candice Keyes, MPH.** *Back row, from left:* **Juventino Hernandez-Rodriguez, MA**; **Amanda Ramirez, MSW**; **Charles Liu, BA**; **Monica Ellis, MA, MACL**; **Kiet Huynh, MA**; **Joann Boswell**; **Peter Ackie**; **Mariam Saleh** and unidentified woman (Across Boundaries staff members); and **Andrew Austin-Dailey, MDiv, MBA** (MFP director).

EQUIPPING PSYCHOLOGISTS TO LEAD AND SERVE

The Leadership Institute for Women in Psychology held its eighth annual program in October; Kimberlyn Leary, PhD, advisor to the White House Council on Women and Girls, addressed participants. The institute also held the standard follow-up workshop program for the seventh-year class in March.

The Minority Fellowship Program hosted its 13th annual Psychology Summer Institute in July for 47 graduate, postdoctoral, and early career participants (including three grantees from OEMA's ProDIGS—Promoting Psychological Research and Training on Health Disparities Issues at Ethnic Minority Serving Institutions—program).

APA Staff



Participants in the Leadership Institute for Women in Psychology at the U.S. Capitol in October 2015. *Front row, from left*: **Kathleen Ashton, PhD**; **Sandra Loo, PhD**; **Cynthia Gerhardt, PhD**; **Oksana Yakushko, PhD**; and **Michi Fu, PhD**. *Middle row, from left*: **Michelle Nario-Redmond, PhD**; **Christine Chambers, PhD**; and **Anita Thomas, PhD**. *Back row, from left*: **Keisha Paxton, PhD**; **Brenda Huber, PsyD**; **Francine Conway, PhD**; **Antoinette Kavanaugh, PhD**; and **Colette Candy, PhD**.

GOVERNANCE AFFAIRS

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The APA president's reception, one of the special events at the APA convention in Toronto, was held at the Hockey Hall of Fame. *From left*: **Scott Churchill, PhD**; **Barry Anton, PhD**; **Nadine Kaslow, PhD**; **Susan McDaniel, PhD**; and **Frank Farley, PhD**.



NANCY GORDON MOORE, PHD, MBA
EXECUTIVE DIRECTOR

The Governance Affairs Office primarily addresses the needs of APA's governing and advisory bodies and assists the two governing bodies of the organization: the Board of Directors and the Council of Representatives. The office manages the consolidated meetings for advisory boards and committees and the Election, Convention and Meeting Services, and Travel offices. Governance Affairs staffs the Office of the President, the Council Leadership Team, the Policy and Planning Board, the Board of Convention Affairs, APAGS, and the Office for (and Committee on) Early Career Psychologists.

GOVERNANCE OFFICE

Two major areas of activity for the Governance Affairs Office in 2015 were in response to the Independent Review report and the Good Governance Project (GGP). A summary of the governance-initiated activities related to the Independent Review can be found online at **www.apa.org/independent-review/moving-forward.aspx**.

Regarding the GGP, the major change was the delegation of specific duties, including financial and budgetary matters and evaluation of the CEO, to the Board of Directors by the Council of Representatives for a 3-year trial period, through February 2017. With that delegation came a new division of labor, with the board assuming the primary role for oversight of the running of



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APA President-Elect **Susan McDaniel, PhD** (*on stage, left*), and Past President **Nadine Kaslow, PhD**, chair a town hall meeting at the 2015 APA convention to address the Independent Review.

the organization and the council taking on the policy work related to the content of psychology. To assist the council with that work, a Council Leadership Team was created, and 2015 was their first year of operation.

The council also passed a bylaws amendment to reconfigure the Board of Directors, opening up representation to the full membership. The bylaws ballot goes to members for approval in November 2016. Under the current system, only members of the council can run and vote for member-at-large seats. The new member-at-large seats will be elected from and by the general membership. In addition, early career psychologists will have a permanent voting seat, and a public member will be added. A process will be put in place for an annual needs assessment and slate development for the member-at-large seats to ensure a balanced board and that the appropriate skill sets are present on the board.

CONVENTION AND MEETING SERVICES OFFICE

Planning for the 2016 convention in Denver is well underway. This new location is expected to be popular. Other new sites that have been added to the rotation include Minneapolis in 2022 and Seattle in 2024.

APAGS AND ECPs

The two newest additions to the Governance Affairs roster include the groups composed of the next generation of psychologists: the American Psychological Association of Graduate Students (APAGS) and the Office for Early Career Psychologists. It is exciting to have these two groups together in one office for the first time, with the opportunity to help shape APA for the 21st century and for the needs of future psychologists.

The council also passed a bylaws amendment to reconfigure the Board of Directors, opening up representation to the full membership. The bylaws ballot goes to members for approval in November 2016.

APA SERVICES FOR STUDENTS

APAGS—American Psychological Association of Graduate Students

Papa Andoh



The APAGS Committee, staff, and leadership recruits at the 2015 fall consolidated meeting. *Front row, from left*: **Justin Karr**; **Emily Voelkel, PhD**; **Christine Jehu, PhD**; **Ian Gutierrez**; **Blaire Schembari**; and **Ritu Verma**. *Middle row, from left*: **Leighna Harrison, PhD**; **Kelly Lee**; **Heather Dade**; **Natalie Troxel**; **Farzana Saleem**; **James Garcia**; **Julia Benjamin**; and **Michael Williams**. *Back row, from left*: **Eddy Ameen, PhD**; **Yolanda Volk-Perkins**; **Spencer Evans**; and **Nabil El-Ghoroury, PhD**.

The American Psychological Association of Graduate Students (APAGS) builds a better future for psychology by serving as a united voice to enrich and advocate for graduate student development.

2015 was a busy year. APAGS continued to provide valuable resources to students, including awarding more than $30,000 in grants, developing leadership and learning opportunities, promoting and distributing online and print resources, and connecting members through engagement on our Facebook page (100,000+ fans), the *gradPSYCH* blog (publishing 70+ posts by students and guest contributors), Twitter (6,700+ followers), and a new Instagram account. Here are our highlights, but for more information, visit us at **www.apa.org/apags.**

EDUCATION AND TRAINING

Each year, APAGS hosts more than 25 hours of convention programming geared toward graduate students. In 2015, programming included setting goals and managing student workloads, creating research programs, developing leadership skills, increasing financial literacy, mobilizing for social justice, securing alternative careers with a doctorate, and brushing up on statistical analysis, to name a few. APAGS also provided networking opportunities for students at the convention through social events, "food for thought" breakfasts, and an internship fair.

In 2015, APAGS collaborated with the Science Directorate to host the workshop "Preparing for Your Future Job(s): What They Didn't Teach Me in Grad School," in Washington, DC. Nearly 50 emerging scientists participated in sessions on the academic hiring process, creating a concise "elevator pitch," social media strategies for the job hunt, and research jobs outside of academia.



APAGS released *Proud and Prepared* in August, a digital guide for LGBT students navigating graduate training that is filled with suggestions, advice, and support written by a variety of LGBT psychology graduate students (**www.apa.org/apags/resources/lgbt-guide.aspx**).

RESOURCES

APAGS published *Proud and Prepared*, a digital guide for lesbian, gay, bisexual, and transgender graduate students navigating training. This resource offers information and advice on providing disclosure in professional settings, identifying inclusive training sites, finding a mentor, and much more.

The journal *Translational Issues in Psychological Science* (*TPS*) published its first volume in 2015. A quarterly journal focused on how research translates across psychology fields, *TPS* devotes each issue to a special topic. Topics in 2015 included the science of sleep, how psychological science can improve classrooms, psychological advances in obesity, and prejudice and discrimination. Students serve as reviewers, associate editors, and editorial board members.

ADVOCACY

APAGS continued to advocate for the creation of more accredited internships. APAGS staff have worked with colleagues in the Education and Practice directorates on Medicaid reimbursement for interns' services, a strategy to create sustainable funding mechanisms for new internships. APAGS has been encouraging training councils to consider special strategies for internship creation. In addition, to support students who are applying for internships, APAGS provided guidance through convention workshops and webisodes (available at **www.apa.org/apags/resources/internship-webisodes.aspx**).

MEMBERSHIP RECRUITMENT AND ENGAGEMENT



In 2015, APA established its first-ever office dedicated entirely to issues of membership. This newly created team is tasked with attracting new members to APA and retaining current members of the organization.

To achieve these broad goals, the Membership office will focus on engaging with members and making APA membership more valuable and enjoyable. In large part, this means delivering to APA members the tools, services, information, and experiences they need to excel as psychologists at every stage of their careers.

At the outset, we will primarily concentrate on providing members with assistance in the following areas: career and professional development, networking, access to psychological research, and information on trends and developments across



IAN D. KING, MBA
EXECUTIVE DIRECTOR

The APA Membership Office is focused on helping members build their skills and engage in life-long learning so that they can help advance the practice, study, and application of psychology.

the discipline. We will also work to provide members with solutions to specific challenges they face in areas ranging from student debt to research funding and beyond.

We cannot do any of this, however, without detailed input and feedback from APA members. If you have questions or comments about the Membership office or anything you have read here, please contact Ian King, Executive Director, Membership, at **iking@apa.org**.

MEMBERSHIP COUNTS

The 2015 membership total was 117,575, including 77,552 full members and 40,023 affiliates. In the full-member category, there were 19,826 early career members and associates (within 10 years' receipt of their doctorate); in the affiliate categories, there were 24,190 graduate students. Overall, membership declined 4% in 2015. The life status category increased by 4.5%. (A life status member is one who has reached age 65 and has belonged to APA for 25 years; these members may choose to begin the dues-reduction process, which culminates in dues exemption. In 2015, 766 members moved from the full-member to the life status category.)

Integrated marketing efforts in 2015 focused on recruiting new members, upgrading students to full membership, and engaging members. The Membership office also continued its partnership with the Practice Directorate to develop a campaign to recruit licensed practitioners. Overall, the 2015 fall recruitment campaign targeted nearly 200,000 prospects for membership (up from 167,000 prospects in 2014). By year's end, 14,782 new members or affiliates had joined APA, and 1,074 graduate students had upgraded to full membership.

SERVICE CENTER OPERATIONS AND COMMUNICATIONS

The Service Center's operations unit is responsible for maintaining the member, subscription, and customer database records and processing new member and affiliate applications, dues and subscription payments, and book orders. The unit's circulation staff handle the postal filings for APA journals and the audits for the *Monitor on Psychology*.

After staff's review of applications, APA elected 4,482 new members, reinstated 1,477 members, and processed applications for 8,800 student affiliates, 900 teacher affiliates, and 600 international affiliates (totals for affiliates are rounded estimates) in 2015. In April, in collaboration with APA's Information Technology Services, the operations unit introduced a new member application system to accept new member dues payments electronically.

The Service Center's communications staff handled approximately 52,000 direct calls in 2015. Approximately 44% of those calls were member related, 30% required directory assistance, and 21% were from members and the general public placing a book or subscription order or requesting other information. The remaining 5% were technical calls pertaining to online products and services.

DIVISION SERVICES OFFICE

APA divisions are organized around psychological specialties and the interest areas of APA's members. APA channels support for its divisions through the Division Services Office, which offers an array of services and resources, including help with accepting and tracking members, assistance with division publications, and support in managing meetings and conferences.

Division Services is also the liaison to the Committee on Division/APA Relations (CODAPAR), which represents division interests within APA's governance structure. The committee is responsible for creating the Division Leadership Conference for presidents-elect to prepare them to assume the role of division president. CODAPAR also encourages division collaboration through joint conferences, programming at the APA convention, and the interdivisional grant program.

COMMUNICATIONS OFFICE





NANCY GORDON MOORE, PHD, MBA
ACTING EXECUTIVE DIRECTOR

The Communications Office oversees APA's outreach to the news media, manages the content of the APA website, and produces APA's *Monitor on Psychology* magazine. It also houses Editorial and Design Services and Advertising and Exhibit Sales.

PUBLIC AFFAIRS

Social Media

Social media followers on APA's main public sites increased 46% in 2015, giving APA a total audience of over 477,000 across our primary pages on Facebook, Twitter, Google+, LinkedIn, and YouTube.

APA's Facebook posts were seen by an average of over 106,000 people daily in 2015, with the largest single post seen by more than 375,000 people.

APA's award-winning audio podcast, Speaking of Psychology, had nearly 2,800 subscribers at the end of 2015 and had been downloaded 130,000 times over the course of the year, nearly double the number of downloads in 2014.

The association continued to use Google's nonprofit advertising grant program to promote its Psychologist Locator, the PsycCareers platform, and the Psychology: Science in Action public education campaign, as well as to recruit new members. The ads were displayed over 9.5 million times, generating more than 123,000 click-throughs to APA's website, at an in-kind value of approximately $112,000.

News Media

Public Affairs responded to nearly 1,000 inquiries from broadcast, print, and online news media in 2015. Using APA's media referral database, staff made more than 3,000 referrals of APA member psychologists to comment on numerous issues, from gun violence to depression to consumer behaviors.

APA also issued 81 press releases, 28 of which featured research published in APA journals. These releases generated at least 691 news stories in such media outlets as *The New York Times*, *The Washington Post*, MSNBC, and National Public Radio, to name a few.

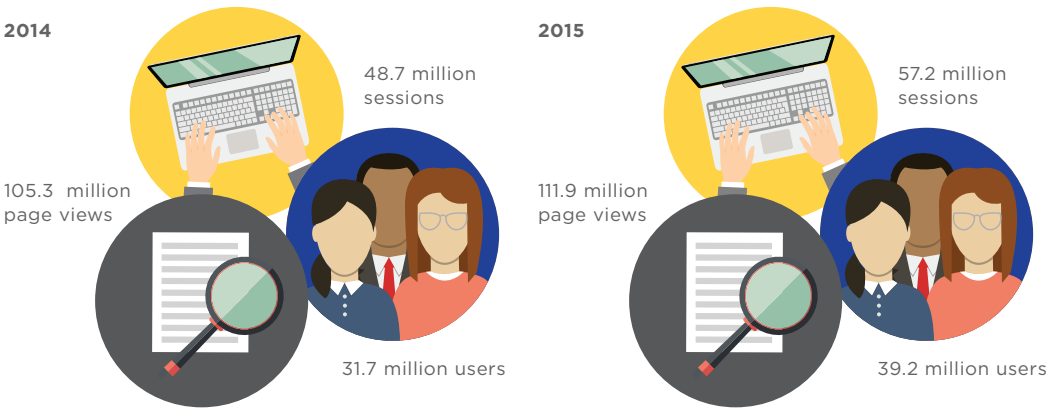
For APA's 2015 convention in Toronto, the news media kit included eight news releases and three advisories, which resulted in at least 545 placements, including stories in *The Los Angeles Times*, NPR, *U.S News & World Report*, CNN, and Reuters.

WEB CONTENT SERVICES

Addressing the growing audience accessing APA websites via smartphones, tablets, and other devices, the Web Content Services office, in collaboration with APA's Information Technology Services office, retooled all web pages to display properly regardless of screen size. The move to responsive design ensured compatibility now and for the future.

APA websites drew more visitors than ever (39.2 million) who viewed more pages than ever (nearly 112 million). The web team deployed new content templates across the sites to present information in more logical, accessible, and visually attractive formats. Another first for 2015: We provided live video streaming on **apa.org** from APA's rooftop conference center of November's presidential summit, "Global Approaches to Integrated Health Care."

Other enhancements in 2015 included reorganizing and expanding content on Practice Central in its Reimbursements section in anticipation of the release of the *ICD-10-CM* codes, revising the academic Specialties and Proficiencies page, and freshening of the Careers section by linking to career information drawn from the Psychology: Science in Action microsite.



PAGE VIEWS AND USERS YEAR OVER YEAR

Page view: number of times someone has viewed an entire page, including all text, images, graphics, etc. **Session:** period of time when a visitor is actively engaged on a website. **User:** visitor to the site who has at least one session in a given time range. *Source*: Google Analytics report on all APA websites, excluding APA PsycNET and traffic from APA staff.



GETTING TO APA WEBSITES

Mobile (cellphone & tablet): **25%**
Computer (desk & laptop): **75%**



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APA's completely revamped **PsycCareers LIVE and employer booths** are part of a career fair hub in the convention's exhibit hall offering career management tips, guidance, and networking for career opportunities. Psychology professionals in all stages of career development can talk directly here with top employers and recruiters both before and during the convention.

APA *MONITOR*





The APA *Monitor on Psychology* highlights the latest psychological research and practice trends as well as news on the ways psychology benefits society. The magazine is published 11 times a year and is available digitally for free at **www.apa.org/monitor/digital**.

The digital version, accessible via apps and on any computer, offers additional content, including videos, slide shows, and more.

EDITORIAL AND DESIGN SERVICES

The office's Editorial and Design Services (EDS) provides in-house editing, design, and production services to APA directorates, offices, and governance groups. These services save APA money while providing high-quality publications and other media projects for members and the public. In 2015, EDS coordinated the production of 390 projects, including the *APA Annual Report* and the *APA Convention Program*.

ADVERTISING AND EXHIBIT SALES

The APA Advertising and Exhibit Sales department (**www.apa.org/ads**) works with companies to meet their strategic marketing needs through an integrated approach across all APA and APA Practice Organization media. The department continues to see a shift away from traditional print advertising, with strong interest from advertisers in electronic media, particularly *APA Access*, *PracticeUpdate*, the APA website, and the APA convention app. (For more information, please see **www.apa.org/ads** and **www.apa.org/convention/exhibitors**.)

During the 2015 APA convention, the department brought back the revamped PsycCareers LIVE, APA's career fair and employer booths, with a featured career fair hub inside the APA exhibit hall. PsycCareers LIVE hosted career management sessions as well as areas for employers and job seekers to connect (**www.psyccareers.com**).

OFFICE OF GENERAL COUNSEL





NATHALIE GILFOYLE, ESQ.
GENERAL COUNSEL

The Office of General Counsel (OGC) provides legal counseling and engages in risk-management activities to protect APA's interests across a wide range of legal areas, such as tax, antitrust, intellectual property, contracts, and employee benefits. In addition to providing legal advice to APA, OGC continues to advance APA's interface between psychology and the law.

AMICUS INVOLVEMENT

The office worked closely with the Committee on Legal Issues, APA directorates, relevant governance bodies, social science research experts, and outside legal counsel in the review, development, and filing of three amicus curiae briefs in 2015 to ensure courts considered psychological research when reviewing issues of marriage equality, disabilities, and affirmative action.

Marriage Equality

Obergefell v. Hodges (U.S. Supreme Court)—APA filed this amicus brief challenging laws against same-sex marriage in Ohio, Michigan, Kentucky, and Tennessee. Over the years,

On June 26, 2015, the Supreme Court decided *Obergefell v. Hodges*, holding that the Fourteenth Amendment requires states to license marriages between people of the same sex and to recognize out-of-state same-sex marriages as lawful. . . .

APA has filed 31 amicus curiae briefs presenting the evolving social science research relevant to legal challenges to barriers to same sex marriage. On June 26, 2015, the Supreme Court decided *Obergefell*, holding that the Fourteenth Amendment requires states to license marriages between people of the same sex and to recognize out-of-state same-sex marriages as lawful. Justice Anthony Kennedy's majority opinion cited APA's amicus brief in discussing the evolution of the institution of marriage and the rights of gays and lesbians over time. This Supreme Court decision was the capstone to APA's sustained amicus program regarding marriage equality litigation, and it effectively ended this wave of litigation. (For details, see **www.apa.org/about/offices/ogc/amicus/obergefell-supreme-court.pdf**.)

Disabilities

San Francisco v. Sheehan (U.S. Supreme Court)—*Sheehan* raised the question of whether the Americans With Disabilities Act requires police officers to make reasonable accommodations when arresting an armed individual with intellectual disabilities. APA filed a joint brief with the American Psychiatric Association providing pertinent information in support of Sheehan, who is mentally disabled. On May 18, 2015, the court held, among other things, that officers may enter a home without a warrant in an emergency when there is potential for injury to the occupant and that the officers' use of force against Sheehan was reasonable under the circumstances, including firing multiple rounds (**www.apa.org/about/offices/ogc/amicus/sheehan.pdf**).

Affirmative Action

Fisher v. University of Texas at Austin (U.S. Supreme Court)—APA submitted an amicus brief on the question of whether the Fifth Circuit's reendorsement of the use of racial preferences in undergraduate admissions can be sustained under this court's interpretations of the Equal Protection Clause of the Fourteenth Amendment. APA's brief provided research to the effect that underrepresentation of minority groups poses significant obstacles to effective education of both minority and nonminority students. Social isolation and stereotyping experienced by underrepresented minorities inhibits those students' mental and emotional functioning, leading to decreased academic performance and impaired emotional well-being. Members of majority groups, too, are hindered by persistent implicit biases that can lead to disruptions of mental function (**www.apa.org/about/offices/ogc/amicus/fisher.pdf**).

. . . This Supreme Court decision was the capstone to APA's sustained amicus program regarding marriage equality litigation, and it effectively ended this wave of litigation.

COMMITTEE ON LEGAL ISSUES

The Committee on Legal Issues (COLI), staffed by OGC, convened twice in 2015 and continued to issue responses and recommendations to proposed guidelines, policies, reports, and other proposed action by APA. COLI also engaged in educative efforts regarding psycholegal issues and promoted the field of psychology as it interfaces with the law. During the 2015 APA convention, COLI cosponsored a continuing education program exploring forensic issues for psychologists testifying in court.

COLI has a judicial outreach initiative to build more effective relationships between the psychological and judicial communities. In 2015, Gregory Parks, JD, PhD, acted as APA's judicial ambassador at the "Ensuring Equal Access to Courts" conference.

APA staff



The 2015 APA Committee on Legal Issues. *Front row, from left*: **John A. Zervopoulos, JD, PhD**; **Allison D. Redlich, PhD**; **Lisa K. Strohman, JD, PhD**; and **Michele Galietta, PhD** (chair). *Back row, from left*: **Richard A. Wise, JD, PhD**; **Jason A. Cantone, JD, PhD**; **Linda Berberoglu, JD, PhD**; **Kimberly Larson, JD, PhD**; and **A. Steven Frankel, JD, PhD**.

EXECUTIVE OFFICE

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Five top companies received APA's 2015 Psychologically Healthy Workplace awards at a ceremony in Washington, DC, in March. (For more information, see **www.apa.org/monitor/2015/05/slc-workplaces.aspx**.)



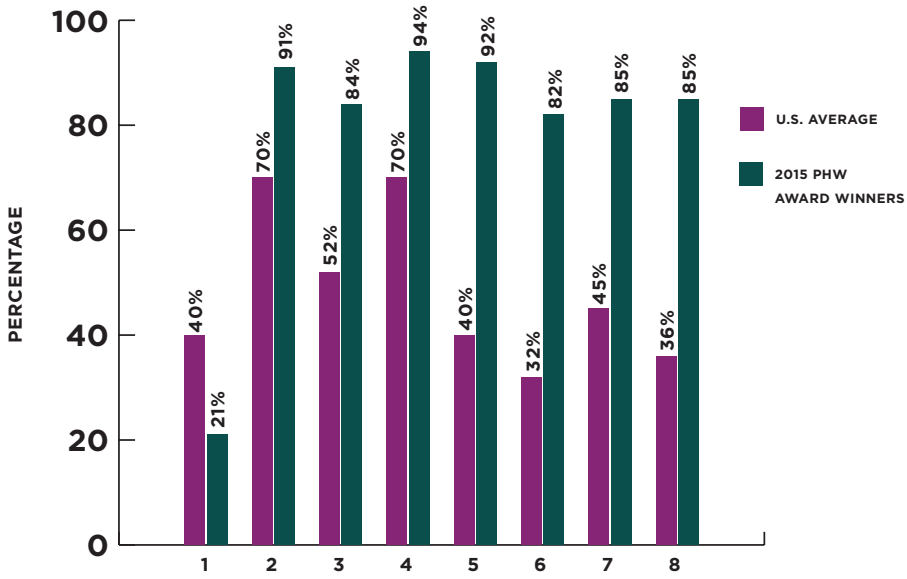
NORMAN B. ANDERSON, PHD
CHIEF EXECUTIVE OFFICER AND EXECUTIVE VICE PRESIDENT

The Executive Office is responsible for the implementation of APA policies and the management of the day-to-day functions of the association as well as several key programs: Ethics, International Affairs, APA Center for Psychology and Health, APA Center for Organizational Excellence, and Staff Initiatives. It also houses the CEO and Senior Policy Advisor and oversees APA's affirmative action policies.

APA CENTER FOR ORGANIZATIONAL EXCELLENCE

The APA Center for Organizational Excellence, which houses the long-standing Psychologically Healthy Workplace Program, promotes employee well-being and enhances organizational performance, both at APA and for the public.

In 2015, the center recognized five organizations as Psychologically Healthy Workplace Award winners for their comprehensive set of practices that support a healthy, high-performing work environment: Beehive PR, LaSalle Network, Team Horner, Beach Cities Health District, and Hilltop Community Resources. American Express was recognized with APA's inaugural Organizational Excellence Award for



PSYCHOLOGICALLY HEALTHY WORKPLACES (PHW) HAVE LOWER TURNOVER, MOTIVATE EMPLOYEES TO EXCEL, AND SUPPORT HEALTH AND WELLNESS

1 Employee Turnover
2 Job Satisfaction
3 Employees Who Feel Valued
4 Employees Motivated to Do Their Best
5 Organization Promotes and Supports a Healthy Lifestyle
6 Regularly Participate in Health and Wellness
7 Availability of Adequate Mental Health Resources
8 Availability of Adequate Stress Management Resources

SOURCES: APA, Psychologically Healthy Workplace Program; APA's 2014 Work & Wellbeing Survey; U.S.. Department Of Labor, Bureau of Labor Statistics, 2014 Total Separation (with preliminary data for December).

© 2015 American Psychological Association

the company's efforts to integrate behavioral health and emotional well-being into its health and wellness offerings.

To identify emerging issues and trends in the U.S. workforce, the center conducted two national surveys in 2015: Work and Well-Being, which included employee perceptions of workplace practices; and Work–Life, which looked at issues involving flexible workplace practices and work–life fit. These surveys, combined with other outreach efforts, helped increase public awareness of the benefits psychology brings to the setting in which adults spend a majority of their waking hours—the workplace.



The **Psychologists in Integrated Health Care video series** is designed to promote awareness of how integrated care works and benefits society. The video on pediatric primary care features innovative psychologists who are working closely with pediatricians on-site to make it easier for patients to access mental health services and are contributing to improvements in health outcomes of our nation's youth.

The center developed and launched a resource page on flexible work arrangements, which includes an animated video that helps human resources staff and managers address the topic, as well as a collection of resources on how work flexibility can benefit employee well-being and business performance.

Through its website, e-newsletter, blog, and social media channels, as well as CE workshops, trainings, and press releases, the center continued to engage key stakeholders in the business community, demonstrate the value of psychology, and position APA as an expert resource for employers and the psychologists who work with them. For more information, visit **apaexcellence.org**.

APA CENTER FOR PSYCHOLOGY AND HEALTH

The APA Center for Psychology and Health coordinates activities across the association and with the affiliated APA Practice Organization to expand psychology's role in advancing health. Highlights of the center's accomplishments in 2015 include the following:



Courtesy of Gerard Jacobs, PhD, Disaster Mental Health Institute, University of South Dakota

Participants in a workshop sponsored by APA in collaboration with the Nepalese Association of Clinical Psychology, Tribhuvan University, the Nepalese Psychology Network, the Indian Association of Clinical Psychologists, and JSS University. The Training of Trainers on Community-Based Psychological First Aid workshop was part of APA's support of longer term psychosocial recovery from the earthquakes that struck the country earlier in the year.

- In collaboration with the American Academy of Pediatrics, the center convened the Presidents' Summit on Child Health Promotion, bringing together leaders from numerous health organizations, including the American Academy of Family Physicians, the American College of Emergency Physicians, and the American Public Health Association. The goal of the meeting was to develop a common framework for child health policy advocacy and health-promotion messaging.
- The center awarded five 1-year grants for research on the degree to which including psychologists' services in medical settings affects clinical outcomes, patient and medical provider satisfaction, and costs. The center will disseminate final reports in October 2016.
- The center's Office of Integrated Health Care produced six videos that offer a behind-the-scenes look at how integrated health care psychologists participate in clinical practice settings. The videos—on pediatrics, obstetrics/gynecology, family medicine, super-utilizer team care, geriatrics, and interprofessional team care—show the benefits to patients and clinicians and promote whole-person well-being (see **www.apa.org/health/psychologists-integrated-care.aspx**).
- The center's Office of Health Care Financing represented APA at three CPT (Current Procedural Terminology) meetings and three RUC (Relative Value Scale Update Committee) meetings sponsored by the American Medical Association (AMA). The center's office director was also asked to join the AMA CPT Workgroup on Telehealth and serves as the only nonphysician representative.

OFFICE OF INTERNATIONAL AFFAIRS

The APA Office of International Affairs serves as a conduit for information on international opportunities, perspectives, and challenges and as a catalyst for international development and exchange.

In 2015, APA expanded its organizational partnerships by signing memoranda of understanding (MOUs) with the national psychology associations of Ireland and New Zealand, bringing the number of partners to 18. APA also launched the MOU Conference Program, which awards grants for APA and APAGS members to attend the annual conference of selected MOU partner associations. The goal is to foster collaboration, shared interests, and research and academic endeavors among U.S. psychologists and those from partner countries. In 2015, APA participants attended conferences in Colombia and Mexico. APA looks forward to welcoming Colombian and Mexican psychologists at its 2016 convention.

Other highlights included APA participation in Psychology Day at the United Nations and regional and

international conferences, as well as reciprocal hosting of international partners at the APA convention. In November, APA sponsored a workshop in Nepal to "train the trainers" in community-based psychological first aid that was part of its support of longer term psychosocial recovery from the devastating earthquakes that struck the country early in the year.

These and other activities are described more fully in the quarterly newsletter *Psychology International* and in the office's biweekly *International Bulletin*. See **www.apa.org/international** for more details on programs and activities.

ETHICS OFFICE

The Ethics Office supports the Ethics Committee in adjudicating ethics matters, offers educational workshops, provides ethics consultations, and assists APA and its membership in exploring a broad range of ethical challenges that arise for psychologists.

As part of its educative efforts, the Ethics Office in 2015 offered or participated in 20 ethics talks, workshops, and panel discussions throughout the country and internationally. Highlights included presentations on indigenous peoples and the APA Ethics Code at the Canadian Psychological Association/North American Correctional and Criminal Justice Psychology Conference in Ottawa, Canada; APA's ethics cases in the United States at the European Congress of Psychology in Milan, Italy; and challenges in forensic ethics at the annual Division 42 (Psychologists in Independent Practice) Forensic Conference in Silver Spring, MD.

The Ethics Committee sponsors two important yearly awards. The winner of the 14th Annual Graduate Student Ethics Writing Prize, from among 20 contestants, was Annia Raja, BA, BAA, from the University of Texas Southwestern Medical Center, for her paper "Ethical Considerations for Therapists Working With Demographically Similar Clients." By coincidence, Michael C. Gottlieb, PhD, ABPP, former Ethics Committee member and Ms. Raja's faculty mentor, received the seventh annual Ethics Educator Award at the convention.

After the release of the Independent Review report in early July, Katherine C. Nordal, PhD, executive director of Practice, was named interim ethics director. APA initiated a process for establishing a Commission on Ethics Processes consisting of distinguished psychologists and ethics experts from other disciplines. The commission will evaluate and make recommendations regarding ethics processes,

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Michael C. Gottlieb, PhD, ABPP, the 2015 Ethics Educator Award recipient, addressed current and former Ethics Committee members at the APA convention.

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At the APA convention, Ethics Committee Chair **Andrea Barnes, JD, PhD** (*right*) presented **Annia Raja, BA, BAA**, with the 2015 Graduate Student Ethics Writing Prize for her paper "Ethical Considerations for Therapists Working With Demographically Similar Clients."

benchmarking the processes against those of other professional associations.

At the 2015 APA convention in Toronto, the Ethics Office altered its programming in response to the release of the Independent Review to allow time to discuss the report. The office also hosted a meeting of past Ethics Committee members to consider the report. Symposia on ethics and testing with Division 5 (Quantitative and Qualitative Methods), spirituality and psychotherapy with Division 24 (Society for Theoretical and Philosophical Psychology) and Division 36 (Society for the Psychology of Religion and Spirituality), and psychologist testimony in court with the Committee on Legal Issues and the American Psychology-Law Society (Division 41) continued as planned.

STAFF INITIATIVES

The Staff Initiatives (SI) office develops and implements programs and policies that enhance the overall work experience of APA employees and creates an environment supporting motivation, recognition, wellness, and engagement.

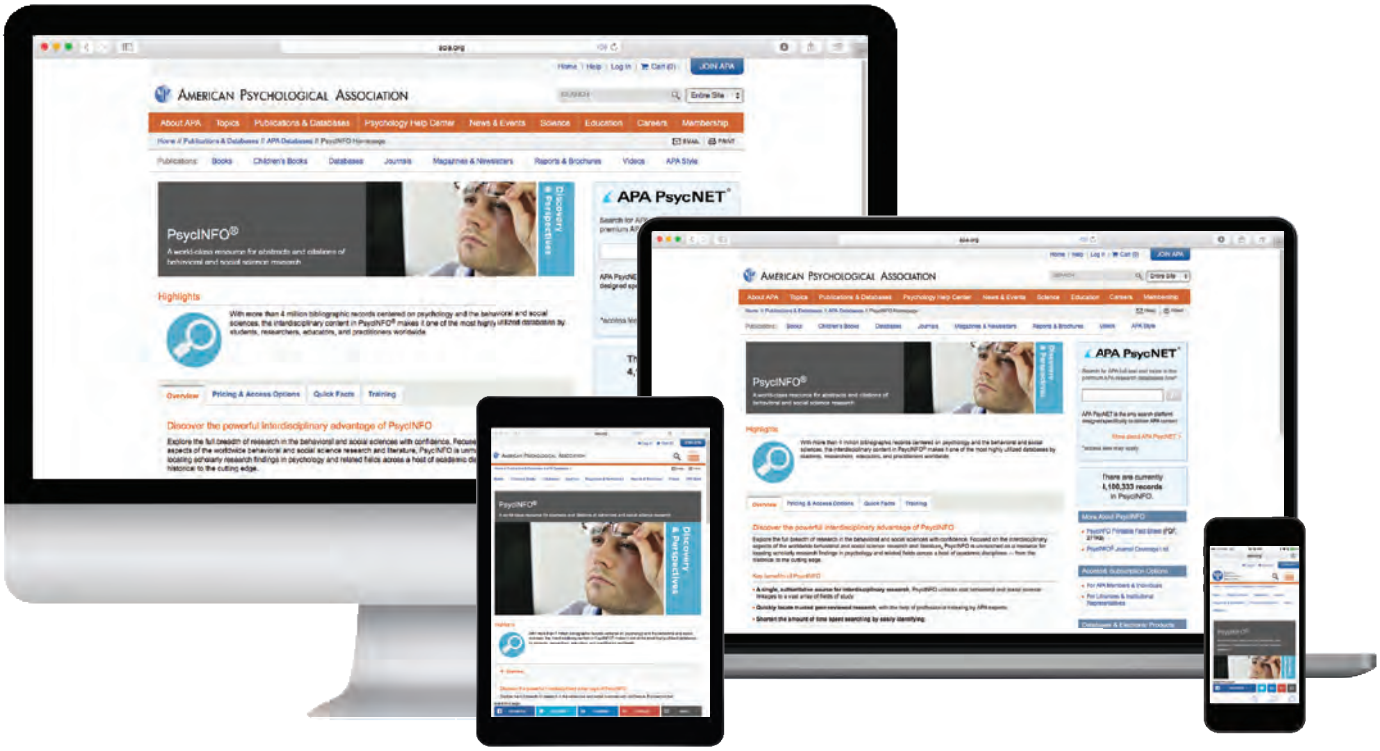
Philanthropic efforts in 2015 included five "Go Casual for Charity" days, which raised $7,858 for local charities, as well as food and item drives, bake sales, and financial contributions.

More than 275 employees participated in one of the 14 weekly fitness classes. The office encouraged healthy behaviors through stairwell "ambushes," in which employees "caught" taking the stairs were surprised with $100, and healthy hours, monthly events in which staff were encouraged to take a break by playing games like ping-pong and forming social bonds with other staff. To improve staff morale during trying times, SI offered a free massage to all employees. The office also organized and implemented Active Week, the All Hands Meeting, Customer Service Week, Recognition Day, employee newsletters, and the staff awards program.

AFFIRMATIVE ACTION POLICY

The Human Resources Office compiles workforce representation data and provides the Personnel and Compensation Committee of the Board of Directors with information on the representation of women and racial/ethnic minorities working at APA. As of December 31, 2015, APA's workforce was 67% female and 45% ethnic/racial minority (N = 570 employees). The percentage of racial/ethnic minority women was 32%. Training and activities related to diversity and inclusion are ongoing at APA.

BUSINESS INTEGRATION AND INFORMATION TECHNOLOGY SERVICES



DELIVERING A UNIFIED DIGITAL EXPERIENCE

In 2015, APA continued to strengthen its digital strategy in order to streamline the experience of members, customers, and staff as they accessed APA's services and products through all available digital channels (e.g., the web, phone, email, social media, and web apps).

There was a positive trend in traffic and user engagement on APA websites in 2015. Analytics reports for 2015 (compared with those for 2014) indicated an 18% increase in the number of sessions (a session is the period of time when a visitor is actively engaged on a website), a 24% increase in the number of visitors to the site, and a 6% increase in page views, a



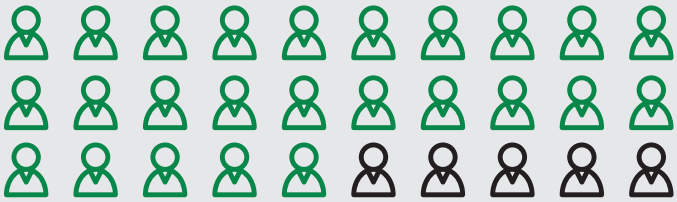
TONY F. HABASH, DSC
CHIEF BUSINESS INTEGRATION OFFICER AND CHIEF INFORMATION OFFICER

APA's Business Integration and Information Technology Services (ITS) supports the association's strategic initiatives and mission while facilitating innovative publishing processes, improving day-to-day operations, and enhancing APA's technology applications.

APA DATABASES

- PsycINFO: **4,011,284** abstracts and index records; **80+ million** cited references
- PsycARTICLES: **192,388** full-text journal articles
- PsycBOOKS: **68,098** full-text books and chapters
- PsycEXTRA: **324,750** conference materials, fact sheets, etc.
- PsycCRITIQUES: **42,009** book and film reviews
- PsycTESTS: **32,750** psychological tests and measures

COLLABORATIVE LEARNING PLATFORMS



2,045 VIRTUAL MEETINGS

7,841 attendees **110,211** minutes

128 WEBINARS

2,273 attendees **7,439** minutes

ENHANCED BUSINESS SYSTEMS

4 applications of the Minority Fellowship Program redesigned to improve usability and performance.

growth pattern found across all APA sites. APA websites were made responsive (i.e., mobile friendly) in 2015, creating an optimal experience on all types of devices—from desktops and laptops to tablets and mobile phones.

STRENGTHENING APA'S TECHNOLOGY INFRASTRUCTURE AND OPERATIONS

ITS continued to strengthen APA's technology foundation and infrastructure and to enhance the organization's information and data security practices.

ADVANCES IN PUBLISHING PRODUCTION SERVICES

APA PsycNET, the association's delivery platform for its electronic databases, continued to grow. In 2015, nearly 4.7 million searches were conducted, and the application menus are now available in 5 languages.

ENHANCING APA'S BUSINESS SYSTEMS

ITS, in collaboration with APA's Service Center operations unit in the Membership office, implemented an application system in March 2015 for new members that facilitates the processing of new APA membership applications. This system simplifies the experience of joining APA and significantly reduces the processing time.

ITS also implemented a call center service application to better serve members and customers when they call APA.

Other advancements in APA business systems included implementation of a fully electronic accreditation system;

APA PsycNET

APA PsycNET®

Menus adapted to **5** languages

and used on **5** continents

SERVING

18,084,976 visitors

who conducted

4,699,405 searches

and downloaded

3,180,136 journal articles

235,340 books and chapters

130,527 PsycINFO records processed through electronic feeds

2 PsycINFO and PsycARTICLES releases per week

104 releases per year

SYSTEMS MANAGEMENT

688 terabytes of storage

396 terabytes of data

688 network devices and servers

753 workstations

775 production databases

230 laptops

808 phones

- Fully electronic accreditation system
- Accreditation web search
- New human resources, timekeeping, payroll, and recruiting system
- Enhancement of Salesforce CRM platform for APA Service Center
- CE Sponsor Approval Online Application System

a new accredited programs web search; a Continuing Education (CE) Sponsor Approval Online Application System; and a new human resources, timekeeping, payroll, and recruiting system, which has increased business agility while decreasing costs.

Anthony Ayoung



Staff from APA's Human Resources, Finance, and ITS offices collaborated on the implementation of APA's new human resources, timekeeping, payroll, and recruiting system. *Front row, from left*: **Debbie Lawton**, **Evelina Hobson**, **Debbie Grant**, **Nancy Pina**, and **Lori Kudlawiec**. *Back Row, from left*: **Srikrishnan Padmanabhan**, **Catherine Gordon**, **Krystle Bransky**, **Ismael Rivera Ramos**, **Archie Turner**, **Greg Wickwar**, and **Jerry McGlaughlin**. (Not shown are **Anthony Ayoung**, **Vandana Bhatt**, **Robert Caternor**, **Dwarka Divecha**, **Juan Gonzalez**, **Tony Habash**, **Yolanda Hawkins**, **Gus Matos**, **Jolita Perry**, **Michael Rizzo**, **Warrick St. Jean**, **Rose Starks**, **Cynthia Swann**, **Dave Thomas**, **Rayette Toles**, and **Merry Zhong**.)

TREASURER'S REPORT



BONNIE MARKHAM, PHD, PSYD
TREASURER

APA faced significant challenges in 2015 that affected all levels of the organization, including its financial operations. The Independent Review report from the law firm Sidley Austin LLP and the settlement of the class action lawsuit regarding the American Psychological Association Practice Organization (APAPO) assessments focused attention on areas in need of structural change within the association. (For more on the Independent Review report, see pp. S3–S4.) The Finance Committee, Board of Directors, and Council of Representatives took the opportunity to review APA's financial processes to determine how best to move forward.

First, some background information. As a result of income from its business activities, APA supports a variety of important projects consistent with its mission to advance the creation, communication, and application of psychological knowledge to benefit society and improve people's lives. Although many think of APA primarily as a membership organization, public benefit and member value are possible only because APA runs several businesses. The largest is our scientific publishing business, the world's most respected source of psychological knowledge. Additional income comes from two commercial properties adjacent to Union Station in Washington, DC, that include space for APA businesses and numerous nonprofit organizations. The rental income from these sources supports the work APA does to advance its mission.

Membership dues, accreditation income, and convention income are other sources of revenue and contribute approximately 10% of the operating budget (see Table 1). APA's

2015 FINANCE COMMITTEE MEMBERS

Bonnie Markham, PhD, PsyD (chair); Jean A. Carter, PhD (vice chair); Rosie Philips Bingham, PhD; Jessica H. Daniel, PhD; Lisa R. Grossman, JD, PhD; Robert E. McGrath, PhD; and Beth N. Rom-Rymer, PhD

OUTSIDE EXPERT MEMBERS

Investment Subcommittee

Stephen C. Howell; John J. McCormack Jr.; Peter M. Ramsey; and Sheila T. Roberts

Audit Subcommittee

Stephen C. Howell; Gregory L. Mitchell; and Steven F. Stanton

significant investment portfolio, largely concentrated in equities, balances its sizable assets in real estate. The portfolio has long been considered a safety net and had not been used to supplement operating income. Beginning in 2014, however, a 3% withdrawal from the portfolio (based on the average value over the 3 prior years) has been used for special projects and designations directly related to the APA mission.

Because designations are not tied to the operating budget, they may be used for multiyear projects or special projects that cannot be funded out of the operating budget. An example of a designation is the accreditation stabilization fund, which was established to moderate fees charged for accreditation over time and has been in place for many years. Other designations include investments in APA's publishing business ($13.5 million), strategic plan initiatives ($6 million), the internship stimulus plan ($3 million), and the Centralized Application Service for Graduate Education in Psychology ($325,000) (see Table 3).

The large one-time expenses incurred in 2014 and 2015 (i.e., the Independent Review and the APAPO settlement), however, led the finance staff, Executive Management Group, Finance Committee, and Board of Directors to put everything on the table for an in-depth review. While this review confirmed that APA's measures of financial health (e.g., meeting its bond covenants and maintaining at least 4 months of operating expenses in liquid net assets) were strong, it also revealed that the association was on a risky path. APA was able to absorb large one-time expenses; however, designated expenses had been added that were not sustainable. Since 2011, designations have totaled $45 million—too big a number to be outside of the operating budget. By 2015, the ongoing costs of designations, on top of operating expenses and unique and unpredictable expenses, caused a serious cash flow problem. This necessitated liquidation of $25 million from the long-term investment portfolio.

The pressure APA experienced because of the large one-time expenses and the need to support continuing designations outside of the operating budget (projects approved by the council) challenged the long-standing model of maintaining silos for both income and expenses and the financial resources that provided security for APA. In an intensive and collaborative effort by staff and governance, the integrated budget model was developed and will be implemented in 2016. In this model, resources anticipated to be available in the budget year will set the boundary for budgeted expenditures based on sound financial planning and minimization of financial risk to the association.

INTEGRATED BUDGETING

Although APA's fundamentals remain strong and the association has significant assets, the shift to integrated budgeting supports responsible use of resources through inclusion of all assets and expenses in one overall financial picture. In addition to the assets mentioned earlier, APA's expenses include the working budget, which supports APA's many directorate- and office-related programs and projects; designations and unique expenses like the Independent Review and the class action lawsuit; and the costs associated with overseeing two major buildings. The Finance Committee and the Board of Directors have been centrally involved in the new budget process, which is expected to strengthen the management of APA's resources.

NONOPERATING ACTIVITY

These activities, which include the long-term investment portfolio, real estate, income tax expense, and other nonoperating expenses, had a net loss of $7.9 million in 2015. Investment losses, including investment management fees, were $8.1 million; gains from real estate activities were $8.1 million; and income tax expense was $0.9 million. Expenses incurred for the Independent Review were $6.9 million, which also included other costs and legal fees in connection with the report.

BALANCE SHEET

In 2015, APA's net assets decreased $17.4 million (see Table 3). Net assets are crucial for meeting debt covenants, supporting overall financial health, establishing credit agency ratings, and maintaining flexibility in addressing APA's mission. This decrease in net assets was the result of $7.9 million in losses from nonoperating activity (see Table 3), a $9.7 million loss from APA operations, and a $0.17 million gain from APAPO. The nonoperating activity includes losses from APA's long-term investment portfolio and interest rate swaps associated with the building loans (an interest rate swap agreement is designed to exchange a variable interest rate for a fixed rate for a term loan) and gains from real estate activity. The value of the long-term investment portfolio decreased 38%, to end the year with a market value of $57 million (see graph and chart on p. S47).

BUILDING OPERATIONS

With strong job growth in the region and the passage of the first federal budget in 6 years, the DC office market picked up steam in 2015. In the "NoMa" (north of Massachusetts Avenue) district, where APA's buildings are located, the vacancy rate at the end of 2015 was 9.8%, down from 12.9% at the end of 2014. Neighboring Union Station is slated for a major renovation over the next 20 years. Details on the project may be viewed at www.burnhamplace.com.

With the exception of a lease to a new deli operator in the APA headquarters building, no major lease renewals occurred in 2015. Major lease renewals will occur in 2016 and 2017, and APA 750 and 10G LLCs are building up reserves in anticipation. Approximately 17% of the leases at APA's headquarters building at 750 First Street and 21% of those at the 10G Street building expire in 2016/2017.

APA's 750 First Street and 10 G Street buildings produced net profits in 2015 of $4.7 million and $3.7 million, respectively. The buildings distributed $4.6 million to APA in 2015.

MAJOR CHANGES TO APA'S SOURCES OF INTERNAL REVENUE

Both the APA Membership Office and the Office of Publications and Databases (OPD) have seen significant changes in 2015. Ian King, the executive director of the new Membership Recruitment and Engagement office, brings significant leadership experience in membership initiatives. Jasper Simons, who replaced long-time APA publisher Gary VandenBos, PhD, brings a wealth of publishing expertise to OPD.

GRANTS AND CONTRACT ACTIVITY IN 2015

For a summary of the APA grants and contracts awarded in 2015, see Table 4.

APA'S PUBLIC CREDIT RATING

In August 2015, Standard and Poor's affirmed APA's BBB+ rating with a stable outlook.

ACKNOWLEDGMENTS

The APA finance community is small, dedicated, and very committed to providing sound financial advice to all parts of the association. We have asked much of our governance volunteers, community experts, investment professionals, and superb finance staff. A special acknowledgment goes to Jean Carter, PhD, who has served as vice chair of the Finance Committee for the past 3 years and who continues to offer her experience and wise counsel as we work on defining new roles and functions for the committee and for APA governance.

TABLE 1 APA REVENUE AND EXPENSES

OPERATING ACTIVITY	**2013**	**2014**	**2015**
REVENUE			
Dues and fees	$10,803	$10,451	$9,962
Journal subscriptions	12,111	11,633	10,378
Licensing	61,061	64,515	67,584
Publication sales	14,317	13,662	11,726
Other	12,442	12,146	11,646
Total Revenue	$110,733	$112,407	$111,296
EXPENSES			
Salaries and benefits	$60,212	$62,300	$62,875
Publication production costs	16,359	17,129	17,197
Space costs	8,254	8,254	8,306
Boards/committees/other meetings	4,309	4,756	4,369
Consulting/contractual/temporary	9,823	10,027	9,245
Printing/postage/office	3,332	3,752	3,738
Equipment/maintenance/depreciation	1,860	1,931	1,333
Stipends/tuition/grants/honoraria/contributions	4,654	4,940	5,283
Other	7,699	7,972	8,667
Total Expenses	$116,503	$121,061	$121,013
Net Loss From Operations	**$(5,769)**	**$(8,654)**	**$(9,717)**
Composition of Net From APA Operations:			
(Loss)/gain from undesignated activities	$3,240	$279	$(687)
Cash flow from buildings used for operations	(3,500)	(3,500)	(4,100)
Cash flow from buildings used for designations	(500)	(500)	(500)
Loss from designated activities	(5,010)	(4,933)	(4,430)
Net Loss From Total APA Operations	**$(5,769)**	**$(8,654)**	**$(9,717)**

NONOPERATING ACTIVITY	**2013**	**2014**	**2015**
LONG-TERM INVESTMENT ACTIVITY			
Realized gain/(loss) on sale of long-term investments	$1,726	$9,594	$(1,344)
Investment management fees	(389)	(614)	(522)
Unrealized gains/(losses)	14,198	(6,665)	(6,227)
Net Long-Term Investment Activity	$15,535	$2,315	$(8,093)
REAL ESTATE ACTIVITY			
Ten G Street operations	$3,092	$3,113	$3,705
750 First Street operations	5,677	5,597	4,191
Unrealized gain/(loss) on interest rate swap (LLC)	4,293	(1,207)	568
Unrealized gain/(loss) on interest rate swap (APA)	2,454	(802)	254
Interest on 750 First Street term loan (Bank of America)	(1,210)	(1,171)	(1,136)
Deferred rent	466	458	474
Net Real Estate Activity	$14,773	$5,989	$8,056
OTHER NONOPERATING ACTIVITY			
Other income	$6,250	-	-
Loss on disposal of property and equipment	-	(308)	(1)
Legal settlement reserve	-	(4,215)	-
Miscellaneous expense	-	-	(6,918)
Income tax expense/provision	(1,371)	(909)	(919)
Net Other Nonoperating Activity	$4,879	$(5,432)	$(7,838)
Total Nonoperating Activity	**$35,186**	**$2,872**	**$(7,875)**

Note. All figures shown in thousands.

TABLE 2 BALANCE SHEET (CONSOLIDATED)

	2013	2014	2015
ASSETS			
Cash and short-term Investments	$53,554	$46,646	$51,169
Long-term investment portfolio	88,981	91,290	57,021
Real estate/equipment	78,113	80,862	83,990
Other	41,076	46,687	42,101
Total Assets	**$261,724**	**$265,485**	**$234,281**
LIABILITIES			
Divisions/other groups	$9,470	$10,312	$10,069
Long-term debt/swap liability	110,156	107,673	103,038
Accounts payable/accrued expenses/other	21,145	31,627	22,968
Deferred revenues	53,734	54,369	54,127
Total Liabilities	**$194,505**	**$203,981**	**$190,202**
Net Assets	**67,219**	**61,504**	**44,079**
Total Liabilities and Net Assets	**$261,724**	**$265,485**	**$234,281**

Note. All figures shown in thousands.

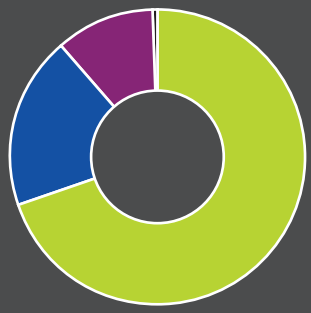
TABLE 3 NET ASSETS SUMMARY (CONSOLIDATED)

	2013	2014	2015
NET ASSETS BEGINNING BALANCE (CONSOLIDATED)	**$37,916**	**$67,219**	**$61,504**
APA operations (see also Table 1)	(5,769)	(8,654)	(9,717)
APA nonoperating activity (see also Table 1)	35,186	2,872	(7,875)
APAPO operations	(86)	(45)	174
APAPO nonoperating activity	(28)	112	(7)
Total Change in Net Assets	**$29,303**	**$(5,715)**	**$(17,425)**
Net Assets Ending Balance (Consolidated)	**$67,219**	**$61,504**	**$44,079**
COMPOSITION OF ENDING UNRESTRICTED NET ASSETS			
APA unrestricted/undesignated net assets	$44,673	$39,244	$22,568
APAPO net assets	1,756	1,823	1,990
APA designated activities			
Investment in APA	7,476	5,656	4,062
The Trust business agreement	6,250	6,144	5,899
Investment in APA 2.0	-	2,400	3,727
Special Purpose Fund (drawn from long-term portfolio)	-	2,002	3,946
Strategic Plan Initiatives	3,894	1,965	-
Internship Stimulus Plan	1,775	1,167	602
Accreditation	647	636	773
Convention	367	207	350
APA Centralized Application Service for Grad. Ed. in Psychology	325	260	162
GGP Implementation Workgroup	259	-	-
Publications and Databases R&D	(203)	-	-
Ending Unrestricted Net Assets	**$67,219**	**$61,504**	**$44,079**

Note. All figures shown in thousands. APAPO = APA Practice Organization; GGP = Good Governance Project; R&D = research and development.

2015 LONG-TERM PORTFOLIO COMPOSITION

Large Cap Equity	69.8%	Developed Non-US	11.0%
Small/Mid Cap Equity	18.9%	Cash	0.3%
		Total	100.0%



PERFORMANCE RETURNS/MARKET VALUE

2015 Long-Term Investment Portfolio		Market Value[a] 12/31/15	% of Market Value	2015 YTD Returns (%)[b]
Southeastern Asset Management	Large Cap Equity	$18.2	31.8	-12.5
Schafer Cullen	Large Cap Equity	6.3	11.0	-1.4
Bahl & Gaynor	Large Cap Equity	6.3	11.1	-1.3
Vulcan Value Partners	Large Cap Equity	9.1	15.9	0.0
Fuller & Thaler	Small/Mid Cap Equity	3.5	6.1	0.0
HSBC Opportunity Fund	Small Cap Equity	7.3	12.8	-4.7
First Eagle Overseas	Developed Non-US	4.0	7.0	2.6
Longleaf International Fund	Developed Non-US	2.3	4.0	-7.9
		$57.0	**99.7%**	
			2015 Annual Return	**-8.8%**
			Return Since Inception	**10.1%**

Note. EM = emerging markets. [a] In millions. [b] Returns are net of fees.

TABLE 4 GRANT AND CONTRACT ACTIVITY IN 2015

Title	Grant or sponsor	Total award ($)
Adults and Children Together	MetLife Foundation	1,366,890
Adults and Children Together – Parents Raising Safe Kids	Pritzker Foundation	102,048
Cyber Mentors: Minority HIV Researchers	National Institute of Mental Health	1,315,610
International Psychology Network for LGBTI Issues	Arcus Foundation	300,000
APA Best Practices Dissemination Network	Agency for Healthcare Research and Quality	294,900
Capacity Building Assistance to State and Territorial Education Agencies	Centers for Disease Control and Prevention	1,100,400
Education Development Center, Inc. – Mental Health Care Provider Education in HIV/AIDS and Mental Health	Substance Abuse and Mental Health Services Administration	175,087
MFP Transition Age Youth Fellowship	Substance Abuse and Mental Health Services Administration	2,128,800
Center for Health Professions Leadership on Tobacco Cessation	The Regents of the University of California	24,050
Consensus Conference on Gender ID and Orientation Distress	NEO Philanthropy[a]	60,000
Committee on Children, Youth & Families Practitioner Reference Guide	William T. Grant Foundation[a]	15,219
Identifying and Measuring STEM Schools and Programs	University of Chicago[a]	21,000
Group Travel to 31st ICP, Yokohama, Japan 2016	National Science Foundation[a]	45,000
MFP in Mental Health and Substance Abuse Services	Substance Abuse and Mental Health Services Administration	4,112,938
	Total	**$11,061,942**

Note. Most grants include multiyear funding. Only active externally funded grants in excess of $1,500 are listed. ICP = International Congress of Psychology. MFP = Minority Fellowship Program. [a] New award for 2015.

AMERICAN PSYCHOLOGICAL FOUNDATION



"This grant helped establish me as an independent researcher in my field. I am humbled that even though I am a few years out of school, my skill set is being sought after by much more senior researchers."

—Karen E. Rambo-Hernandez, PhD
Esther Katz Rosen Fellowship Recipient

"This is an opportunity to 'pay it forward' in so many important ways through grants and awards that will make a difference in the lives of many individuals."

—Sharon Berry, PhD, ABPP



LISA STRAUS
EXECUTIVE DIRECTOR

YOU CAN TRANSFORM THE FUTURE: 2016 will be the final year of the Campaign to Transform the Future. To help secure the future of psychology through a gift to APF and to learn more about the grantees the Foundation supports, visit **www.apa.org/apf**.

STRIVING TO SOLVE SOCIAL PROBLEMS

The American Psychological Foundation (APF) continues to provide scholarships to students and grants to early career psychologists working on serious social issues. Talented young psychologists were able to pursue innovative new ideas as they launched their careers.

APF received a record 1,048 applications for grants and scholarships in 2015. APF was able to provide:

- Ninety-two grants and scholarships totaling $766,777—48 of which went to graduate students.
- Nearly $164,000 in Visionary Grant funding—the most ever in a single year.
- More than $300,000 in scholarships and grants to graduate students.

This was the fourth year of the Campaign to Transform the Future, and donors continued to rally behind this effort to increase APF's grant-making capacity. APF must continue to meet the increasing demand for funding, as only 9% of applicants received support in 2015.

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