

Policy and Planning Board

2019 Virtual Meeting Minutes

February 11, 2019

Present: *Kenneth Sher, PhD (Chair); Heather Bullock, PhD; Armand Cerbone, PhD; Alan Goldberg, PsyD, JD; Deirdre Knapp, PhD; Bruce Overmier, PhD; Allison Ponce, PhD; and Ronald Rozensky, PhD.*

Not present: *Angela Kuemmel, PhD, ABPP*

1. Minutes

The Policy and Planning Board voted to approve the minutes of its December 17, 2018 virtual meeting.

2. 2018 Annual Report

Drs. Sher and Rozensky provided an overview on P&P's charge to write an annual report and the reasoning behind the choice of topic for 2018. P&P discussed the status of the draft report and determined that the final draft will be discussed and voted on at the March 29-31, 2019 meeting.

3. Bylaws Revision Update

Dr. Sher provided an update on the status of the revision of the APA Bylaws. A meeting of a Board of Directors subgroup is scheduled for February 22, 2019. Dr. Sher will attend and provide comments from P&P. Members of P&P agreed to provide feedback on the draft Bylaws prior to the February 22 meeting.

4. 2019 Annual Report

P&P discussed the proposed topic for its 2019 Annual Report. P&P agreed to move forward with the idea of revisiting the Good Governance Proposals for restructuring the Council of Representatives as its 2019 Annual Report. Discussion on this topic will begin at the March 29-31, 2019 meeting.

April 15, 2019

Present: *Kenneth Sher, PhD (Chair); Heather Bullock, PhD; Armand Cerbone, PhD; Alan Goldberg, PsyD, JD; Angela Kuemmel, PhD, ABPP; Deirdre Knapp, PhD; Bruce Overmier, PhD; Allison Ponce, PhD; and Ronald Rozensky, PhD.*

1. CC-05 - Guidelines for Psychological Practice for People with Low-Income and Economic Marginalization

P&P reviewed CC-5: Guidelines for Psychological Practice for People with Low-Income and Economic Marginalization and agreed to submit the following comment:

The APA Policy and Planning Board (P&P) reviewed the proposed Guidelines for Psychological Practice for People with Low-Income and Economic Marginalization. From a policy perspective, P&P found that the document is consistent with the format and content of APA guidelines and provides an extensive review of the literature. The following issues were raised in our discussion and are presented here for consideration:

1. It was not clear if any expert peer reviewers who were external to the development process (i.e., outside of the task force and other APA governance groups) read and offered feedback on the content and recommendations. Doing that and stating so in the document would offer further support for the Guidelines.
2. It is recommended that the document be reviewed carefully for consistency with APA style; there were several deviations including in-text citations with six or more authors, citations out of alphabetical order, and inconsistency with DOIs.

2. 2018 Annual Report

P&P voted to approve the final draft of the 2018 Annual Report.

3. Assessment of governance groups

P&P voted to approve the final draft of the self-assessment questionnaire and agreed to the timeline proposed by Dr. Knapp. P&P discussed which groups to include in the assessment. Subsequent to the meeting, P&P voted via email and agreed to include: the Board of Directors, Council Leadership Team, Finance Committee, Board for the Advancement of Psychology in the Public Interest, Board of Convention Affairs, Board of Educational Affairs, Board of Professional Affairs, Board of Scientific Affairs, Membership Board, and Publications and Communications Board. The assessment will launch the week of May 27, 2019.

4. 2019 Annual Report

Dr. Sher provided a proposed outline for the 2019 Annual Report. Members of P&P agreed to send feedback before its next virtual meeting.

5. NBI #20a/Feb 2019: A Reiteration of APA's Values on Discrimination in Light of Contemporary Resurgence in Discrimination and Hate Crimes

P&P reviewed NBI #20a/Feb 2019 and agreed to submit the following comment:

The Policy and Planning Board (P&P) welcomes the invitation to respond to the request for its review of NBI 20A. P&P recognizes that the movers are bringing an important issue for the Council of Representatives to address. P&P strongly supports APA's ongoing values of nondiscrimination and equality.

Our board reviewed the item at length and has the following recommendations for the movers to consider:

First, P&P notes that the format of the resolution is not consistent with the format of other resolutions. The resolution presents its rationale without supportive data. It is customary for each whereas clause to be accompanied with references that serve to reinforce the substance of the clause. P&P believes that this is in keeping with a commitment and practice that policies should be data-based as much as possible.

Second, P&P believes that the current framing of the item needs to be more explicit in its purpose and language. P&P understood this item to be addressing concerns that have resurfaced regarding longstanding APA policies that allow for exemptions to faith-based educational institutions in the accreditation process. That exemption allows faith-based institutions to retain accreditation in admitting and training sexual and gender non-conforming students in ways consistent with their religious beliefs. APA does require such institutions to make public disclaimers regarding their policies toward LGBT applicants and students. P &P believes that such background material about the history and basis for APA's accreditation policies might provide important contextual information with regards to the topic of faith-based programs.

Finally, P&P wishes the framers to consider the likelihood of criticisms arising from the perception or opinion that the item is more political than educational. While P&P has not taken a position on the policy or the NBI, P&P wishes that, before moving forward, the movers would consider how this proposed resolution might place APA's recognition by U.S. Department of Education to accredit education and training programs in jeopardy. Further, P&P would ask the drafters to consider how adoption of the resolution might affect the profession and fellow psychologists in socially and politically conservative quarters of the country.

If the movers intend to go forward with this resolution P&P hopes that these recommendations will better prepare the item for the Council's deliberation given our request for supporting data and the request for a broader history and context of legal issues surrounding the current accreditation standards regarding faith-based institutions.

6. Modernization of APA Bylaws

P&P reviewed the draft cover letter to the Board of Directors subgroup on bylaws revisions and provided final revisions to Dr. Sher. The letter was sent on April 25, 2019.

May 30, 2019

Present: *Kenneth Sher, PhD (Chair); Heather Bullock, PhD; Alan Goldberg, PsyD, JD; Angela Kuemmel, PhD, ABPP; Deirdre Knapp, PhD; Bruce Overmier, PhD; Allison Ponce, PhD; and Ronald Rozensky, PhD.*

Not present: *Armand Cerbone, PhD*

1. Governance Assessment Update

Dr. Knapp provided an update on the 2019 Governance Assessment, which launched on May 29, 2019. A webinar is scheduled for June 4. The purpose of the webinar is to answer any questions that the chairs and/or staff liaisons of the groups participating in the assessment may have.

2. 2019 Annual Report

P&P reviewed the draft outline prepared by Dr. Sher and provided feedback. Dr. Sher will incorporate the received feedback and requested that members of P&P contact him about which sections of the report they would like to work on.

P&P also discussed what data needs are anticipated for the report. P&P requested data on:

- Council representatives Divisions and SPTAs have vs. paid APA members
- Total count of all members with the # of divisions and SPTAs that a person belongs to
- Amount of time members spend on Council

3. Graduate Student Voting Privileges

P&P discussed the response received from APAGS regarding P&P's comments on their 2018 fall cross-cutting item. Dr. Ponce, P&P liaison to APAGS, will review all materials regarding the graduate student voting privileges issue and provide discussion points for an upcoming P&P call.

4. Modernization of APA Bylaws Group Update

Dr. Sher informed P&P that members of P&P will meet with members of the Board on June 12 to discuss the revisions of the bylaws. P&P will receive an update on the progress of that group on their next call.

June 19, 2019

Present: *Kenneth Sher, PhD (Chair); Heather Bullock, PhD; Armand Cerbone, PhD; Alan Goldberg, PsyD, JD; Angela Kuemmel, PhD, ABPP; Deirdre Knapp, PhD; Bruce Overmier, PhD; and Ronald Rozensky, PhD.*

Not present: *Allison Ponce, PhD*

1. May 30, 2019 Minutes

P&P voted to approve the minutes of its May 30, 2019 meeting.

2. NBI 20B/Feb 2019 - Identify language and amend Association Rules 100-1.4 and 30-8 to enhance APA and Division position and policy statements

P&P reviewed responses received from CODAPAR and BPA regarding NBI 20B/Feb 2019. After discussion, P&P agreed that it does not support approval of the main motion. The comments below were sent to the movers of the item for consideration:

Council New Business Item #20B: Identify language and amend Association Rules 100-1.4 and 30-8 to Enhance APA and Division Position and Policy Statements was assigned to the Policy and Planning Board (P&P) as lead group for review and recommendation, with the Committee on Division/APA Relations (CODAPAR) and the Board of Professional Affairs (BPA) as referral groups. P&P reviewed the item at its May 29-31, 2019 meeting and sent comments to CODAPAR and BPA for their consideration while reviewing the item. CODAPAR and BPA reviewed the item and provided comments which are provided as attachments to this memo.

P&P considered these comments during their discussion of the item at their June meeting. While P&P appreciates the attention given to AR 104-1.4 and 30-8, and notes that Council, after lengthy discussion, passed revisions at its February 2019 meeting, P&P cannot support the current attempt to make further revisions to this item.

First, P&P did consult with divisions and CODAPAR, who also sought input from divisions (and supported the revisions). P&P worked closely with the Office of General Counsel when making the approved revisions.

Second, issuing “policy statements that either diverge from policies and statements issued by APA or go beyond the scope of policies” is not permitted by APA policy and can violate a divisions fiduciary responsibility to APA. This was explained at length at the February Council meeting.

Third, the approved revisions were actually done to facilitate a rapid response. That was the purpose of the revisions and time from a division request to the approval of disclaimer language was found to be acceptable to those who actually have sought this review.

New business item NBI20b appears redundant to what was passed at the recent Council meeting but also asks to make amendments that are not possible given that statements cannot be made that contradict APA stated policy. P&P recommends rejection of this item.

3. 2019 Annual Report

P&P reviewed the updated draft outline for the 2019 Annual Report and requested that staff provide the following (if possible):

- Copy of recent surveys of Council members
- How many representatives Divisions and SPTAs have on Council vs. how many paid APA members they have
- Total count (distribution) all APA members with the number of divisions and SPTAs that a person belongs to
- Amount of time that members spend on Council

4. Modernization of APA Bylaws Group Update

Drs. Sher, Rozensky, Overmier, and Goldberg provided an update on the June 12 meeting with members of the Board regarding revisions to the APA Bylaws. P&P will continue to be informed of the progress of the working group.

5. Governance Assessment Update

Dr. Knapp provided an update on the progress of the 2019 Governance Assessment. P&P agreed to send periodic communications with the groups participating in the assessment.

July 17, 2019

Present: *Kenneth Sher, PhD (Chair); Heather Bullock, PhD; Armand Cerbone, PhD; Alan Goldberg, PsyD, JD; Deirdre Knapp, PhD; Bruce Overmier, PhD; Allison Ponce, PhD; and Ronald Rozensky, PhD.*

Not present: *Angela Kuemmel, PhD, ABPP*

1. May 30, 2019 Minutes

P&P voted to approve the minutes of its June 19, 2019 meeting.

2. 2019 Annual Report

P&P reviewed the updated outline and timeline for the 2019 Annual Report. Dr. Sher will adjust the timeline as requested. P&P also agreed that the report will be a Power Point presentation, with appendixes as necessary, and will include a two- to three-page executive summary.

3. Graduate Student Voting Privileges

Dr. Ponce provided an overview of P&P's engagement with APAGS on the proposed Graduate Student Voting Privileges issue. P&P members discussed their positions on this matter. Subsequent to the meeting, Dr. Ponce circulated a draft response to the item going before Council in August 2019. P&P agreed to the following:

Thank you for the opportunity to comment further on Cross Cutting #2, Fall 2018 "Graduate Student Voting Privileges."

The Policy and Planning Board (P&P) again has reviewed and discussed the multiple communications between our group and APAGS regarding this item (see attached).

APAGS has made thoughtful efforts to further the agenda of securing voting rights for students. This is commendable and has furthered an important debate about the role of the student voice in the APA governance structure and has given P&P another opportunity to discuss this issue. It was such an effort that led to the inclusion of a student/APAGS representative on the Board of Directors. P&P believes there is room for further discussion about the possibility of students having the right and responsibility to vote on Association matters.

That said, the role of P&P is to attend to issues as they affect the policies, procedures, and structure of the Association and at this time, we recommend against approval of this item.

In previous memos to APAGS, P&P has outlined several concerns with regard to structural and policy-oriented issues that are currently in flux within the Association. Perhaps most notable is that the Association's Bylaws and Association Rules are undergoing a significant revision in concert with the new Strategic Plan. An item such as extending voting rights to a particular group must be viewed in the context of the higher-order changes to the fundamental documents that guide APA's functioning. Therefore, P&P recommends continuing the discussion of this item in conjunction with the broader discussion of possible changes to the Bylaws and Association Rules and not approving this item at this time.

Other issues that were raised by P&P in earlier communications continue to be of concern to some P&P members. For example, APAGS responded to P&P regarding terminal masters students obtaining voting rights under their proposed student status then potentially losing those voting rights. However, P&P believes this remains an inelegant and problematic byproduct of the current proposal – with potential impact on those enfranchised and then disenfranchised without a look at those broader issues as the Bylaws and Association Rules changes are discussed.

There are also questions remaining about students voting on issues affecting the Association but not necessarily having a vested interest in the long-term outcomes of those votes. The data cited previously suggest that no more than 50% of those enfranchised by this proposed change are likely to become full members of APA. While receiving voting rights could potentially make students more likely to become full members, that is an untested assumption. The nontrivial percentage of students who do not end up entering the profession and the cost of joining APA as a full member if they do will remain hurdles to maximizing the percentage of students who make the transition. P&P is concerned with the possible unintended consequences of a larger class of voters being added who could impact the future direction of the Association without being part of that future. This needs further discussion and data to support the proposed change.

While P&P does not support this item in its current form at this time, we strongly encourage further discussion to take place in conjunction with the other forthcoming changes to the Bylaws and Association Rules.

The above comment was sent to the movers of the Council item and to the Council listserv.

November 20, 2019

Present: *Kenneth Sher, PhD (Chair); Heather Bullock, PhD; Armand Cerbone, PhD; Alan Goldberg, PsyD, JD; Deirdre Knapp, PhD; Angela Kuemmel, PhD, ABPP; Bruce Overmier, PhD; Allison Ponce, PhD; and Ronald Rozensky, PhD.*

1. Targeted Nominations Statement

P&P reviewed and approve the draft targeted nominations statement and agreed to discuss a dissemination plan during its next virtual meeting.

2. NBI 24B/August 2019 - Creation of Term Limits for Members of APA's Council of Representatives to Increase Opportunities for New Voices in Council Decision-making

P&P members provided feedback on a draft comment to referral groups of *NBI 24B/August 2019 - Creation of Term Limits for Members of APA's Council of Representatives to Increase Opportunities for New Voices in Council Decision-making*. Dr. Bullock will incorporate the suggested changes and circulate to the group for approval via email.

3. Professional Practice Guidelines for Psychological Assessment and Evaluation

P&P discussed the draft comment written by Dr. Goldberg and provided feedback. Dr. Goldberg will incorporate the suggested changes and circulate to the group for approval via email.

4. Professional Practice Guidelines for the Implementation of Evidence-Based Psychological Practice

P&P discussed the Professional Practice Guidelines for the Implementation of Evidence-Based Psychological Practice and provided feedback to Dr. Cerbone, the P&P lead on this item. Dr. Cerbone will draft language for P&P to review.

December 18, 2019

Present: *Kenneth Sher, PhD (Chair); Armand Cerbone, PhD; Alan Goldberg, PsyD, JD; Deirdre Knapp, PhD; Angela Kuemmel, PhD, ABPP; Bruce Overmier, PhD; Allison Ponce, PhD; and Ronald Rozensky, PhD.*

Not present: *Heather Bullock, PhD*

1. Minutes of November 1-4, 2019 Meeting

P&P approved the minutes of its November 1-4, 2019 meeting.

2. Call for Nominations Dissemination Plan

Dr. Ponce led the discussion on the dissemination plan for the 2020 Call for Nominations. P&P agreed to try a few methods to increase the number of nominations and to increase the diversity of nominations:

- Reach out to directly to individuals that have the desired qualities
- Solicit nominations from groups that represent the desired qualities

On its January call, P&P will review the progress of nominations and adjust as needed.

3. Finance Committee Meeting Debrief

Dr. Knapp provided an overview of the discussion at the December 6-7, 2019 Finance Committee meeting. P&P discussed the implications of 2020 being another projected deficit year. P&P also discussed that the cost-savings associated with restructuring governance might be especially welcome given budget constraints.

4. Council Restructuring Presentation

Dr. Sher provided an updated draft presentation on P&P's Council restructuring proposal. P&P provided feedback on the content of the presentation and discussed the importance of agreeing to a plan for moving forward with the proposal. Dr. Sher will incorporate the feedback provided by P&P on the presentation and P&P will continue to discuss this item on subsequent calls.