

## **BOARD OF DIRECTORS**

February 19, 2015

### **APPROVED MINUTES**

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

*Council Leadership Team Observers Present:* Rodney L. Lowman, PhD; Douglas C. Haldeman, PhD

*Absent:* None.

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#### **I. MINUTES OF MEETING**

A.(1) The Board voted to approve the minutes of the December 12-14, 2014, Board of Directors Meeting.

#### **III. ETHICS**

A. In executive session, the Board took action on three Ethics cases.

#### **IV. BOARD OF DIRECTORS**

A. David Baker, PhD, gave a presentation on the Center for the History of Psychology at the University of Akron, including plans for a new Museum of Psychology at the Center. Dr. Baker asked APA to consider contributing a \$2 million gift for which APA would become the official sponsor of the museum. The Board asked that a joint Board/Council workgroup be appointed to consider this request and report back to the Board of Directors.

B. Rhea Farberman and Tony Habash gave an update on APA/APAPO Member Payment Options and will bring additional information to the Board at its June 2015 meeting.

C. In early January the Board took action by email on the following Psychology Defense Fund grant:

2015-001: On recommendation of the Executive Management Group, the Board voted to grant \$35,000 to the Missouri Psychological Association to assist its efforts in challenging recently enacted policies instituted by the Missouri state Medicaid agency – MO HealthNet – imposing unprecedented training and certification requirements on licensed psychologists (and clinical social workers) to be allowed to provide health and behavior services in primary care health homes.

D. On its January 20, 2015, call, the Board voted to support APA contributing \$25,000 to become a founding sponsor of the Change Direction Campaign sponsored by the Give an Hour program. The sponsorship funding will be provided by the Public and Member Communications public education campaign budget.

E. On its January 20, 2015, call, the Board voted to approve the following motion:

As part of the implementation of the Board-authorized independent review into allegations that APA colluded with the CIA and other national security governmental agencies to support enhanced interrogation techniques that constituted torture, the Board will receive from the Special Committee the Final Report of the Independent Reviewer and the Committee's recommendations for any responsive action by APA. The Board believes it would benefit from participation by representatives of the Council Leadership Team (CLT) in the review and discussion of the Final Report, the evaluation of any recommendations from the Special Committee and any other proposed responsive action that the Board deems appropriate. Accordingly, the Board moves to include the Chair and Chair-Elect of the CLT, without vote (to be consistent with the current Bylaws), in its discussions of the Report and responsive actions, under the same conditions as Board members (subject to confidentiality, attorney client privilege and conflict of interest). These discussions would include decisions about what body (e.g. COR, Board, Executive Office) should be responsible for evaluating, adopting or implementing any recommended actions.

Council was informed by email of this action on February 13, 2015, after the wording of the above motion was approved by the Board on email.

At its March 28, 2015 meeting, the Board of Directors, with input from the Chair and Chair-elect of the Council Leadership Team (CLT), approved the following plan for the distribution of, and actions related to, the Independent Review Report.

The Special Committee of the Board of Directors (SC) was formed at the request and with the advice of the Independent Investigator, David Hoffman. The SC is comprised of Nadine J. Kaslow, PhD (chair), Bonnie F. Markham, PhD, PsyD, and Susan H. McDaniel, PhD. The distribution of the Independent Review Report will be determined by the SC and the Board, with input from the Chair and Chair-elect of the CLT. This distribution will follow the guidelines outlined in this document. For the remainder of this document, references to the Board include the CLT Chair and Chair-elect, in keeping with their current roles as liaisons to the Board from Council. Their feedback will be integrated with that of the Board and reported as such.

The following steps will guide the SC and Board's decision-making about the report distribution process and, as needed, about related issues:

1. The SC and APA's General Counsel will receive the report from the independent reviewer at the conclusion of the independent review. The SC will, as expeditiously as possible, review the report and formulate recommendations for responsive actions, as needed.

The SC will decide who needs to see the report to assist in performing its duties. For example, the SC may share the report with the CEO if his consultation is needed related to personnel or other issues within his domain. In the event that the General Counsel or CEO are implicated in the report in such a way as to make their involvement in the report review

process inappropriate, the SC will determine the appropriate person(s) to step into their roles as needed.

2. The SC will transmit the independent reviewer's final report – without modification – together with the SC's recommendations, if any, simultaneously to the Board and CLT.

The Board will begin to develop actions or recommendations, as appropriate, as well as a statement about pending recommendations within the Board's jurisdiction. The Board's actions or recommendations may be based on the SC's recommendations, emanate from them, or be different from them. The Board's goal is to complete this review in a careful and deliberate fashion while also being sensitive to the value of making the report public as soon as possible.

The CLT will review the document and plan for facilitating Council's initial comments and input into the document review process.

3. The SC, in consultation with the CEO, will transmit the report to appropriate members of the Executive Management Group. (The Executive Management Group consists of the CEO, Deputy CEO, Chief Financial Officer, Chief Information Officer, General Counsel, APA Publisher, Senior Policy Advisor, and the six Executive Directors.)

4. Following the release of the report to the Board and CLT, Council will receive the report as a confidential document via a secure website that is password protected. This report sharing will be done as expeditiously as possible. Using the secure site exclusively, Council members will be invited to review the report and share feedback to the Board on what responsive actions APA should take. This process is intended to allow for input from Council prior to the report's release to the public.

5. After considering the Council's feedback, the Board will finalize its actions or recommendations, as appropriate, as well as provide a statement about pending recommendations prior to releasing the report to the public.

6. APA will release the report to the public as soon as feasible along with: 1) the Board's actions or recommendations, as well as a statement regarding pending actions or recommendations; and 2) information regarding Council's pending discussion/possible actions in August and possible further action by the Board following Council's discussion.

7. The CLT will develop a process by which Council, as a whole, will consider the report at its August meeting and address the report's findings. Guided by this process, Council will discuss the report and determine any further responsive actions at its August meeting. The Board may develop additional actions or recommendations, as appropriate, following the Council meeting. The Council's responsive actions, if any, will be announced to the public as soon as feasible after the Council meeting, as will any additional actions or recommendations by the Board.

8. The steps outlined above assume that the independent review report will remain confidential during the entire review process. If this confidentiality is violated, APA will take responsive action to promote a full and accurate public disclosure.

Council was informed by email of this action on April 10, 2015, after the wording of the above motion was approved by the Board on email.

## **VI. ORGANIZATION OF THE APA**

A.(1A) The Board voted to recommend that Council approve amending APA's Association Rules as follows (bracketed/strikethrough material to be deleted; underlined material to be added):

### **50-5. LIST OF CONTINUING COMMITTEES**

**50-5.1** The list below presents APA continuing committees and their reporting lines.

#### **Reporting directly to Council**

##### **Council Leadership Team**

### **60. COUNCIL LEADERSHIP TEAM**

**60-1.1.** There shall be a Council Leadership Team (CLT) that shall a) manage a procedure to select and oversee Council's mega issue discussions; b) assist the Agenda Planning Group in ~~prioritize~~[e] ing and determin[e] ing the appropriate disposition of new items coming through the triage system; c) assist the President in ~~determin~~[e] ing the priorities for Council and the order of business for meetings of Council; d) initiate and oversee the work of boards and committees reporting directly to Council; e) provide a recommendation to Council on all motions brought before Council for its consideration; f) regularly review the structure and function of Council (including orientation of new members) and handle complaints about Council functions and operations; and g) lead Council in reviewing and revising the strategic plan and ensure that APA policies are aligned with APA's mission and strategic plan.

**60-1.2** CLT shall consist of twelve members, all of whom shall be current or former members of Council. CLT is comprised of a Chair, Chair-elect, Past Chair, the APA President, the APA President-elect, the APA Treasurer, the APAGS Chair, an Early Career Psychologist Representative, three members-at-large and the Chief Executive Officer (without vote).

Council members shall nominate current Council members who have served at least one year on Council for the positions of Chair-elect, Early Career Representative and member-at-large. The results of a comprehensive needs assessment for CLT will be shared with Council prior to the nominations process. The Chair-elect, Early Career Representative and three members-at-large shall be elected by Council for three-year terms from slates of at least two candidates. Each year a Chair-elect and member-at-large are elected and every third year an Early Career Psychologist representative is elected. The candidate on each slate receiving the highest number of votes will be elected. The Chairs, [M] members-at-large and the Early Career Psychologist representative cannot serve two consecutive terms in the same position and are limited to two lifetime terms on the Council Leadership Team. The APA President, APA President-elect, APA Treasurer, APAGS Chair and Chief Executive Officer serve ex officio on CLT. The APAGS Chair shall begin his/her term on CLT in January of his/her term as APAGS Chair.

**60-1.3** The Chair presides over CLT.

## **90-9. NEEDS ASSESSMENT, SLATING AND CAMPAIGNS COMMITTEE**

There shall be a Needs Assessment, Slating and Campaigns Committee (NASCC) that shall conduct an annual needs assessment and develop slates for, with the exception of the President-elect, any seats on the Board of Directors and on Council that are elected by and from the general membership, solicit and vet candidates for the election slates, and help set the criteria and procedures for disseminating information about the candidates to the membership. NASCC shall also develop the slate for the public member of the Board.

The Committee shall consist of seven members, including one public member. Members will have three-year terms and may only serve one term on the Committee.

The APA President, President-Elect and Past President shall appoint three of the members, including the public member, after broad consultation. On a rotating basis, each of the following boards shall appoint one member to the Committee: the Board for the Advancement of Psychology in the Public Interest, Board of Educational Affairs, Board of Professional Affairs, and Board of Scientific Affairs.

Each year two members shall be appointed for three-year terms, one by the APA President, President-Elect and Past President and one by the above named boards. Every third year the fourth board will appoint an additional member.

Individuals are not permitted to serve on NASCC if they have served on the Board of Directors, Council of Representatives, or any APA board or committee in the past year and may not serve on any of these groups for at least two years following the completion of their service on NASCC. Members of NASCC are not permitted to serve concurrently in any elected officer positions in any Divisions or state/provincial/territorial associations.

## **110-14. RULES GOVERNING SIMULTANEOUS SERVICE**

**110-14.1** Members of the Board of Directors shall not serve simultaneously on APA advisory groups, other than as ex-officio or liaison; or on governing bodies of advocacy or political action organizations for psychologists or psychology that are national in scope.

**110-14.2** Members shall not serve simultaneously on any of the following advisory groups, except as ex-officio and/or non-voting members or if other exceptions are provided below.

### **Boards**

Advancement of Psychology in the Public Interest

Convention Affairs

Educational Affairs

Membership

Policy and Planning

Publications and Communications

Professional Affairs (except that one member is also a member of the Committee on Professional Practice and Standards)

Scientific Affairs

**Committees**

Aging

Animal Research and Ethics

Children, Youth and Families

Continuing Education

Disability Issues in Psychology

Division/APA Relations

Early Career Psychologists

Ethics

Ethnic Minority Affairs

Fellows

Finance

Human Research

International Relations in Psychology

Legal Issues (ad hoc)

Lesbian, Gay, Bisexual, and Transgender Concerns

Needs Assessment, Slating and Campaigns

Professional Practice and Standards (except that one member is also a member of the Board of Professional Affairs)

Psychology and AIDS (ad hoc)

Rural Health

Socioeconomic Status

Psychological Tests and Assessment

Psychology Teachers at Community Colleges

Teachers of Psychology in Secondary Schools

Women in Psychology

**Other**

Commission for the Recognition of Specialties and Proficiencies in Professional Psychology

Commission on Accreditation

Council Leadership Team

**110-14.3** Members shall not simultaneously run for election (e.g., appear on the board and committee election ballot) for more than one of the following advisory groups. In addition, members shall not run for election for one of the following advisory groups if the term of service will begin prior to the end of a term the member is currently serving on one of the advisory groups listed in Association Rule 110-14.2.

**Boards**

Advancement of Psychology in the Public Interest

Convention Affairs

Educational Affairs

Membership

Policy and Planning

Publications and Communications

Professional Affairs

Scientific Affairs

**Committees**

Ethics

Finance

International Relations in Psychology

Rural Health

**Other**

Commission for the Recognition of Specialties and Proficiencies in Professional Psychology

Council Leadership Team

## **IX. EDUCATIONAL AFFAIRS**

A.(2) The Board voted to approve forwarding the Recognition of Organizations that Provide Certifications in Specialties and Proficiencies in Professional Psychology: Policies and Procedures Manual to APA boards and committees, divisions, the public and other relevant groups for the opportunity to provide comment.

B.(3) The Board voted to recommend that Council approve the Standards for Accreditation for Health Service Psychology (SoA). The SoA will replace the Guidelines and Principles for Accreditation.

## **XII. PUBLIC INTEREST**

A. By email in early February 2015, the Board voted to approve the addition of APAGS to the APA's Oversight Group for APA's leadership and participation in the International Psychology Network for Lesbian, Gay, Bisexual, Transgender and Intersex Issues.