

BOARD OF DIRECTORS

November 27, 2023

APPROVED MINUTES

Board Members Present: Thema S. Bryant, PhD; Cynthia de las Fuentes, PhD; Frank C. Worrell, PhD; Michael L. Hendricks, PhD, ABPP; Kathleen S. Brown, PhD; M. Lynne Cooper, PhD; Luz Maria Garcini, PhD, MPH; Candice N. Hargons, PhD; Debra M. Kawahara, PhD; Tamara S. Lyn, PhD, ABPP; Mary Ann McCabe, PhD, ABPP; Robin E. Mockenhaupt, PhD; Arlene Noriega, PhD; Tiffany Parisi, MPH; David T. Susman, PhD

Board Members Absent: Arthur C. Evans Jr., PhD

A. The Board discussed APA releasing a statement regarding APA's concerns about the widespread psychological harm to civilians from the continued hostilities and violence in the Israel-Hamas conflict.

B. The Board suggested changes to the letter from APA to the United Nations addressing the psychological impacts of exposure to protracted violent conflict.

C. The Board recommended changes to the Division 48, Society for the Study of Peace, Conflict, and Violence: Peace Psychology, statement regarding the Middle East Conflict.

D. The Board was informed that APA has engaged CBRE, the global leader real estate services firm, to complete an assessment of APA's real estate and recommend options to move forward in a changing real estate climate and make the best use of APA's space.

BOARD OF DIRECTORS

December 5, 2023

APPROVED MINUTES

Board Members Present: Thema S. Bryant, PhD; Cynthia de las Fuentes, PhD; Frank C. Worrell, PhD; Michael L. Hendricks, PhD, ABPP; Kathleen S. Brown, PhD; Arthur C. Evans Jr., PhD; M. Lynne Cooper, PhD; Luz Maria Garcini, PhD, MPH; Candice N. Hargons, PhD; Debra M. Kawahara, PhD; Tamara S. Lyn, PhD, ABPP; Mary Ann McCabe, PhD, ABPP; Robin E. Mockenhaupt, PhD; Arlene Noriega, PhD; Tiffany Parisi, MPH; David T. Susman, PhD

Board Members Absent: None.

A. In executive session, the Board voted to approve the appointment of Victoria Taylor, EdD, to the Committee on Associate and Baccalaureate Education for a term beginning immediately and ending on December 31, 2024. Dr. Taylor will replace Dr. Arlene Garcia who resigned from CABA.

B. In executive session, the Board voted to approve the appointment of Anne Shelton and Stephen Howell to the Investment Subcommittee for three-year terms from January 1, 2024, through December 31, 2026.

C. In executive session, the Board voted to approve the appointment of Frank Worrell, PhD, as a TOPSS college faculty representative for a three-year term from January 1, 2024, through December 31, 2026.

D. The Board voted to approve President Thema Bryant, PhD, as Convener of the 2024 Global Psychology Alliance Summit.

E. The Board voted to approve the following amendment to its June 9 & 10, 2023, minutes (Section VI., D.):

In executive session, the Board voted to approve convening a diverse workgroup to evaluate and propose recommendations to create greater alignment between the APA and the Divisions, including the possibility of including a Division membership with an APA membership. The primary charge of the work group is to determine what resources and services are [~~reasonable~~] agreed upon to collaboratively support this alignment. A second charge of the workgroup would be to determine what can be done to achieve greater alignment and bi-directional collaboration between Divisions and the APA to further the Association's strategic priorities.

F. The Board voted to allocate \$15,900 from Past President Thema Bryant's donated honoraria for an in-person meeting in 2024 of the Presidential Task Force on Decolonizing and Liberation Psychology.

G. The Board received an update on APA's Amicus Brief Program.

BOARD OF DIRECTORS

December 8 & 9, 2023

APPROVED MINUTES

Board Members Present: Thema S. Bryant, PhD; Cynthia de las Fuentes, PhD; Frank C. Worrell, PhD; Michael L. Hendricks, PhD, ABPP; Kathleen S. Brown, PhD; Arthur C. Evans Jr., PhD; M. Lynne Cooper, PhD; Luz Maria Garcini, PhD, MPH; Candice N. Hargons, PhD; Debra M. Kawahara, PhD; Tamara S. Lyn, PhD, ABPP; Mary Ann McCabe, PhD, ABPP; Robin E. Mockenhaupt, PhD; Arlene Noriega, PhD; Tiffany Parisi, MPH; David T. Susman, PhD

Board Members Absent: None.

I. MINUTES OF MEETING

A.(1) The Board voted to approve the minutes of its August 1 and October 13 & 14, 2023, meetings; and its following 2023 calls: August 8, September 5, September 19, October 3, November 7; and votes taken by unanimous written consent from July 19 through November 13, 2023.

II. ELECTIONS, AWARDS, MEMBERSHIP AND HUMAN RESOURCES

A. In executive session, the Board voted to recommend that Council approve a \$25 increase in the APA base member dues rate (\$247 to \$274) and reduction in the dues increase at year four of the dues ramp up (\$149 to \$124).

B. The Board received an update from Election Committee Chair Frank C. Worrell, PhD, regarding voter turnout in the 2023 APA President-Elect and Board Member-at-Large Election. Dr. Worrell also informed the Board about the Election Committee's recommendation that boards and committees submit to the Board of Directors two candidates per slate (plus alternates) instead of three candidates per slate as has been traditionally done in the past, while still giving the groups the option to include three candidates on a slate, if they choose to do so. Dr. Worrell noted that the Election Committee recognizes that 1) it is often difficult for boards and committees to find eligible candidates because of the many positions that are open each year and the fact that members are not eligible to serve on multiple groups or run simultaneously for multiple positions and 2) those who lose an election may be discouraged from running for election in the future and having three candidates on each ballot greatly increases the number of members who are not elected.

IV. BOARD OF DIRECTORS

A. Dr. Rebecca Wirihihana gave a presentation on Māori Wisdom on Leadership.

B. The Board received an update on APA's 2023 advocacy efforts and plans for 2024.

C. Cynthia de las Fuentes, PhD, and Arthur C. Evans, Jr., PhD, shared their visions for the future.

V. DIVISIONS AND STATE, PROVINCIAL, AND TERRITORIAL PSYCHOLOGICAL ASSOCIATIONS

A.(2) The Board voted to approve funding the following Interdivisional Grants for 2023:

Culturally Competent Counseling-Visions from the Global South (\$7,500)

Joy Summit: Elevating Healing, Joy, and Justice (\$7,000)

Awarding Student Advocates: An Equity, Diversity, and Inclusion Initiative (\$2,000)

VI. ORGANIZATION OF THE APA

A.(3) The Board voted to recommend that Council extend the expiration date for the *Clinical Practice Guideline for the Treatment of Depression Across Three Age Cohorts* to December 31, 2029.

B.(4) The Board voted to recommend that Council 1) archive several association policies contained in the Council Policy Manual and 2) amend several association policies contained in the Council Policy Manual (see Appendix).

C. In executive session, the Board discussed the item, “Council Leadership Team/Board of Directors recommendations on Council Action Items.”

D. The Board voted to recommend that Council approve APA’s role in the following strategic plan of the American Psychological Association/American Psychological Association Services, Inc.:

Notes

- 1) *Throughout the plan, the term “psychologist” is used. When an area of psychology is not specified, the intention is that all areas of psychology are included – science, professional practice, education and training, applied, and in the public interest.*
- 2) *The order of the goals and objectives within the plan is not meant to indicate order of priority or hierarchy.*
- 3) *Throughout the plan, the term “health” is inclusive of, but not limited to, such terms as holistic wellness, mental, physical, and behavioral health.*

Vision

A strong, diverse, and unified psychology that enhances knowledge and improves the human condition.

Mission

To promote the advancement, communication, and application of psychological science and knowledge to benefit society and improve lives.

Guiding Principles

The beliefs that guide and inform all that APA does. They apply equally across all areas of psychology including science, professional practice, education and training, applied, and in the public interest.

- **Engage, connect, and serve members.** Provide tools, resources, support, and networks that address member needs while creating an inclusive environment that fosters a sense of community and belonging.
- **Build on a foundation of science.** Advance research and efforts to translate, disseminate, and apply research findings in a range of settings while ensuring that the organization's policies, advocacy, and offerings are informed by the best available psychological science and knowledge.
- **Champion equity, diversity, and inclusion.** Infuse the principles of equity, diversity, and inclusion (EDI) into all aspects of APA and its work to create **systemic, structural, and institutional** change within APA, across the field of psychology, and throughout broader society.
- **Respect and promote human rights.** Focus on human rights, equity, and nondiscrimination for all peoples.
- **Advance psychology and support psychologists.** Demonstrate a steadfast commitment to promoting the discipline of psychology while advocating on behalf of APA's members and all psychologists.

Operating Principles

How all parts of APA will work together to execute the plan.

- **Increase organizational effectiveness.** Collaborate across APA to align resources, decision-making, and the contributions of elected and appointed leaders, staff, and the broader membership in service of advancing the strategic plan. Focus on the future, make evidence-informed decisions, and create capacity for new strategic initiatives.
- **Focus on outcomes.** Identify and pursue meaningful and measurable outcomes to significantly advance the interests of the public, the field, and psychologists.
- **Embrace cultural humility and reflexivity.** Commit to organizational self-reflection while partnering with and learning from the people, communities, and systems the APA seeks to serve.
- **Embrace a global perspective.** Advance psychology through global engagement, association programs, and meaningful collaborations with psychological associations and other relevant groups from around the world.
- **Build meaningful partnerships.** Collaborate with psychology partners, including APA Divisions, state, territorial and provincial psychology associations, ethnic psychology associations, and other relevant groups.

Strategic Goals and Objectives

Goals are the high-level descriptions of what APA must achieve to be successful. They are aspirational in that they are wide-ranging, complex, and ongoing. Objectives are more specific and address the component pieces of each goal.

Utilize psychological science and knowledge to make a positive impact on critical societal issues.

1. Increase access to care and focus on reducing disparities in health outcomes by advancing a population health approach.
2. Promote the application of psychology to improve the functioning of public and private institutions, organizations, systems, and communities.

3. Advocate for evidence-informed policy decisions at the global, national, state, and local levels.
4. Establish psychology as a key contributor in the development, evaluation, and application of technology.
5. Foster the advancement of human rights through the application of psychological science to human rights systems and mechanisms, and the utilization of human rights-based approaches.

Prepare the field of psychology for current and future opportunities and challenges.

1. Grow, diversify, develop, and support the next generation of psychologists.
2. Facilitate the continued professional development of experienced psychologists.
3. Advocate for increased federal and state level funding for psychology research, education, training, and service delivery.
4. Promote the use of new and established research findings, technologies, and methodologies in all settings.

Elevate the public's understanding, appreciation, and utilization of psychology.

1. Expand the public's understanding of psychology and psychologists to accurately reflect the full breadth of the field.
2. Engage and support educational systems to foster lifelong appreciation and application of psychology.
3. Make psychological science accessible and understandable to the public and key decision makers.
4. Promote psychology's unique contributions in health, health care, and human wellbeing.
5. Educate the public about the quality and effectiveness of psychology-related products, services, and technologies.

Strengthen APA's role as a leading voice for psychology.

1. Contribute to the advancement of psychological science and practice through the continued development and enhancement of publishing programs, products, and services.
2. Partner with state, provincial and territorial associations, APA Divisions, and other external groups to increase the effectiveness of federal, state, and local level advocacy operations.
3. Serve as a leading resource for standards and evidence-informed guidelines for the field.
4. Apply an ethical framework to guide behavior of psychologists within the discipline and profession, APA as an organization, and the broader society.
5. Expand and enhance APA's role as a developer and distributor of science, practice, education, and career resources for psychology.

E. The Board received an update on the Racial Equity Fund expenditure plan.

F. The Board discussed APAs partnerships and collaborations with outside organizations.

G. The Board discussed current and future trends in artificial intelligence.

H. The Board discussed APA's Efforts to Use Psychological Science to Understand and Fight Health Misinformation.

VII. PUBLICATIONS AND COMMUNICATIONS

A.(6) The Board received as information the 2023 Report of the *American Psychologist* (AP) and had a discussion with AP Editor M. Harris Cooper, PhD.

VIII. CONVENTION AFFAIRS

A. In executive session, the Board received a Convention update from Board of Convention Affairs members Jennifer Punzo, PsyD, and Francisco Sanchez, PhD. The Board voted to approve, beginning with the 2024 Convention: 1) increasing the in-person convention registration rates by \$100 for all categories except student registrations, which would increase by \$25; 2) increasing the virtual meetings by \$60 for all categories, except students, which will be increased by \$20; and 3) providing unlimited Continuing Education at convention for no extra fee. The Board voted to postpone until January 2024 a motion requesting that the Board approve that no alternate programming will be permitted on the days of convention unless that programming requires registration for convention.

X. PROFESSIONAL AFFAIRS

A.(7) The Board received as information an update on the work of the Advisory Steering Committee for Development of Clinical Practice Guidelines and APA Guideline Panels.

XIV. INTERNATIONAL AFFAIRS

A.(5) The Board voted to approve the signing of a Memorandum of Understanding with 1) the Trinidad and Tobago Association of Psychologists (TTAP); and 2) the European Federation of Psychology Students' Associations (EFPSA).

XVI. FINANCIAL AFFAIRS

A. In executive session, the Board voted to approve 1) the 2024 APA Budget with revenues and other inflows of \$129.88M and expenses of \$129.81M with a proposed surplus of \$63K; and 2) the 2024 Strategic Investment Fund initiatives of \$2.757M.

The Board acknowledged that the 2024 APA Budget includes an 8% reduction in expenses across all units except Publishing, which has a 5% reduction, and that association-wide expenses that could not be reduced were not. The reduction does not reflect specific cuts but rather a commitment by management to make decisions within this proposed budget. The Board has confidence that management will meet this commitment based on actual historical expense spending, net margins, and the positive rolling three-year average.

Additionally, the Board supported the following recommendations from the Finance Committee:

- The Board and management will continue to work together in 2024 to strategically align the organization. The Board and Finance Committee will receive quarterly check-ins about the areas impacted.

- Management will continue to provide quarterly financial reports to the Finance Committee and the Board to ensure adherence to the approved budget and will provide information on the ongoing impact and consequences of the reductions.
- Given the forecasted flattening of revenue and the continued expectation of momentum in achieving the association's strategic priorities, the Board and management will look critically at activities that no longer align with the organization's strategic priorities as targets for reductions and consider some long-standing projects and activities, including those that affect elected and appointed leaders.
- The Board and management will continue discussions to find innovative ways to increase and diversify revenues.

**BOARD OF DIRECTORS ACTION TAKEN BY UNANIMOUS WRITTEN CONSENT IN LIEU OF A MEETING
NOVEMBER 1, 2023, THROUGH DECEMBER 31, 2023**

Board Members Present: Thema S. Bryant, PhD; Cynthia de las Fuentes, PhD; Frank C. Worrell, PhD; Michael L. Hendricks, PhD, ABPP; Kathleen S. Brown, PhD; Arthur C. Evans Jr., PhD; M. Lynne Cooper, PhD; Luz Maria Garcini, PhD, MPH; Candice N. Hargons, PhD; Debra M. Kawahara, PhD; Tamara S. Lyn, PhD, ABPP; Mary Ann McCabe, PhD, ABPP; Robin E. Mockenhaupt, PhD; Arlene Noriega, PhD; Tiffany Parisi, MPH; David T. Susman, PhD

Board Members Absent: None.

The Board confirmed the following actions by unanimous written consent in lieu of a meeting:

- A. In mid-December, the Board voted to allocate \$2,500 from President-Elect Cynthia de las Fuente's presidential activities fund to cover the costs for a videographer for the 2024 meeting of the APA Presidential Task Force on Immigration and Health.
- B. In mid-December, the Board voted to approve the appointment of Maria Teresa Coutinho, PhD, to the Commission on Accreditation for a term beginning immediately and ending December 31, 2025. Dr. Coutinho will fill the position of Dr. Madeline Byrne who recently resigned from CoA.