

BOARD OF DIRECTORS

December 11 & 12, 2020

APPROVED MINUTES

Board Members Present: Sandra L. Shullman, PhD; Jennifer F. Kelly, PhD, ABPP; Rosie Phillips Davis, PhD, ABPP; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Anthony L. Chambers, PhD, ABPP; Le Ondra Clark Harvey, PhD; Susan D. Clayton, PhD; Cynthia de las Fuentes, PhD; Kevin Donnellan; Roseann Fish Getchell, PsyD; Mitchell J. Prinstein, PhD; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD; Randall P. White, PhD; incoming Board members Frank C. Worrell, PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt

Board Members Absent: None.

I. MINUTES OF MEETING

A.(1) The Board voted to approve the minutes of its August 3, 2020 meeting; the minutes of its following 2020 calls: August 11, September 15, November 10, November 17, and December 1; and the minutes of action taken by unanimous written consent in lieu of a meeting from August 3, 2020, through December 1, 2020.

II. ELECTIONS, AWARDS, MEMBERSHIP AND HUMAN RESOURCES

A. In executive session, the Board voted to appoint Anjali Alimchandani, PhD, MPP, and Brandon Hoeflein, PhD, to the Committee on Sexual Orientation and Gender Diversity for three-year terms (2021-2023).

III. ETHICS

A.(9) The Board received an update on the work of the Ethics Code Task Force.

IV. BOARD OF DIRECTORS

No items.

V. DIVISIONS AND STATE AND PROVINCIAL AND TERRITORIAL ASSOCIATIONS

A.(2) The Board voted to approve funding the following two Interdivisional Grants for 2020:

- Global Initiative for the Refugee Mental Health Resource Database and Network (\$5,200)
- An Interdivisional Initiative to Prevent Violence Against Children (\$2,000)*

*On its December 15, 2020, call the Board voted to increase the amount of funding to \$5,000.

VI. ORGANIZATION OF APA

A.(3) The Board voted to recommend that Council extend the expiration date for the *Guidelines for Assessment of and Intervention with Persons with Disabilities* to February 28, 2022 and the expiration date for the *Principals for Quality Undergraduate Education in Psychology* to December 31, 2022.

C. In executive session, the Board discussed the Report and Recommendations of the Board Work Group on Boards and Committees. The Board voted to approve the following motions stemming from the Work Group Report:

1. The Board recommends that, over the course of 2021, the Ad Hoc Committee on Legal Issues (COLI) and the Policy and Planning Board (P&P) explore combining their work with a goal of merging the COLI mission into the work of P&P. The Board recommends that the groups meet jointly in 2021 so that a merger can be finalized at the end of December 2021. To implement this proposal, the Board recommends at least the following two steps: (1) at the end of December 2021, COLI would no longer be authorized as a separate committee; and (2) the Policy and Planning Board maintain a minimum of two slates of JD/PhD candidates among its existing nine board seats to ensure that more than one P&P board member has legal expertise.
2. The Board requests that the Board of Educational Affairs, Board of Professional Affairs, Board of Scientific Affairs and the Board for the Advancement of Psychology in the Public Interest explore the sunseting of their respective APA awards committees and instead develop a more flexible approach in which subcommittees of their boards and/or expert panels are created and dissolved as needed to develop nominations and recommendations regarding the granting of awards.

VII. PUBLICATIONS AND COMMUNICATIONS

A.(10) The Board received as information the 2020 Report of the *American Psychologist*.

VIII. CONVENTION AFFAIRS

No items.

IX. EDUCATIONAL AFFAIRS

A.(4) The Board voted to determine that the *Standards of Accreditation for Health Service Psychology: Master's Programs* is appropriate and does not present undue risk to the Association and referred the Standard to the Council Leadership Team for content review and to provide a recommendation to Council.

X. PROFESSIONAL AFFAIRS

A.(5) The Board received an update on the APA/APASl Advisory Work Group on the Implementation of Evidence-Based Practice in Health Service Psychology from Robert P. Franks, PhD, Chair of the Work Group.

B.(6) The Board voted to determine that the *Professional Practice Guidelines for Evidence-Based Psychological Practice in Health Care* is appropriate and does not present undue risk to the Association and referred the Guideline to the Council Leadership Team for content review and to provide a recommendation to Council.

C. The Board discussed the future of Practice and Education.

XII. PUBLIC INTEREST

A.(7) The Board voted to recommend that Council approve the following amendments to Association Rule 50-2 (bracketed/strikethrough material to be deleted; underlined material to be added):

50-2. EQUAL OPPORTUNITY REPRESENTATION

50-2.1 The APA is enhanced by the full and effective involvement of its members regardless of race, color, sex, religion, national origin, ethnicity, age, sexual~~/affectional~~ orientation, gender, gender identity or expression, disability (visible or non-visible), or socioeconomic status. The APA shall promote [~~diversity~~] the inclusion of diverse representation on all boards, committees, task forces, and other governance bodies at all levels of responsibility.

B.(11) The Board received an update on the APA Leadership Institute for Women in Psychology.

XIII. ETHNIC MINORITY AFFAIRS

No items.

XIV. INTERNATIONAL AFFAIRS

A.(8) The Board voted to approve APA signing Memoranda of Understanding with Latin American (Association of Panamanian Psychologists), Middle Eastern (Jordanian Clinical Psychologists Association), European (Polish Psychologists' Association and Polish Association of Human Development Psychology), and African (Ghana Psychological Association) psychological associations.

B.(12) The Board received as information the Report of the APA Task Force on Human Rights.

C.(13) The Board received as information the Resolution on APA, Psychology, and Human Rights.

XV. CENTRAL OFFICE

No items.

XVI. FINANCIAL AFFAIRS

A. In executive session, the Board voted to approve the following motion regarding the 2021 Budget:

Based on its review of the proposed 2021 APA budget and in light of its goals of supporting APA's financial strength and stability and the availability of resources to accomplish APA's mission, the Board approves the proposed 2021 APA balanced budget as presented, with projected inflows of

\$124.8M and projected outflows of \$124.8M. The Board also provides the following recommendations to the CEO regarding the 2021 APA budget:

1. The Board recognizes and appreciates the hard work of the staff over 2020, including the significant impact of reorganizations and realignments throughout the operation. The Board recommends no further staffing reductions in 2021 for budgetary reasons.
2. The Board recognizes the heightened economic uncertainty and unpredictability of the 2021 national and global environment. In light of the uncertainty, the budgets are conservative and fiscally prudent with attention to stability and sustainability while still enabling APA to accomplish our missions. The Board recommends that, to the extent 2021 achieves financial savings, those savings be prioritized to rebuilding reserves and investing in strategic opportunities.
3. The Board provides the attached preamble from the Finance Committee to accompany the budgets. The Board requires that the preamble statement be incorporated in public presentations of the budgets.

PREAMBLE FOR BUDGET PRESENTATION FROM THE FINANCE COMMITTEE

You are receiving an integrated budget, incorporating both the APA (501c3) and the APASI (501c6) budgets. Although legally separate, the work of the Association, and thus the budget, are designed to promote the most effective ways to implement the strategic plan and to support our strength and stability. A variety of stakeholders provide input into the development of the budget, and the process reflects a matrixed organizational model that is grounded in significant collaboration and shared resources across the entire organization. It is at all times guided by the strategic plan. As we continue to move from a more siloed model of working to a broad, integrated and collaborative model with shared goals and common direction, the budget itself reflects both integration and necessary flexibility.

With the 2020 budget year, we reached an inflection point where traditional ways of operating and familiar projects intersected with investment in transformative approaches needed to implement the strategic plan, and all layered atop existing structural deficit. This combination was unsustainable, as expenses were outstripping resources. The Board charged the CEO with realigning programs, revenues and expenses and providing the balanced budget for 2021 that you are receiving. During 2020 we lowered expenses through reduction and realignment in staffing, as well as gaining significant efficiency through working differently. You will see these reflected in the attached documents, both in the year-end projections and the 2021 proposed budget.

The coronavirus and other global and national events in 2020 have made it a challenging and uncertain year at all levels and in all corners of the world. The importance of social distancing led to work-at-home orders for all APA staff beginning in March 2020 and will continue through at least June 30, 2021, with the health and well-being of staff the paramount consideration for the decisions. APA continues to provide support as needed to ensure that staff can work effectively, and that the security of our systems are protected. As you know, all governance travel and in-person meetings are suspended at least through June 30, 2021. These developments have resulted in significant savings on 2020 expenses and bring our end-of-year projected expenses much closer to our revenues. We must, however, maintain fiscal discipline in order to continue a balanced alignment of revenues and expenses for the coming years.

Despite the impact of the coronavirus on the economy, our revenues for 2020 were very close to budget projections both because we are front-loaded in the year in terms of when the majority of our revenue is received and because our product sales, particularly the Publication Manual, were strong. 2021 revenue is significantly less certain, with unknowns including potential changes in academic publishing as well as in the broader economy. This uncertainty informed the recommendations that are included in the motions provided by the Finance Committee. The Finance Committee engages in ongoing review throughout the year that allows course correction as needed and will continue to do so in 2021.

It is important that our approach be conservative and fiscally prudent with an eye toward maintaining staffing stability and morale, work effectiveness and rebuilding our reserves. It is in this spirit that the Finance Committee recommends that governance and leadership work remain virtual, to the extent possible, through at least 2022.

OPEN SESSION

During these challenging times, we recognize and appreciate the diligence and hard work of our staff as they have faced the impact of both the realignment within our own organization, the move to work-at-home, and the risks and uncertainties within the larger environment.

BOARD OF DIRECTORS

December 15, 2020

APPROVED MINUTES

Board Members Present: Sandra L. Shullman, PhD; Jennifer F. Kelly, PhD, ABPP; Rosie Phillips Davis, PhD, ABPP; Jean A. Carter, PhD; Diana Lee Prescott, PhD; Arthur C. Evans Jr., PhD; Anthony L. Chambers, PhD, ABPP; Le Ondra Clark Harvey, PhD; Susan D. Clayton, PhD; Cynthia de las Fuentes, PhD; Kevin Donnellan; Roseann Fish Getchell, PsyD; Pamela E. Scott-Johnson, PhD; Shannon L. Wiltsey Stirman, PhD; Randall P. White, PhD; incoming Board members M. Lynne Cooper, PhD; Candice Hargons, PhD; Robin E. Mockenhaupt

Board Members Absent: incoming Board members Frank C. Worrell, PhD; Blanka Angyal, MA, EdM, EdS; Eric M. Butter, PhD; Mitchell J. Prinstein, PhD

A. In executive session, the Board voted to appoint the following members to the new Ad Hoc Committee on Health Equity: Perry N. Halkitis, PhD, Debra Perez (public member), and Royleen J. Ross, PhD, for three-year terms (2021-2023); Amber A. Hewitt, PhD, and Shannon La Cava, PsyD, for two-year terms (2021-2022); and Travis I. Lovejoy, PhD, and John M. Ruiz, PhD, for one-year terms (2021).

B. The Board received an update on APA APA/APASI Advisory Work Group on the Implementation of Evidence-Based Practice.