

APAGS Fall Consolidated Meeting

September 2023

September 22, 1:00 - 3:00pm ET

Leadership Development Discussion with Dr. Talee Vang

- Objectives: Review intrinsic drivers & practice self-reflection
- Personal values can help you prioritize projects and in decision making
- Consider the “why” – why do you do the work you do?
- Let values ground you through the chaos while you focus on the outcome
- Bring your full self into your leadership
- Step into your power

Membership Data Discussion with Dr. Allen Richman

At the July full committee meeting, APAGS leaders reviewed the membership data collected by the Office of Strategic Insights and asked questions about the data to Jennifer Weng, a staff member of that office. In preparation for this meeting, APAGS leaders were asked to review those materials again, including new, additional answers to their questions provided by the Office of Strategic Insights.

APAGS leaders then engaged in a discussion with a second staff member from the office, Dr. Allen Richman, to resolve any remaining questions about the data. In addition, leaders discussed the possibility of sharing this data with other APA leaders (e.g., the Board of Directors, CoR, and Boards and Committees) so that multiple groups could work on some of the systemic issues raised in the data (e.g., costs of graduate education). Dr. Richman reported that APAGS has permission to share with these internal constituents. APAGS is not able, however, to share with external constituents for a variety of reasons including lack of informed consent for this kind of data sharing when the data were collected. Dr. Richman noted that if APAGS believes this data would be helpful for a broader audience, they should work through APA’s internal research IRB process to gather data which could replicate these results and be shared broadly. He did note that this would likely require funds to support this initiative as it is outside the mission of his office (i.e., to collect needs of members for the purpose of improving APA services).

APAGS members then divided into two discussion/breakout groups (one with Members-at-Large and one with Subcommittee chairs) to discuss the ways in which their work either matched the needs identified within the membership data (e.g., creation of resources, mentoring programs, grants and awards) or could be adapted to better reflect the needs stated in the data (e.g., refocusing efforts on the cost of graduate education, noting that webinars are rated lower than they expected), as they finish their 2023 work and consider the work they want to take in 2024.

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Ongoing Workplan Discussion

- What work have you done this year that stands out as a successful project in 2023?
 - How are we measuring success? Be creative – quantitative and qualitative
 - How engaged were other leaders in helping you reach these goals?
 - CSOGD –
 - Success is primarily measured by turn out and registration
 - Should use more feedback surveys for measuring success
 - How engaged? Members worked collaboratively together, generally everyone was engaged
 - Leadership style – making sure that positions are worthwhile and honors what they came into the committee for, based on applications and interests, respecting others ideas and suggestions
 - Martina – Student Seats Working Group
 - Very collaborative, staff helped a lot, enjoyed being a part of the group and learned a lot. Lacked knowledge about the inner workings of APA. What worked – there were members and staff that understood those things. Important to understand the bureaucracy of APA. Knowing how to navigate that for the student seats was helpful. Doing the town hall and office hours were successful – supporting each other in that way made outcome successful. Students talking with a unified voice.
 - Convention Com – very collaborative, committee very engaged. Success in being flexible and adaptable. Able to pivot when necessary. Programming went well, most were well attended, discussed how to improve sessions that were not as well attended. Able to access our own knowledge and expertise. Student-led programming is often more successful. Success: attendance, feedback, sense of community. Convention is a good example of members-at-large and subcommittees collaborating and working together as a full committee.
- 6-8 weeks left to complete projects. What projects are still in production? What will continue into next year? Hurdles around bandwidth? What support is needed to complete goals for this year?
 - Broad strokes communications about upcoming projects, inviting people to join. Sometimes M@L are unsure of how to help out or collaborate
 - Calls for comments as good example of how to get folks involved and working together
 - Suggestion: create a culture of “calls for collaboration” on other projects
 - Could do better including subcommittee members in work & communications
 - Social events that includes all leaders?
 - Bandwidth concerns – dips in participation later in the year due to personal or professional issues

New Workplan Discussion

- Break out rooms (returning members and rotating members)
- Members rotating off
 - Reflecting and thinking about what you would have liked to do, what do you wish you would've accomplished?
 - More programming for immigrant students
 - Had many ideas coming in but didn't have the bandwidth to do all of the things
 - Are we using energy to the best of our abilities? Good to share this info with returning and new members to consider moving forward
 - Would've like to contribute more to comments and things beyond subcom work
 - Would like to continue to see big ticket fights (like student seats and student vote) from APAGS, leveraging relationships with others in the organization
 - Would've wanted to leverage more from liaison relationships and do more across APA, taking on some of the big challenges that psychology as a whole faces
 - Continue to do the things that APAGS does well
 - Wish there could've been more collaboration
 - Can't do it all so important to prioritize
- Large group report out
 - Having more one on one with subcom chairs and meeting at large
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Development of Workplan

As in 2022 and 2023, the APA Governance Office is requiring that board and committee members work with staff liaisons to create a workplan for 2024. The process required by Governance is that the document is created by staff based on our conversations with APAGS leaders and to run past leaders for their input.

At the fall consolidated meeting, staff highlighted initiatives currently listed on the APAGS workplan for 2023 which was formed by conversations with APAGS leaders. Members-at-Large and subcommittee chairs were encouraged to think of three to five initiatives for the 2024 workplan with an emphasis on creating impact.

APA governance would like boards and committees to submit their workplans with their top 3-5 initiatives for 2024 by November 3rd. The workplan can be a living document that can be re-visited and revised later, if needed.

APAGS New Business Item (ANBI) Update

At the July full committee meeting, committee members provided feedback on the APAGS New Business Item (ANBI) document. Since then, the EC has worked together with staff to implement the feedback and provided updates and asked for additional feedback during the APAGS Fall consolidated meeting. The committee requested to include an additional option (adding "annual") under frequency of the project for clarity. After the consolidated meeting, staff will include this change and send the updated document to the full committee for a formal vote.

Chair stipend

The chair stipend proposal was initiated by a past chair of APAGS. A letter was sent to members of the APA Board of Directors (BoD) about whether they can consider establishing a leadership fellowship/award for the APAGS chair since they have a considerable amount of responsibilities. The BoD is requesting endorsement from APAGS, however that does not mean that the Board will approve. The chair stipend proposal was sent to the committee in advance of this meeting for review and during the meeting, the topic was opened to the committee for discussion, questions, feedback, and/or things to consider before deciding whether to move forward with endorsing the proposed letter as is. The committee had several questions and concerns such as the amount of the stipend, chair time commitment, equity towards other leaders, the past chair's vision, and timeline to name a few. At the end of this discussion, it was decided to continue the conversation and to potentially hold a separate meeting as there were several committee members absent for this discussion. The full committee can also consider meeting without the EC to openly discuss. This agenda item will be added to the November full committee meeting for more discussion.