

Committee on Early Career Psychologists (CECP)

2024 Spring Hybrid Business Meeting
Friday, March 22 – Saturday, March 23

CECP Participants:

Julia E. Cartwright, PhD (Chair); Jessica S. Reinhardt, PhD, NCSP (Vice Chair); Sarah W. Clark, PhD; Jacks Cheng, PhD; Clifton A. Berwise, PhD; Dominique B. Chao, PsyD

Absent:

Ryan E. Flinn, PhD

Guests:

Aliza Epstein, APA Director, Volunteer Leadership; Hideko Sera, PsyD, APA Board of Directors Liaison; Thema Bryant, PhD, APA Past President; Cynthia de las Fuentes, PhD, APA President; Debra M. Kawahara, PhD, APA President-elect; Arthur C. Evans Jr., PhD, APA CEO; Alissa Fogg, PhD, Senior Advisor to CEO; Janan P. Wyatt, PhD, Assistant to the Advisor of the CEO; Kenneth Polishchuk, APA's Director of Congressional and Federal Relations; Tabitha Brown, Deputy Chief of Membership; Ian King, Chief of Strategic Implementation and Membership; Andrew Boucher, National Register Interim Chief Executive Officer; Tiffany N. Brown, PhD, National Register President/Chair, Board of Directors; Heidi Hutman, PhD, Membership Board; Alex Siegel, JD, PhD, ASPPB Director of Professional Affairs; Leo Caraballo, PsyD, Membership Board; Eric Russ, PhD, Policy and Planning Board; Sonji Jones- Manson, PhD, Committee for the Advancement of General Applied Psychology; Fahad Khan, PsyD, Committee on Global Psychology; Wendi Williams, PhD, Presidential-Elect Candidate; Beth Rom-Rymer, PhD, Presidential-Elect Candidate; Grant Rich, PhD, Presidential-Elect Candidate

APA Staff:

Zeljka Macura, PhD; Allison Gillens, MPS

Welcome

CECP Chair Dr. Julia Cartwright opened the session by welcoming the committee and explaining the purpose and main goals for the meeting.

AI & Misinformation: What Does Psychological Science Have to Say? Debrief

CECP engaged in a debrief on the plenary session, "AI & Misinformation: What Does Psychological Science Have to Say". They were asked to answer questions provided by APA's Governance Office.

The discussion focused on priorities the Association should pay attention to regarding AI, opportunities/concerns, and any further resources they would like to receive.

Action:

The committee will submit their responses to APA's Governance Office to help them develop a strategic plan for managing AI in the field of psychology. The committee will wait for further details regarding how the Association is moving forward with AI and how Early Career Psychologists (ECPs) can be involved.

The committee discussed potentially creating a resource document for ECPs about the benefits of using AI in their everyday work. Members proposed sending out a survey or planning a think tank on this topic with ECP leaders to help generate ideas.

Convention Planning and Update

CECP was provided with an update on convention and the Emerging Leaders Network (ELN) booth programming. The committee discussed roles and responsibilities for these events, including ways that members can help support various programming activities. CECP has 6 convention sessions and 12 posters. Moreover, the committee has received sponsorships from the American Board of Professional Psychology (ABPP), American Professional Agency, Association of State and Provincial Psychology Boards (ASPPB), and the National Register of Health Service Psychologists.

The committee also brainstormed the structure of their ECP speed networking event "From Roots to Branches III: Establishing an ECP Leaders Community Circle" which will be led by member, Dr. Jacks Cheng.

Action:

For the next steps, Dr. Zeljka Macura and Allison Gillens will support Dr. Cheng in planning the ELN networking event. The committee agreed upon the following structure for the event:

- Introduction/provide instructions (5 mins)
- Ask attendees what they would like help/guidance with and ask them a fun question to connect (10 mins)
- Committee will compile topics and find a theme then break up into 7 groups (CECP member will lead each discussion group) for discussion (30 mins)
- Provide attendees two notecards for them to write down what they learned or advice they would like to provide an ECP (10 mins)
 - On the notecard they will include their contact information and place it on a poster board.
- Wrap-up (5 mins)
 - At the end of the session, attendees will be encouraged to grab a notecard off the board.

APA Science Directorate Questions

CECP was asked by members of APA's Science Directorate to provide feedback on new content for students and ECPs. The committee provided suggestions on useful resources and preferred formats for information disseminated to ECPs.

The committee recommended resources such as advice on ways ECPs can apply their skills to various nonacademic settings, media training, consulting, financial management, grant resources related to

researchers who are new to the process, and any information surrounding AI. CECP also suggested that the Science Directorate think about ways they can incorporate and disseminate their resources through social media (e.g., Tik Tok, Instagram)

Action:

The committee will submit feedback to the staff of APA's Science Directorate.

Advocacy Office

Kenneth Polishchuk, APA's Director of Congressional and Federal Relations presented an overview of APA's Advocacy Office activities and current work related to supporting ECPs. Examples of some of their recent activities and topics discussed are below.

- Working with Congressman Jamal Bowman on legislation for a new grant program through the Department of Education for graduate programs in mental health at minority-serving institutions. The grant would be used to grow or establish such programs and provide students with \$10,000 per year towards the cost of attendance.
- Endorsement of bipartisan bills that would permanently authorize the Department of Education's school-based mental health workforce grants. These grants have been around for several years but have never been permanently authorized. The grants are used for workforce development and recruitment/retention of school-based mental health professionals.
- Discussed the administration's pursuit of a formalized rulemaking process for student loan forgiveness after the Supreme Court stopped President Biden's initial plan. The proposed rule would provide certain categories of borrowers with loan forgiveness.
- Focused on the Public Service Loan Forgiveness (PSLF) program. The department announced a new tranche of borrowers that received PSLF, totaling \$144 billion worth of cancellation for 4 million borrowers.
- Reported on the recent completion of a set of negotiated rulemaking by the Department of Education related to various programs, including accreditation, state authorization, and distance education. Plans to provide appropriate comment once a proposed rule is released.
- Mentioned the submission of petitions to the Department of Homeland Security for counseling and clinical psychology to be added to the DHS STEM designation list (CIP Codes). The list has not been updated this year, but they are monitoring the situation and looking for opportunities to strengthen their submission.
- Mentioned that the FY25 budget is requesting an increase for the Graduate Psychology Education Program, which is currently funded at \$25 million to \$30 million.
- Discussed the Adapt Act, which would establish coverage in Medicare for supervised services provided by interns and postdocs.

Action:

CECP conversed about potential collaboration opportunities and ways that they might increase their involvement with advocacy by participating in Action Alerts, APA Advocacy days, and visits on Capitol Hill.

Meet & Greet Break with Liaisons and ECPs

CECP members, liaisons, and ECPs that serve on APA boards and committees met during the afternoon break to network in-person. The following individuals joined the meet and greet:

- Hideko Sera, PsyD, Board of Directors

- Andrew Boucher, Interim Chief Executive Officer of the National Register
- Tiffany N. Brown, PhD, President/Chair, Board of Directors of the National Register
- Heidi Hutman, PhD, Membership Board
- Alex Siegel, JD, PhD, Director of Professional Affairs of ASPPB
- Leo Caraballo, PsyD, Membership Board
- Eric Russ, PhD, Policy and Planning Board
- Sonji Jones-Manson, PhD, Committee for the Advancement of General Applied Psychology

APA's CEO and Presidential Trio

CECP met with APA's CEO, Dr. Arthur Evans, and APA's Presidential Trio, Dr. Thema S. Bryant (past), Dr. Cynthia de las Fuentes (present), and Dr. Debra M. Kawahara (future) to discuss opportunities for collaboration as well as brainstorm new ways for ECPs to connect and participate in leadership positions within APA. Drs. Alissa Fogg, Senior Advisor to the CEO, and Janan Wyatt, Assistant to the Advisor to the CEO, also joined the conversation.

APA's CEO and the Presidential Trio provided advice to the committee to help them on their career journey. Some examples of this advice are provided below:

- Don't wait for leadership
- Don't get set in your plans; be open to change
- Stay aligned with your values
- When you set an intention, keep your options open for opportunities
- Better to be prepared than have a plan
- Do a variety of things, take opportunities as they come up, don't be closed off to options you didn't previously consider

Action:

CECP will connect with Dr. Kawahara regarding her presidential initiatives for 2025 and ways to incorporate the ECP voice. CECP will consider sending out a listserv post or creating a website blog post with the general advice for ECPs from the Presidential Trio.

Continued Education (CE) Update

Dr. Zeljka Macura updated the committee on ways ECPs are being implemented in APA's Continued Education trainings. ECPs are being more readily incorporated in CE programming.

CECP New Member Nominations

CECP examined new member nominations and selected nominees to interview.

Action:

Seven nominees were selected to be interviewed in April.

To help enhance ECP presence in leadership positions within APA, the committee agreed to nominate ECPs for positions during the next cycle of new member nominations for 2025.

CECP Potential Webinars

CECP had a conversation about hosting webinars for 2024.

Action:

- The committee agreed to host two webinars in 2024 on the following topics: “What I Wish I Learned in Grad School”: CECP members will reflect on what they have learned in their professional careers and share helpful tips.
 - During their May meeting, CECP will discuss what specific topics each member will talk about.
 - Breakout rooms will be incorporated for attendees to ask specific questions about certain topics.
 - The committee is planning to host the webinar in June.
- “How to Get Involved in APA Leadership”: This webinar will inform ECPs about the structure of APA governance and include a discussion by the committee in terms of their experiences/benefits of participating in APA leadership.
 - The committee will ask APA’s Governance Office for assistance in developing this webinar (i.e., reaching out to Aliza Epstein and Shontay Kincaid).
 - The committee is planning to host the webinar in November before the new member nominations process starts.

Membership Discussion

Members of APA’s Membership Office, Tabitha Brown and Ian King, met with the committee to discuss APA membership and provide an overview of APA’s new online virtual networking community (HiveBrite). It was reported that APA currently has 175,000 members globally. For recruitment methods, the Office has reached out to students and ECPs to join APA for a free membership trial.

Furthermore, APA’s Membership Office is aiming to launch HiveBrite in late May. The site will be an exclusive member benefit and used as a novel way for members to connect outside of email. Membership staff have surveyed and engaged numerous focus groups of APA members to receive feedback about the need for this type of community. Within the site, there will be content resources available, networking channels, and a potential future mentoring program.

As it is currently in its pilot stage, the committee was asked to sign up for HiveBrite to send further suggestions on how to improve it and what other resources may be needed.

Action:

In order to provide feedback, the committee will sign up to be a part of the HiveBrite pilot phase. Tabitha and Ian will also provide the group with specific ECP membership data.

Building a Virtual Community for ECPs

CECP continued the discussion regarding HiveBrite and how to engage ECPs.

CECP Liaison Report Outs

CECP members provided updates regarding their liaison and monitor assignments. Dr. Fahad Khan, member of APA’s Committee on Global Psychology, also joined the committee’s discussion.

Committee on Global Psychology (CGP)

Dr. Khan presented to the committee the mission and goals of CGP. He encouraged the committee to keep the global perspective in mind when developing their projects and activities.

Action:

The committee discussed potentially hosting a think tank for international ECPs to understand their needs and perspectives.

American Psychological Association of Graduate Students (APAGS), Membership Board

Dr. Sarah Clark participated in a portion of the Membership Board's meeting. She mentioned that APAGS is working on finding ways to advocate for students in underrepresented groups.

Dr. Jessica Reinhardt participated in APAGS graduate training affordability presentation. The presentation centered around how students choose psychology programs depending on the living costs of the program's location.

Committee on Division/APA Relations (CODAPAR), Committee on Global Psychology (CGP)

Dr. Clifton Berwise will be participating in CODAPAR's meeting in April and CGP's meeting in May.

Board of Scientific Affairs (BSA)

Dr. Dominique Chao informed the committee about BSA's goals of focusing on population health, anti-science movement, and diversifying research funding.

Board of Educational Affairs (BEA), Council of Chairs of Training Councils (CCTC)

Dr. Jessica Reinhardt stated that BEA is currently working on updating the master's and doctoral competencies for health service psychologists.

Allison provided an update regarding CCTC's spring meeting. Items that were discussed that are relevant to ECPs included issues surrounding lack of interest in postdoctoral training, concerns with assessment training of students, CoA accreditation, AI and education, as well as updates to the Model Act for State Licensure of Psychologists.

Action:

Dr. Chao volunteered to be a part of the assessment workgroup CCTC is developing to assist with recommendations to support assessment training.

Board for the Advancement of Psychology in Public Interests (BAPPI)

Dr. Cheng reported that BAPPI was previously working on guidelines that were discussed at APA's Council of Representatives meeting.

Board of Professional Affairs (BPA), Association of State and Provincial Psychology Boards (ASPPB), Council of Representatives (Council), Council on Specialties in Professional Psychology

Dr. Cartwright informed the committee about BPA being a very active group and recently reviewing the updated master's and doctoral competencies documents. The EPPP-2 has now been implemented in DC, Georgia, and Nevada. The Council on Specialties in Professional Psychology is working on the taxonomy.

At APA's Council meeting, the below items were approved. In relation to ECP membership dues, early years of membership (years 1-5, not including student membership years) have reduced compared to "full" payment of \$272 after 8 years of membership.

- Calling for an End to Involuntary Individual Isolation in Incarcerated Youth
- Secure Firearms Storage
- Policy Statement on Evidence-Based Inclusive Care for Transgender, Gender Diverse and Nonbinary Individuals
- Approval of APA/APASI Strategic Plan
- Parents with Disabilities
- Combating Misinformation and Promoting Psychological Science Literacy
- Revised Guidelines for Psychological Practice with Older Adults
- Dues Adjustment

APA Presidential-Elect Candidates

APA Presidential-Elect Candidates Drs. Wendi Williams, Beth Rom-Rymer, and Grant Rich met with CECP to have a conversation about their presidential initiatives.