

Committee on Early Career Psychologists (CECP)

2025 Spring Hybrid Business Meeting
Friday, March 14 – Saturday, March 15

Approved Minutes

CECP Participants:

Jessica S. Reinhardt, PhD, NCSP (Chair); Dominique B. Chao, PsyD (Vice Chair); Sarah W. Clark, PhD; Clifton A. Berwise, PhD; Elizabeth M. Stuart, PhD; Ecclesia Savage, PhD, LPC, CPCS, RPT; Ryan E. Flinn, PhD

Guests:

Aliza Epstein, APA Director, Volunteer Leadership; Cynthia de las Fuentes, PhD, APA Past President; Debra M. Kawahara, PhD, APA President; Wendi Williams, PhD, APA President-Elect; Arthur C. Evans Jr., PhD, APA CEO; Shontay Kincaid, DBA, Senior Advisor, Volunteer Leadership Relations; Kenneth Polishchuk, APA's Deputy Chief for Education and Training Policy; Tabitha Brown, Head of Membership; Kevin W. Spotts, MBA, Senior Director of Membership Marketing & Recruitment; Ana Urena Rosario, MEd, MA, American Psychological Association of Graduate Students (APAGS) Chair; Aldo Barrita, PhD, APAGS Past Chair; Lamia Bagasrawala, MA, APAGS Chair-elect; Vanessa Anyanso, MA, APAGS Member-at-large; Brianna Baker, BA, APAGS Member-at-large; Jasmine Bigelow, BS, APAGS Member-at-large; Jenee Edgerton, MPsy, APAGS Member-at-large; Yly Morales, MS, APAGS Member-at-large; Dan OConnell, BS, APAGS Member-at-large; Vardha Kharbanda, APAGS Convention Chair; Tom Schlechter, APAGS Committee on Sexual Orientation and Gender Diversity Chair; Whitney Skippings, APAGS Committee for the Advancement of Racial and Ethnic Diversity Chair; Kaley Davis, Science Committee Chair; Megha Nagaswami, APAGS Advocacy Coordinating Team (ACT) Chair; Andrew Boucher, CEO, National Register of Health Service Psychologists; Karen Brakke, PhD, Board of Educational Affairs (BEA); Dawn Greathouse, PhD, Membership Board; Zehra Gulseven, PhD, Division 7; Emmanuel Neal, PhD, Division 13; Samantha Giangrande, PsyD, ABPP, Division 19; Mike Pugh, Division 22; Alisha Bloom, Division 19; Lauren Dattilo, PhD, Maine Psychological Association; Miglany Gomila, PhD, Washington State Psychological Association; Roxanne Ramirez, PsyD, Hawaii Psychological Association; Natalie El-Alam, PsyD, Michigan Psychological Association; Katlin Schultz, PsyD, Ohio Psychological Association

APA Staff:

Zeljka Macura, PhD; Allison Gillens, MPS

Welcome

CECP Chair Dr. Jessica Reinhardt opened the session by welcoming the committee and explaining the purpose and main goals for the meeting. Allison Gillens, CECP Staff Liaison, provided a brief tutorial to CECP about how to access and navigate the committee's SharePoint Drive.

APA Community

The committee discussed how to utilize the APA Community website to enhance CECP's engagement with ECPs and further expand on the community that already exists. From this conversation, the committee reflected on how the community was being used by members and marketed by APA. It was observed that the community website had active engagement with global members and individuals within the group posted interests in networking, mentorship, and supervision opportunities. The committee is interested in learning the metrics of what ECPs are active within the community and identifying their needs. Furthermore, CECP members discussed their interests in providing resources to improve the understanding of what an ECP is and how it is distinct to other career stages.

Action:

For the next steps, CECP will work on further assessing the needs of ECPs through various methods (e.g., needs assessment, reviewing Membership data, suggestion box at convention, asking questions within the community) to help provide resources that will be added to the ECP group within the APA community. The committee will also connect with APA's Committee on Global Psychology to understand the needs of global psychologists within the community. Finally, the committee will work on pitching an article to APA Communications Office about the unique aspects of being an ECP as well as developing a resource on their own to provide to ECP members.

CECP New Member Nominations

CECP examined new member nominations and selected nominees to serve on the committee for the 2026-2028 term. The committee also considered what submission materials they will require applicants to submit in the future and the feasibility of continuing to interview nominees.

Action:

The committee will update their call for nominations to specify what expertise they are looking for in a candidate and how many hours are expected in working on committee projects (5-10

hours per month). Regarding the committee's interview process, if the group needs further information about a candidate they will schedule an additional meeting with them. Candidates that are selected will have the opportunity, on their own, to connect with the member whose role they are interested in.

List of nominees selected:

- Johanna deLeyer-Tiarks-Education representative
- Ayoub Bouguettaya-Governance and Membership representative
- Francesca Folio- State, Provincial and Territorial Psychological Associations (SPTAs) representative

Ms. Gillens will work on asking nominees if they are still interested in the roles the committee has selected them for and will connect them with the CECP member whose role they were selected for.

Building a Community with Division and State, Provincial, and Territorial Psychological Associations (SPTAs) ECP Leaders Session 1

The committee invited leaders of Division and SPTA ECP committees to join a discussion about how to support one another and increase the impact of each other's initiatives.

List of Division and SPTA ECPs that joined the discussion:

- Emmanuel Neal (Division 13)
- Samantha Giangrande (Division 19)
- Alisha Bloom (Division 19)
- Mike Pugh (Division 22)
- Zehra Gülseven (Division 7)

The committee shared with guests their goals and initiatives for the year. The group then had an open conversation about what was currently working and not working with their Divisions and SPTAs as well as ways to collaborate. Proposed ideas included collaborating on podcasts, webinars, sharing of resources, and potential listening or training sessions on relevant topics (e.g., financial literacy, information about consulting/coaching) specifically for Division and SPTA leaders to learn from one another.

Action:

CECP will work on connecting with Division 13 to expand on possible collaboration with their podcasts and/or YouTube channel. The committee will also brainstorm topics and decide on

next steps on coordinating training or listening sessions for ECPs leaders and APA ECP members.

Meet & Greet Break with Liaisons and Monitors

CECP members, liaisons, and monitors met during the afternoon break to network in person. The following individuals joined the meet and greet:

- Andrew Boucher, National Register
- Karen Brakke, PhD, BEA
- Dawn Greathouse, PhD, Membership Board

Advocacy Office

Kenneth Polishchuk, APA's Deputy Chief for Education and Training Policy presented an overview of APA's Advocacy Office activities and current work related to APA navigating the changing educational landscape with the current Administration.

Action:

The committee was provided with a website that can be shared with psychologists and students so that they can stay up to date with new developments, stay informed on actions taken by APA and APASI, and get involved in advocacy efforts.

Links:

- <https://updates.apaservices.org/> - for APA and APASI advocacy updates
- [Action Center](#) - to share stories of how policies are affecting them, their students and trainees, and the people they serve with APA advocacy

CECP Liaison Report Outs

CECP members provided updates regarding their liaison and monitor assignments.

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

Dr. Sarah Clark has received liaison reports from APAGS and is connecting with the Membership Board's liaison.

Committee on Division/APA Relations (CODAPAR), Committee on Global Psychology (CGP), Mental Health Technology Advisory Committee

Dr. Clifton Berwise reported on how CODAPAR is working on improving communications with Divisions regarding their interdivisional grants as well as training workgroups. CGP is hoping to promote resources that are available for global members and affiliates. The mental health

technology advisory committee is aiming to create considerations for psychologists around artificial intelligence (AI) and developing guidelines about proactive ways to use AI.

Board of Scientific Affairs (BSA), Policy and Planning Board (P&P), Journal Advisory Committee

Dr. Dominique Chao informed the committee about BSA's goals focusing on scientific research and evidence to help with APA's advocacy efforts. P&P will be organizing a 5-year reflection survey for all APA boards and committees. CECP will be asked to participate next year. The Journal Advisory Committee is seeking proposals for potential new APA journals.

Board of Educational Affairs (BEA), Council of Chairs of Training Councils (CCTC), Council of Representatives (not CLT)

Dr. Jessica Reinhardt stated that BEA is currently working on projects that focus on the state of education from pre-K-12 as well as APA's role in education policies with the current administration. BEA is also working to address the demographic cliff and the master's/doctoral competencies framework.

At APA's Council meeting, the following items were approved.

- Resolution on Advancing Evidence-Based Health Promotion and Prevention across the Lifespan
- Policy on Challenges to the Doctoral Standard for Psychology
- Statement Reaffirming APA's Commitment to Justice, Human Rights, Fairness and Dignity
- Recognition of Sport Psychology as a proficiency in professional psychology
- Guidelines on Trauma Competencies for Education and Training
- APA Resolution on Protecting Psychological Test Security, Test Validity, and Public Safety
- Professional Practice Guidelines on Measurement-Based Care
- Guidelines for Psychological Practice in Health Care Delivery Systems
- Clinical Practice Guideline for the Treatment of Posttraumatic Stress Disorder (PTSD) in Adults
- Resolution on the Protection of Neural and Cognitive Data
- APA Ageism Policy Statement
- APA Caregiving Policy Statement

Ms. Gillens provided an update regarding CCTC's spring meeting. Items that were discussed that are relevant to ECPs included issues surrounding educational training and the current administration.

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

Dr. Ecclesia Savage will be meeting with BAPPI in the upcoming months.

Committee of State Leaders (CSL), Division 31: State, Provincial, and Territorial Affairs, Committee for the Advancement of General Applied Psychology (CAGAP)

Dr. Ryan Flinn provided an update about SPTA activities. For CSL, Dr. Flinn helped select ECP attendees for APA's Practice State Leadership Conference (PSLC). Dr. Zeljka Macura attended the conference and helped lead ECP discussions. Dr. Flinn has also been in communications with Division 31 and CAGAP.

Board of Professional Affairs (BPA)

Dr. Elizabeth Stuart informed the committee about BPA's biweekly updates and participation in their model licensure act task force.

Membership Update

Staff of APA's Membership Office, Tabitha Brown and Kevin Spotts, met with the committee to discuss APA membership data including ECP needs, ECP opinions, and the marketing strategies they are working on to recruit ECPs. CECP were informed that APA membership is growing and about 31% (44,000) members are ECPs. To support ECP new members, membership has provided free membership for a year to new graduates and new ECPs who join APA. Membership has used marketing strategies such as marketing through social media and targeting department chairs of psychology programs to attract members.

Regarding APA community, within the past year 14,000 APA members have signed up for the website. The majority of activity is seen through the main feed of the site. APA Community is available for download as an app as well. Tabitha Brown also discussed with the group that there will be upcoming features added to the community such as Orbiit connections. An AI matching system to connect APA members with similar level of interests such as work setting, research, expertise, etc. They are also aiming to include personal identity groups for individuals to connect and a mentorship program.

Action:

Membership will follow up with the committee regarding additional metrics from APA community such as data on active users, mobile app usage, marketing samples, and ECP members that are within the community. The committee will also collaborate with membership on recruitment efforts (e.g., to department chairs) and providing resources to new ECP members.

Graduate Student Pathway

The committee invited the American Psychological Association of Graduate Students (APAGS) to this session to understand the needs and perspectives of doctoral students who are about to graduate as well as how to better support doctoral students who are not within the field of health service psychology (e.g., social psychology, consulting, media). APAGS members expressed interest in learning more about how to network/importance of networking, navigating their career in the current political climate, how to build a private practice, licensure information, financial literacy, and alternative career pathways outside of health service psychology.

Action:

CECP will continue to send resources to APAGS that they can then share with graduate students on their listservs and social media. CECP and APAGS will work on developing potential Q&As and/or webinars regarding topics of interest for graduate students. The committee is also open to continuing to have meetings with APAGS to provide tips, advice and exchange information.

Building a Community with Division and State, Provincial, and Territorial Psychological Associations (SPTAs) ECP Leaders Session 2

The committee has invited leaders of Divisions and SPTA ECP committees to join a discussion about how to support one another and increase impact of each other's initiatives.

List of Division and SPTA ECPs that joined the discussion:

- Katlin Schultz (Ohio Psychological Association)
- Miglany Gomila (Washington State Psychological Association)
- Roxanne Ramirez (Hawaii Psychological Association)
- Lauren Dattilo (Maine Psychological Association)
- Natalie El-Alam (Michigan Psychological Association)

The committee shared with guests their goals and initiatives for the year. The group then had an open discussion about what was currently working and not working with their Divisions and SPTAs as well as ways to collaborate. Ideas proposed were resources or listening sessions/webinars on starting a private practice, supervision, mentorship programs, Division/SPTA leadership directory, information about licensure, transitioning from early career to mid-career, and leadership development training. Additionally, the group discussed potential listening or check-in meetings specifically for Division and SPTA leaders to support each other in these leadership positions and provide advice to one another.

Action:

CECP will examine the ideas proposed and follow up with SPTA and Divisions leaders regarding the next steps.

APA's CEO and Presidential Trio

CECP met with APA's CEO, Dr. Arthur Evans, and APA's Presidential Trio, Dr. Cynthia de las Fuentes (past), Dr. Debra M. Kawahara (present), and Dr. Wendi Williams (future) to discuss opportunities for collaboration as well as ways APA is addressing the rapidly changing policy landscape. Dr. Evans and the Presidential Trio emphasized that APA is prioritizing issues such as Diversity, Equity and Inclusion, grant funding, immigration, climate change, and engaging psychology's future initiative.

Continuing Education (CE) Update

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

Convention Planning Update

CECP was provided with an update on convention planning. CECP's programming schedule was submitted to APA's Convention Office and should be receiving the final programming schedule by April 9. Ms. Gillens is coordinating with APAGS staff to design the committees' resource booth. To offer further training to ECPs at convention, the committee will reserve an informal meeting room at the convention hotel. The committee will also provide a session to attendees in APA's Gathering Place focused on getting involved with leadership opportunities at APA. Furthermore, the committee discussed additional resources they can provide at their resource booth.

Action:

The committee will continue to work with APAGS on planning their advocacy training, informal speed networking, and how to get involved with APA leadership events. Dr. Savage, Stuart, Reinhardt, and Clark volunteered to be speakers for the leadership session. CECP will also develop new resources for their booth that include information about the APA Community, financial literacy, and resources from Division 13.