

Committee on Early Career Psychologists (CECP)

2026 Spring Hybrid Business Meeting
Friday, March 13 – Saturday, March 14

Approved Minutes

CECP Participants:

Dominique B. Chao, PsyD (Chair); Elizabeth M. Stuart, PhD (Vice Chair); Clifton A. Berwise, PhD (Convention Chair); Ecclesia Savage, PhD, LPC, CPCS, RPT; Francesca Folio, PsyD; Ayoub Bouguettaya, PhD; Johanna deLeyer-Tiarks, PhD

Guests:

Debra M. Kawahara, PhD, APA Past President; Wendi Williams, PhD, APA President; Linda M. Woolf, PhD; APA President-Elect; Tabitha Brown, JD, Head of Membership; Shannon Doty, MA, Director, Creative Digital Marketing and Innovation; Ana Urena Rosario, MEd, MA, American Psychological Association of Graduate Students (APAGS) Board Liaison; Todd Jenkins, PhD, Acting Chief Diversity Officer; Kenneth Polishchuk, Deputy Chief for Education and Training Policy; Dawn Greenhouse, PhD, Membership Board; Laura Dryjanska, PhD, Committee on Global Psychology; Blanka Angyal, PhD, Policy and Planning Board

APA Staff:

Zeljka Macura, PhD; Allison Gillens, MPS

Welcome

CECP Chair Dr. Dominique Chao and Vice Chair Dr. Elizabeth Stuart opened the session by welcoming the committee through a fun icebreaker and explained the purpose and main goals for the meeting.

Education Board and Committee Discussion

The committee joined APA board and committees that represent the Education domain. The groups engaged in conversations regarding current issues affecting the psychology community.

Membership Update

Staff of APA's Membership Office, Tabitha Brown and Shannon Doty, met with the committee to discuss APA membership data including ECP needs and the marketing strategies they are working on to recruit ECP members. CECP was informed that APA membership is growing (over 192,000) and there has been an increase in student and international members.

To support ECP new members, membership has provided free membership for a year to new graduates and new ECPs who join APA. However, membership is interested in learning more about the retention rate of ECPs (around years 3-5) and ways to address this issue.

Furthermore, Dr. Dawn Greenhouse, Membership Board liaison, later joined the committee to discuss benefits ECPs are seeking to attract new members. Recommendations included career and salary data, student loan updates, and potential bundle membership plans with other APA Divisions.

Links:

- [Membership End of Year Report](#)
- [Young Professionals Presentation](#)
- [APA State of Membership](#)
- [Division Digital Marketing Toolkit](#)
- [APA Division Offers and Specials for APA members](#)

ECP Needs Discussion

CECP reviewed resources on APA's website and Division pages to examine existing resources that are valuable and relevant to financial literacy and non-health service psychology (HSP) roles. The committee collected these resources and discussed ways to bring awareness to this information and common trends that affect ECPs today. Specifically, the committee conversed about topics such as student debt/loans, financial planning support, transitioning from clinical/academia into industry roles, defining non-HSP, and coaching/mentorship on career pathways and salaries.

Action:

CECP staff liaisons, Allison Gillens and Dr. Zeljka Macura, will be meeting with a member from APA's Communications Office to talk about the trends and resources evaluated as well as ways to highlight the issues identified to APA members. The committee will also work together on updating their APA ECP and CECP webpages to emphasize the new resources discovered from their research and develop a dissemination plan to promote the revised websites.

Advocacy Office

Kenneth Polishchuk, APA's Deputy Chief for Education and Training Policy, provided an overview regarding APA's Advocacy Office activities related to the current Administration.

Action:

At APA Convention, the committee will be providing a joint advocacy training with APAGS for students and ECPs.

EDI Office Update

Dr. Todd Jenkins, Acting Chief Diversity Officer, presented information regarding APA's Equity, Diversity, and Inclusion (EDI) initiatives. The committee provided feedback to Dr. Jenkins about trends and topics to think about for future EDI projects.

Committee on Global Psychology Update

Dr. Laura Dryjanska, CGP liaison, met with CECP to discuss the recently approved APA *Resolution on Promoting Global Perspectives in US Psychology* and ways to enhance the APA's strategic plan operating principle of embracing a global perspective.

Action:

Dr. Dryjanska is developing a convention program that is part of CECP's regular convention hours. The session focuses on how ECPs can pursue professional experiences and careers in global psychology. Members of CGP will share lived experiences from different countries, as well as resources useful when embarking on such journeys, including potential challenges and ways to think creatively. She will also share the Resolution with CECP and a rubric her committee has developed that APA groups can use to infuse the global perspective when establishing their initiatives/projects for the year.

APA's CEO and Presidential Trio

CECP met with APA's Presidential Trio, Dr. Debra M. Kawahara (past), and Dr. Wendi Williams (present), and Dr. Linda Woolf (future) to discuss opportunities for collaboration on current initiatives. The committee is interested in getting more involved in Dr. Williams's 100 Psychologists Rising initiative which focuses on alternative career pathways.

Action:

Dr. Williams will be connecting the committee with Dr. Sherry Wang, the lead of her 100 Psychologists Rising initiative, to discuss further collaboration opportunities.

Convention Planning Update

CECP was presented with an update on convention planning. This year, CECP is developing a collaborative regular programming session with members of APA's applied unit. The session will focus on how to transfer skills within non-HSP careers. Furthermore, CECP's programming schedule was submitted to APA's Convention Office and the final programming schedule should be ready by the end of April. Ms. Gillens is coordinating with APAGS staff to design the committees' resource booth and advocacy training.

To offer additional training to ECPs at convention, the committee will reserve an informal meeting room at the convention hotel. Here, CECF will be hosting a wellness session for ECPs to network, learn about how to engage within their communities, and participate in brief physical activity and a short walk to the National Portrait Gallery. The committee will also be hosting their award ceremony with the National Register for their joint Convention Travel Grant.

Action:

The committee will continue to work with APAGS on planning their advocacy training, wellness session, sponsored social events, and collaborative regular programming session. Ms. Gillens will follow up with the committee in June to confirm member attendance and volunteer schedule.

CECF New Member Nominations

CECF discussed new member nominations and selected nominees to serve on the committee for the 2027-2029 term.

Action:

Selected nominees will now be sent to APA's Board of Directors for final approval.

P&P Survey

Dr. Blanka Angyal, P&P liaison, met with the committee to briefly explain the board's self-survey. The survey's mission is for boards and committees to assess their processes.

Action:

The committee will complete the self-survey no later than December 1, 2026.

CECF Liaison Report Outs

CECF members provided updates regarding their liaison and monitor assignments.

Division 31: State, Provincial, and Territorial Affairs, Committee on Rural Health (CRH), Committee on Disability Issues in Psychology (CDIP)

Dr. Francesca Folio has been in contact with staff from Division 31, and CRH. Dr. Folio also met with CDIP during the meeting and was informed that they are working on spreading the word about the existence of their committee to ECPs and providing guidance to supervisors on how to support students with disabilities.

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

Dr. Johanna deLeyer-Tiarks has connected with BEA and CCTC. Recently, Dr. deLeyer-Tiarks attended CCTC's spring meeting where they discussed issues within the graduate education training community (e.g., DEI threats, student and faculty wellbeing, recruitment, AI, etc.).

Board for the Advancement of Psychology in the Public Interest (BAPPI), Committee on Ethnic Minority Affairs (CEMA)

Dr. Ecclesia Savage has received updates from BAPPI and CEMA. CEMA is currently planning a breakfast at APA convention and have requested help with promoting the event.

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

Dr. Ayoub Bouguettaya has connected with APAGS and the Membership Board. The membership board is interested in addressing the issue of ECP retention in APA membership.

Board of Professional Affairs (BPA), Association of State and Provincial Psychology Boards (ASPPB), Council on Specialties in Professional Psychology, Continuing Education Committee (CEC), National Register of Health Service Psychologists

Dr. Elizabeth Stuart has also received updates from her liaison assignments. BPA completed receiving public comments for their revised Model Licensure Act and will be developing a task force later this year to revise their RxP criteria, curriculum, and model legislature. CEC has increased ECP specific programming and is looking into microcredentialing. ASPPB is working on merging their EPPP part 1 and 2 exams.

Board of Scientific Affairs (BSA), Policy and Planning Board (P&P), Council of Representatives, Journal Advisory Committee, Publications and Communications Board (P&C)

Dr. Dominique Chao has been in contact with BSA, P&P, APA Council, Journal Advisory Committee, and P&C. BSA is currently reviewing APA guidelines that focus on consensual non-monogamy, seclusion and restraint approaches, and public health needs of rural communities. P&P is raising awareness of their self-survey which the committee will be completing. Dr. Chao participated in APA's Council meeting and representatives approved the following guidelines below in their February meeting.

- Policies and Procedures Manual for APA Approval of Sponsors of Continuing Education for Psychologists
- Reaffirming APA's Commitment to Human Rights and Free Speech
- Expanding Access to Mental Healthcare in Rural Communities
- Global Perspectives in Psychology
- Revised Resolution on Palliative Care
- Resolution on Sexual Health Education in Youth

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

Dr. Clifton Berwise presented an update for CODAPAR, CGP, and the mental health technology advisory committee. CODAPAR has established office hours for Divisions leaders to drop in and ask questions to staff or one another. CGP is learning about the concerns of funding international students. The mental health technology advisory committee developed guidance on how to utilize AI within the field.