How APA Works

Dr. Michael Honaker
Deputy CEO
What/who/why is APA?
How does APA decide what to do?
How does APA do it?

Disclaimers…
What/Who is APA?
Membership
(2013)

- Total = 134,100
- Full members = 78,200
- Associate members = 4,800
- Student affiliates = 43,700
- International affiliates = 3,800
- “Other” affiliates = 3,600
Why?

• Articles of Incorporation (1925)
  - 501c(3): “Advance psychology as a science”

• Bylaws
  - “To advance psychology as a science and profession and as a means of promoting health, education, and the human welfare”
How does APA decide what to do?
(APA Governance)

• Members elect Group of Wise Psychologists (GOWP)...
• GOWP makes all policy decisions for APA
• GOWP gets advice from specialists and experts
APA’s Congress/GOWP: Council of Representatives

“...legislative body of the Association... shall have full power and authority over the affairs and funds of the Association...”
Composition of Council

• Total number = 175
• Division seats = 97
• State/provincial/territorial seats = 65
• Board of Directors = 13
How are the seats determined?

- “Wild card plan”
- Apportionment ballot sent to all voting members
APA’s Council of Representatives meets only twice a year, but...

“I get by with a little help from my friends”
Policy Advisory Groups

• Council elects small (8-12 peeps*) on-going Groups of Specialty Psychologists (GOSPels):

  **Boards**

• Boards appoint/elect smaller (4-7 peeps*) on-going Groups of Expert Folks (GOEFers):

  **Committees**

• Temporary Groups of Intelligent Folks (TGIFers):

  **Task Forces**
  *Except for TGIFers, peeps usually serve for 3 years.*
Governance at APA

Reporting Lines for Standing and Continuing Boards and Committees

- Divisions
  - State, Provincial, and Territorial Psychological Associations
  - Committee on Structure and Function of Council

- Membership
  - Council of Representatives
  - Policy and Planning Board
  - Board of Directors

- Board of Scientific Affairs
- Board of Professional Affairs
- Board for the Advancement of Psychology in the Public Interest
- Publications & Communications Board
- Board of Educational Affairs
- Board of Convention Affairs
- Membership Board
- Fellows Committee

- Committee on Aging
- Committee on Children, Youth, and Families
- Committee on Disability Issues in Psychology
- Committee on Ethnic Minority Affairs
- Committee on Lesbian, Gay, Bisexual, and Transgender Concerns
- Committee on Socioeconomic Status
- Committee on Women in Psychology
- Ad Hoc Committee on Psychology and AIDS
- Committee on Division/APA Relations
- Committee on Early Career Psychologists
- Committee on International Relations in Psychology
- American Psychological Association of Graduate Students Committee
- Election Committee
- Ethics Committee
- Finance Committee
- Committee for the Advancement of Professional Practice
  - Committee on Rural Health
- Committee Planning Group
- Commission for the Recognition of Specialties and Proficiencies in Professional Psychology
- Ad Hoc Committee on Legal Issues
Group of *Wisest* Psychologists
(Board of Directors)

- Executive Committee of Council: Elected by Council or Membership
- Final advice to council on policy
- Can act on behalf of Council and Membership
Board of Directors
(2012)
2013 Board of Directors
(Executive Committee of Council)

Donald N. Bersoff, PhD, JD
President

Nadine J. Kaslow, PhD
President-Elect

Suzanne Bennett Johnson, PhD
Past President

Jennifer F. Kelly, PhD
Recording Secretary

Bonnie Markham, PhD, PsyD
Treasurer

Ex Officio
Norman B. Anderson, PhD
CEO

Members-at-Large

Louise A. Douce, PhD

Elena J. Eisman, EdD

Kurt F. Geisinger, PhD

Josephine D. Johnson, PhD

Susan H. McDaniel, PhD

William J. Strickland, PhD

APAGS Member

Matthew E. FitzGerald, MA, MS
How APA governance works

• “Ideas of what we should do”, i.e. new business items, can be introduced by members of Council
• Items don’t go to Council first; go to Boards and Committees to get specialty and expert advice
• Advice comes back to Board who then gives advice to Council, who makes the final decision
Governance at APA

Reporting Lines for Standing and Continuing Boards and Committees

Divisions
  State, Provincial, and Territorial Psychological Associations
  Committee on Structure and Function of Council

Membership
  Council of Representatives
  Policy and Planning Board

Board of Directors

Board of Scientific Affairs
  Committee on Scientific Awards
  Committee on Psychological Tests and Assessment
  Committee on Animal Research and Ethics

Board of Professional Affairs
  Committee on Professional Practice and Standards

Board for the Advancement of Psychology in the Public Interest
  Committee on Aging
  Committee on Children, Youth, and Families
  Committee on Disability Issues in Psychology
  Committee on Ethnic Minority Affairs
  Committee on Lesbian, Gay, Bisexual, and Transgender Concerns
  Committee on Socioeconomic Status
  Committee on Women in Psychology
  AdHoc Committee on Psychology and AIDS

Publications & Communications Board
  Council of Editors

Board of Educational Affairs
  Commission on Accreditation
  Committee on Education and Training Awards
  Continuing Education Committee
  Psychology Teachers@Community Colleges
  Teachers of Psychology in Secondary Schools

Board of Convention Affairs
  Membership Board

Fellows Committee

Election Committee
Ethics Committee
Finance Committee
Committee for the Advancement of Professional Practice
  * Committee on Rural Health

Committee on Division/APA Relations
Committee on Early Career Psychologists
Committee on International Relations in Psychology
American Psychological Association of Graduate Students Committee

Agenda Planning Group
Commission for the Recognition of Specialties and Proficiencies in Professional Psychology
AdHoc Committee on Legal Issues
An example

- A symbol for APA...
Whereas *Smokey the Bear* does prevent forest fires

Whereas *frogs* do drink Budweiser

Whereas psychologists do need to be represented in a manner that closely reflects their true nature
How would an APA dog look?

Katherina Grizzella Von Honaker (aka Grizz)

The journey through the governance system
Governance at APA

Reporting Lines for Standing and Continuing Boards and Committees

- Divisions
  - State, Provincial, and Territorial Psychological Associations
- Membership
  - Council of Representatives
  - Policy and Planning Board
- Board of Directors
- Board of Scientific Affairs
  - Committee on Scientific Awards
  - Committee on Psychological Tests and Assessment
  - Committee on Animal Research and Ethics
- Board of Professional Affairs
  - Committee on Professional Practice and Standards
- Board for the Advancement of Psychology in the Public Interest
  - Committee on Aging
  - Committee on Children, Youth, and Families
  - Committee on Disability Issues in Psychology
  - Committee on Ethnic Minority Affairs
  - Committee on Lesbian, Gay, Bisexual, and Transgender Concerns
  - Committee on Socioeconomic Status
  - Committee on Women in Psychology
  - AdHoc Committee on Psychology and AIDS
- Publications & Communications Board
  - Council of Editors
  - Commission on Accreditation
    - Committee on Education and Training Awards
    - Continuing Education Committee
    - Psychology Teachers' Community Colleges
    - Teachers of Psychology in Secondary Schools
- Board of Educational Affairs
- Board of Convention Affairs
- Membership Board
  - Fellows Committee

Additional Committees:
- Election Committee
- Ethics Committee
- Finance Committee
- Committee for the Advancement of Professional Practice
  - Committee on Rural Health
- Committee on Division/APA Relations
- Committee on Early Career Psychologists
- Committee on International Relations in Psychology
- American Psychological Association of Graduate Students Committee
- Agenda Planning Group
  - Commission for the Recognition of Specialties and Proficiencies in Professional Psychology
  - AdHoc Committee on Legal Issues
The dog should be of good pedigree and come from an APA accredited kennel.
The empirical evidence suggests that a white rat, not a dog, should represent psychology. In any case, it is important that the depiction of the animal be one that shows the animal has not been subjected to any unnecessary harm.
The dog should have a license on his/her collar.
The dog should be a bisexual female puppy of color that was born in a rural area but now lives in the city. Some depictions should include the puppy learning a new trick from an elderly wise dog that is visually impaired.
Committee on Legal Issues

Care should be taken to make sure that the association of psychologists with dogs is not presented in a way that would defame dogs.
The process allows APA policy to be impacted by the diversity of opinions/positions that exist in psychology; all groups get to put their “thumbprint” on the item.
So which dog will be the new APA dog?
Developing consensus

The Consolidated Meetings...
Problems with the old system

• Do I get to see it?
• How do we work out differences?
• Communication:

• Timeliness—the 7.5 year plan on how to work with anatomically correct dolls

Dan, your deviations are not standard
The Consolidated Meetings

• Spring: Everyone come together and let’s have a good time.

• Fall: You go first, please*
  – Sept/Oct: Committees
  – Oct/Nov: Boards

*Provides a sequence to expedite business: Committee → Board → Board of Directors → Council
Mechanisms built in to help consensus building

- Agenda Planning Group
- Cross-cutting agenda
- Conference Committees
- Open forums
- Plenary session
- Informal meetings
Psychology’s dog

APA!

Lassette
So, whodunnit?

How does APA do it?
The people who make it happen
Central Office mission
(if we choose to accept it)

The mission of the APA Central Office shall be to provide high quality, timely, cost-efficient products and services to the membership and relevant others and to provide support and guidance to the APA governance in the conduct of Association activities so that the objectives of the Association as specified in the APA Bylaws are fulfilled. *(Association Rule 20-1.3)*
How is this mission accomplished?

• effectively managing APA resources
• supporting Council, the Board of Directors and the board and committee infrastructure
• facilitating information exchange
• providing legislative, executive branch, and legal advocacy
• striving for a suitable balance of services to APA members, consumers, and other users of its expertise and services.
Norman B. Anderson, PhD
Chief Executive Officer
Executive Management Group
(Specialty Folks)
Executive Office

L. Michael Honaker, PhD
Deputy Chief Executive Officer
Executive Director, Staff Initiatives

Ellen Garrison, PhD
Senior Policy Advisor
Directorates

**EDUCATION DIRECTORATE**
Cynthia D. Belar, PhD

- Program Consultation & Accreditation
- CE Sponsor Approval
- Center for Psychology in Schools & Education
- Communications
- Continuing Education in Psychology
- Government Relations
- Governance
- Graduate & Postgraduate Education & Training
- Pre-College & Undergraduate Education

**PRACTICE DIRECTORATE**
Katherine C. Nordal, PhD

- Boards, Committees, & Task Forces
- Clinical Practice Guidelines
- Communications/Public Relations
- Disaster Response Network
- Government Relations
- Legal & Regulatory Affairs
- Practitioner Advocacy & Support
- Practice Research & Policy
- Psychology Defense Fund
- Public Relations
- Public Education Campaign
- State Associations
- State Leadership Conference

**PUBLIC INTEREST DIRECTORATE**
Gwendolyn P. Keita, PhD

- AIDS
- Aging Issues
- Children, Youth, and Families
- Disability Issues
- Ethnic Minority Affairs
- Health Disparities
- Lesbian, Gay, Bisexual, and Transgender Concerns
- Minority Fellowship
- Socioeconomic Status
- Violence Prevention
- Women's Issues
- Work, Stress, and Health
- Government Relations
- Communications

**SCIENCE DIRECTORATE**
Steven J. Breckler, PhD

- Science: Basic and Applied Boards, Committees & Task Forces
- Testing and Assessment
- Research Ethics
- Animal Research Issues
- Outreach & Member Relations
- Science Governance
- Science Leadership Conference
- Government Relations
- Center for Workforce Studies
- Reference Services
- Advanced Training Institutes
Governance & Member Services

GOVERNANCE AFFAIRS
Nancy Gordon Moore, PhD, MBA

APA AWARDS
BOARD OF DIRECTORS
CONSOLIDATED MEETINGS
CONVENTION & MEETING SERVICES
COUNCIL OF REPRESENTATIVES
DIVISION SERVICES
ELECTIONS
GOVERNANCE OFFICE
OFFICE OF THE PRESIDENT
TRAVEL OFFICE

PUBLIC & MEMBER COMMUNICATIONS
Rhea K. Farberman, APR

ADVERTISING / EXHIBIT SALES
APA WEBSITE CONTENT
MANAGEMENT / USER EXPERIENCE
EDITORIAL & DESIGN SERVICES
MEDIA RELATIONS
MEMBERSHIP DEVELOPMENT
PUBLIC EDUCATION
PUBLIC AFFAIRS
CONVENTION MARKETING
MEMBER / CUSTOMER / SUBSCRIBER SERVICE CENTER
MONITOR ON PSYCHOLOGY MAGAZINE
GradPSYCH MAGAZINE
Business Functions

FINANCE & ADMINISTRATION
Archie L. Turner, CFO

- FINANCIAL SERVICES
- HUMAN RESOURCES
- ADMINISTRATIVE SERVICES
- REAL ESTATE MANAGEMENT
- AMERICAN PSYCHOLOGICAL FOUNDATION

PUBLICATIONS & DATABASES
Gary R. VandenBos, PhD
Publisher

- AMERICAN PSYCHOLOGIST
- APA BOOKS
- APA LIFETOOLS
- APA JOURNALS
- EPF JOURNALS
- MABIGATION PRESS
- PsycARTICLES
- PsycBOOKS
- PsycCRITIQUES
- PsycEXTRA
- PsycINFO
- PsycTESTS
- PsycTHERAPY
- LICENSING & VENDOR RELATIONS
- PUBLISHING INNOVATION
- RIGHTS & PERMISSIONS
- SALES & MARKETING

INFORMATION TECHNOLOGY SERVICES
Tony F. Habash, DSc, CIO

- APA WEBSITE INTEGRATION & PLATFORM SERVICES
- MEMBERSHIP SYSTEMS
- PUBLISHING SYSTEMS AND PLATFORM
- ENTERPRISE SYSTEMS (FINANCIALS AND HR)
- INFORMATION SECURITY
- PMONET DEVELOPMENT
- IT OPERATIONS
- APPLICATIONS DEVELOPMENT
- IT SERVICE Desk AND ELECTRONIC PRODUCT SUPPORT
- IT ARCHITECTURE
- IT PLANNING AND BUSINESS MANAGEMENT
- DISASTER RECOVERY SERVICES
Legal Services
(keeps us honest)
Summary

Membership

Council

Policy Advisory Groups/Task Forces

Board of Directors

Council

Central Office
Any questions?