

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?



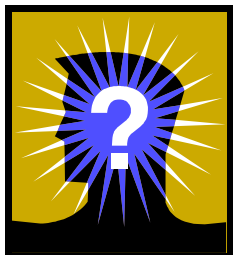
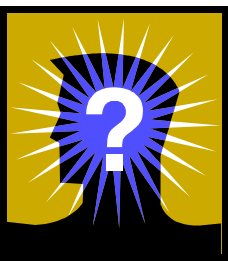
Membership (2013)

- 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?

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(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.

Council
(Group of Wise Psychologists)



Board Board Board
(Groups of Specialty Psychologists)



Committee
Committee
Committee
Committee

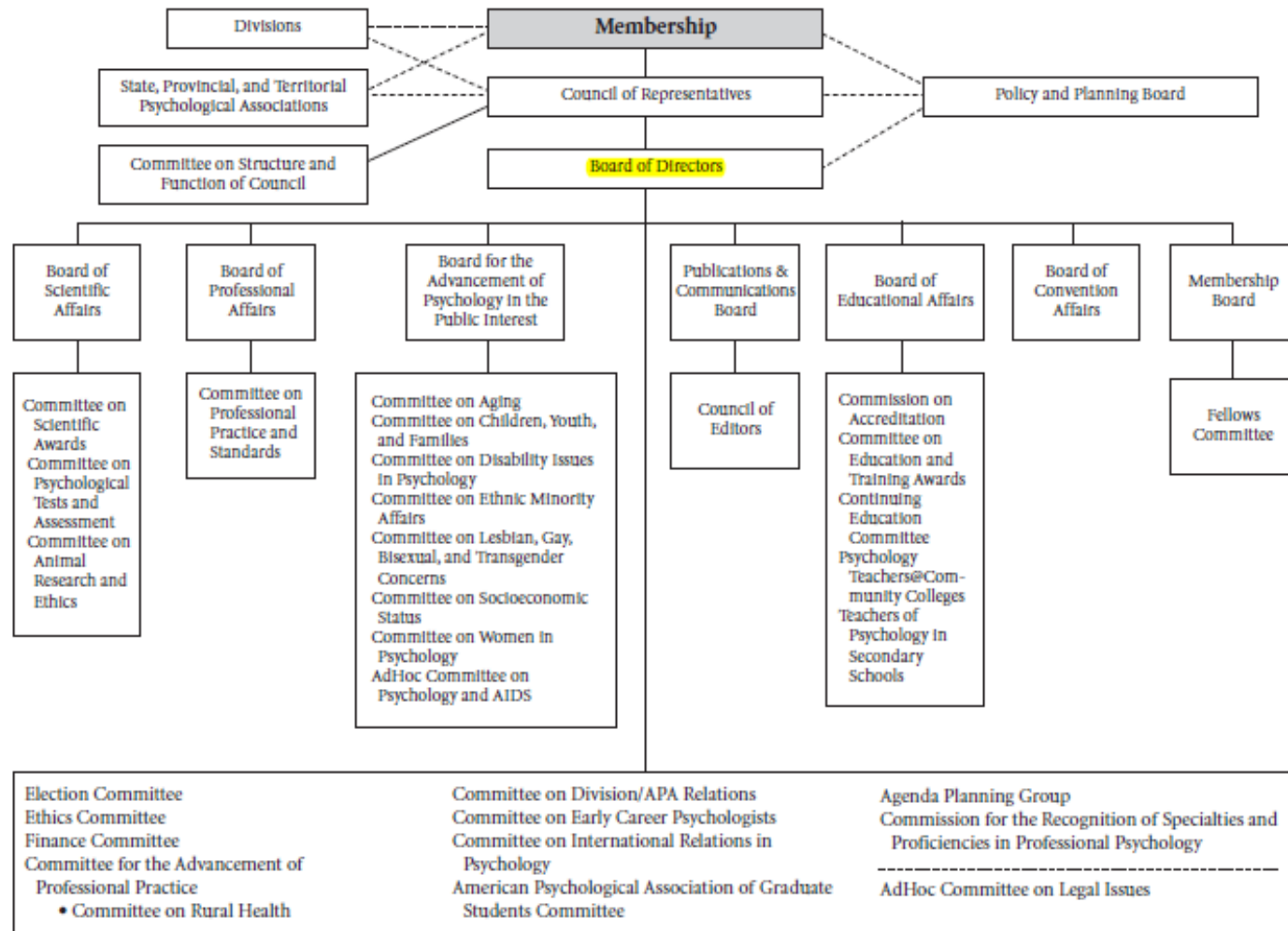
Committee

Committee

(Groups of Expert Folks)

Governance at APA

Reporting Lines for Standing and Continuing Boards and Committees



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

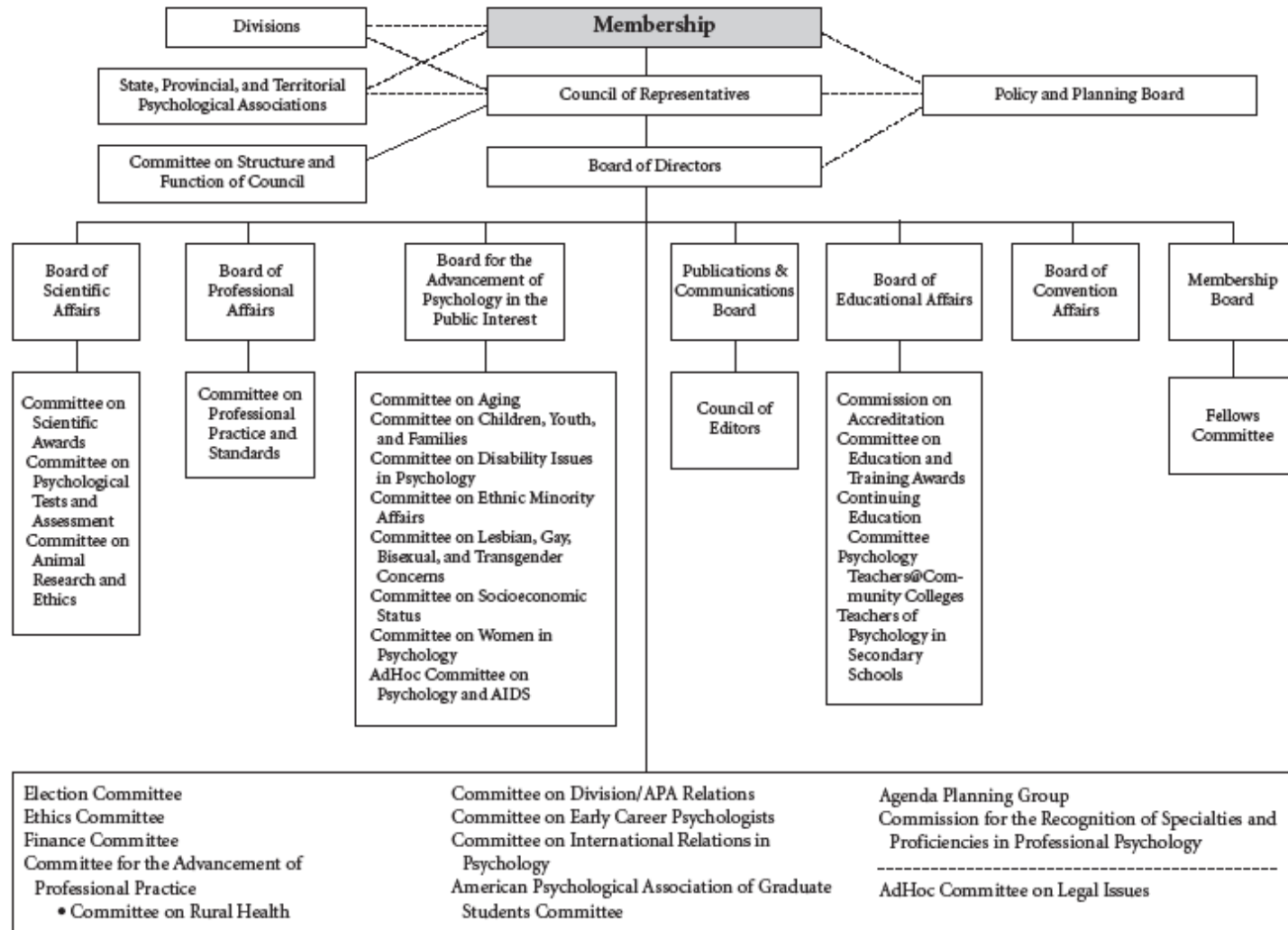
Matthew E. FitzGerald, MA, MS

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



An example

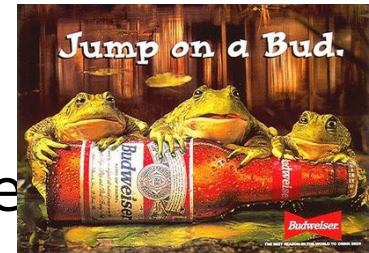
- A symbol for APA...



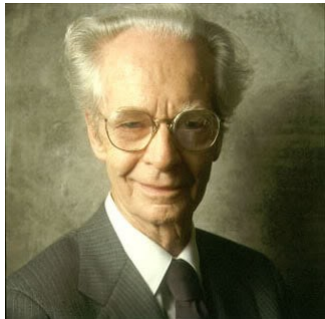
GEICO!



Whereas Smokey the Bear does prevent forest fires



Whereas frogs do drink Budweiser



Whereas psychologists do need to be represented at closely reflects their true



How would an APA dog look?

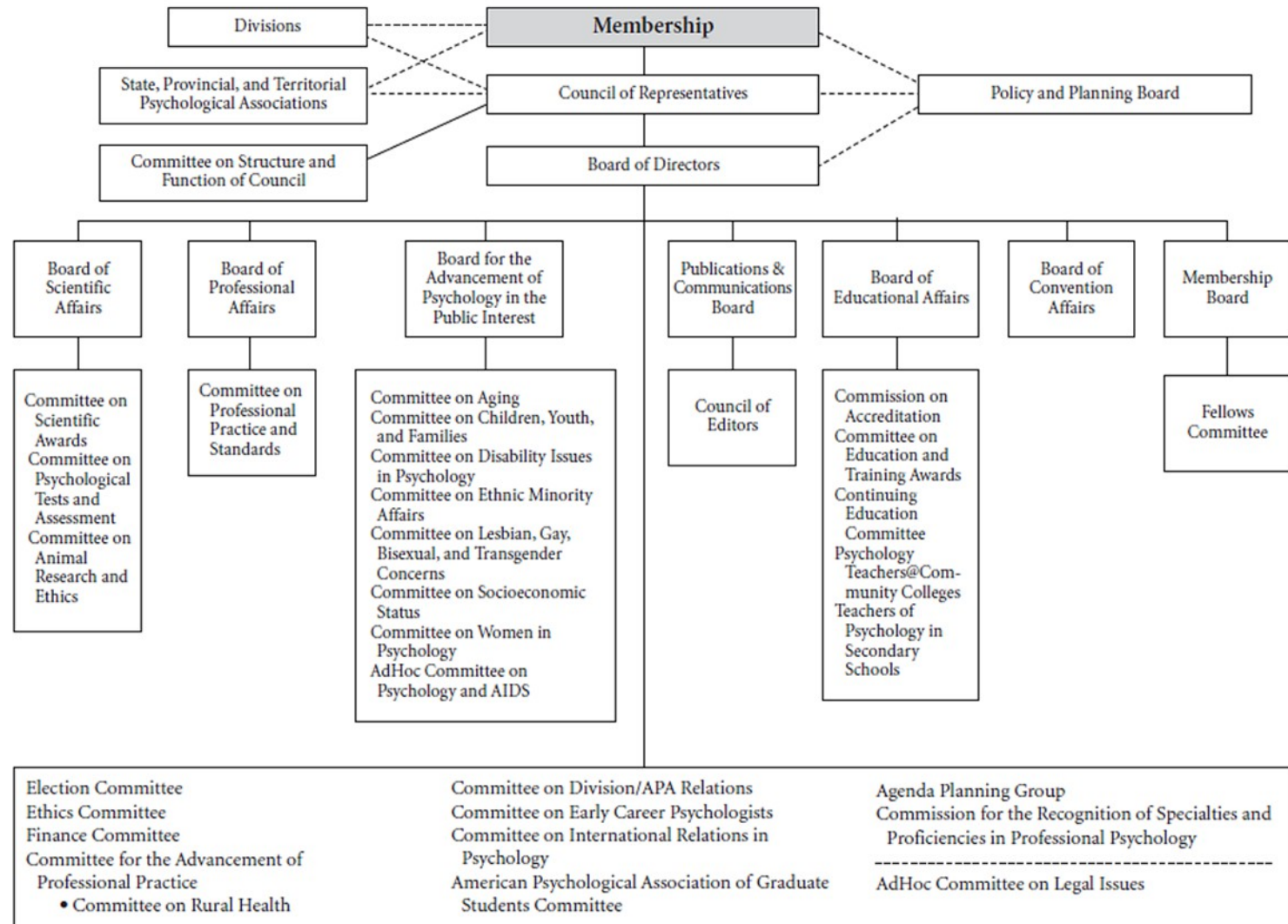


Katherina Grizzella Von Honaker (aka Grizz)

The journey through the governance system

Governance at APA

Reporting Lines for Standing and Continuing Boards and Committees



Education

Board of Educational Affairs

Commission on Accreditation
Committee on Education and Training Awards
Continuing Education Committee
Psychology Teachers at Community Colleges
Teachers of Psychology in Secondary Schools

**The dog should be of good pedigree and
come from an APA accredited kennel.**



Science

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Board of Scientific Affairs

Committee on Scientific Awards
Committee on Psychological Tests and Assessment
Committee on Animal Research and Ethics



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.

Practice

Board of Professional Affairs

Committee on Professional Practice and Standards

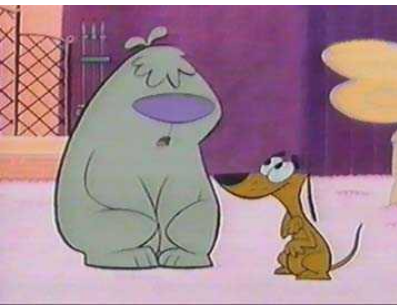
The dog should have a license on his/her collar.



Public Interest

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**



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

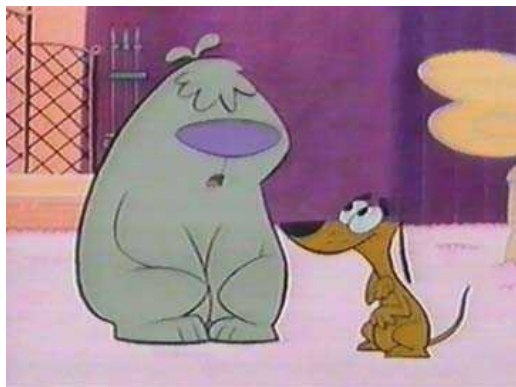
Care should be taken to make sure that the association of psychologists with dogs is not presented in a way that would defame dogs.



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:



**Dan
Aykroyd**



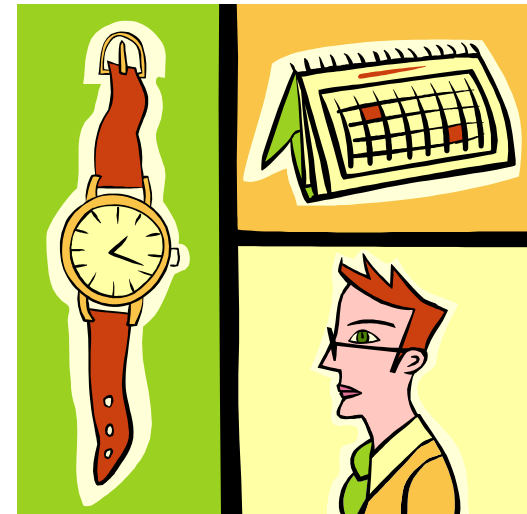
Jane Curtin

Dan, your
deviations
are not
standard

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

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

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?



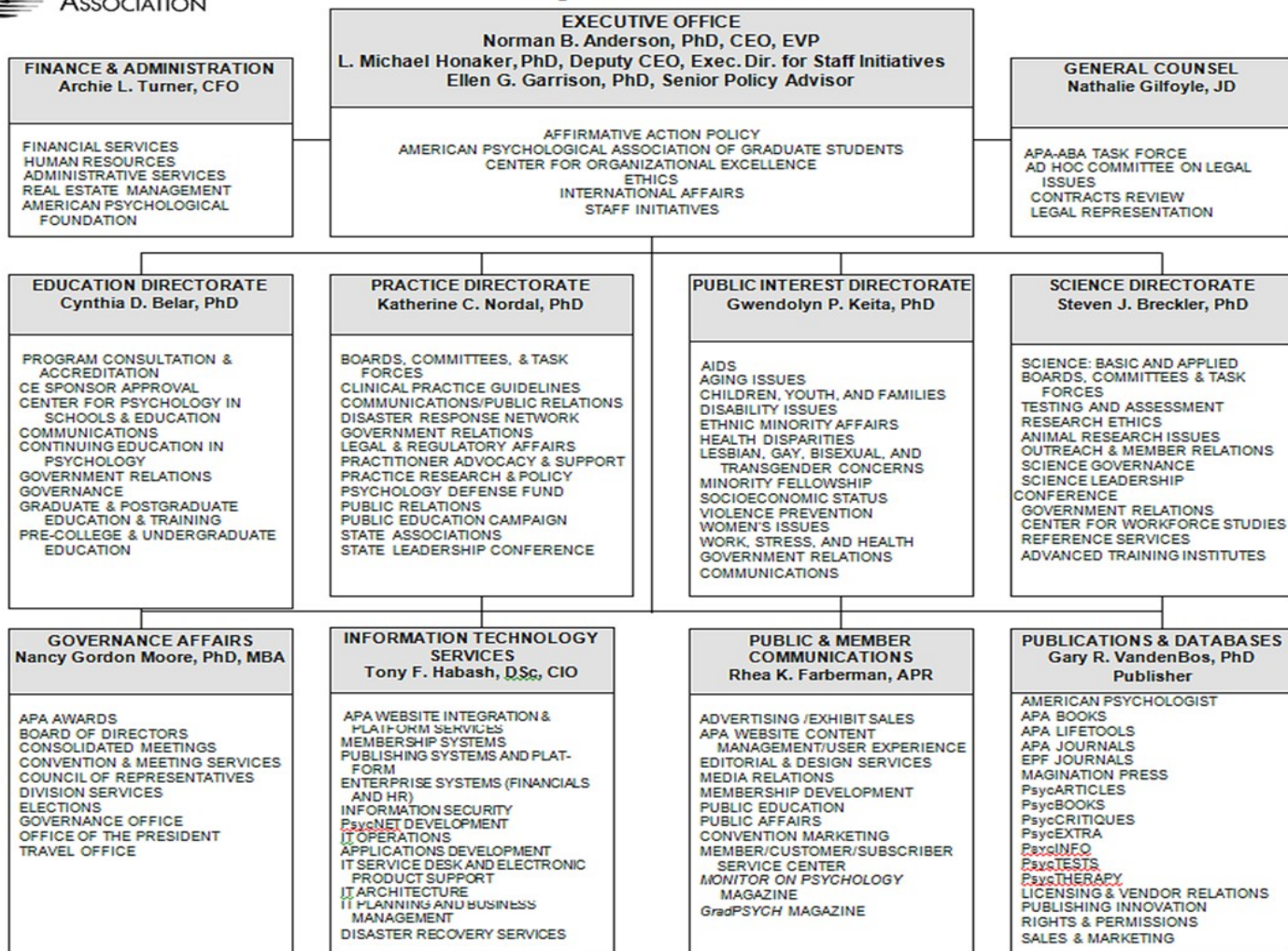
How does APA do it?

The people who make it happen



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

American Psychological Association Organizational Chart 2013



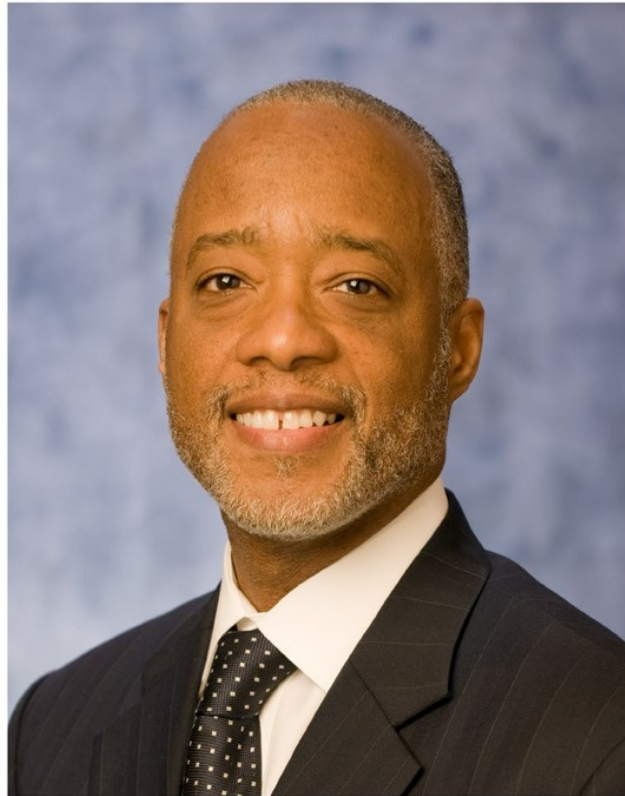
Central Office mission

(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



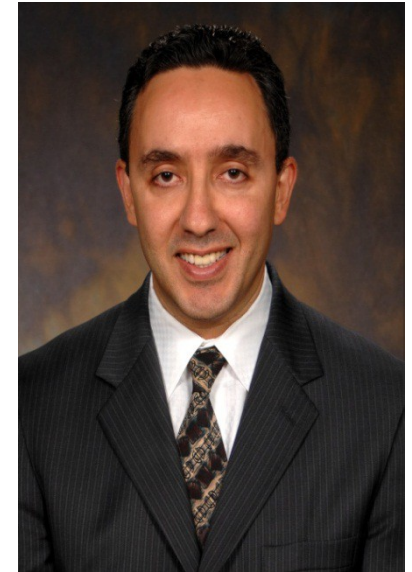
FINANCE & ADMINISTRATION
Archie L. Turner, CFO

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
MAGINATION 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 PLAT-
FORM
ENTERPRISE SYSTEMS (FINANCIALS
AND HR)
INFORMATION SECURITY
PsycNET DEVELOPMENT
IT OPERATIONS
APPLICATIONS DEVELOPMENT
IT SERVICE DESK AND ELECTRONIC
PRODUCT SUPPORT
IT ARCHITECTURE
IT PLANNING AND BUSINESS
MANAGEMENT
DISASTER RECOVERY SERVICES

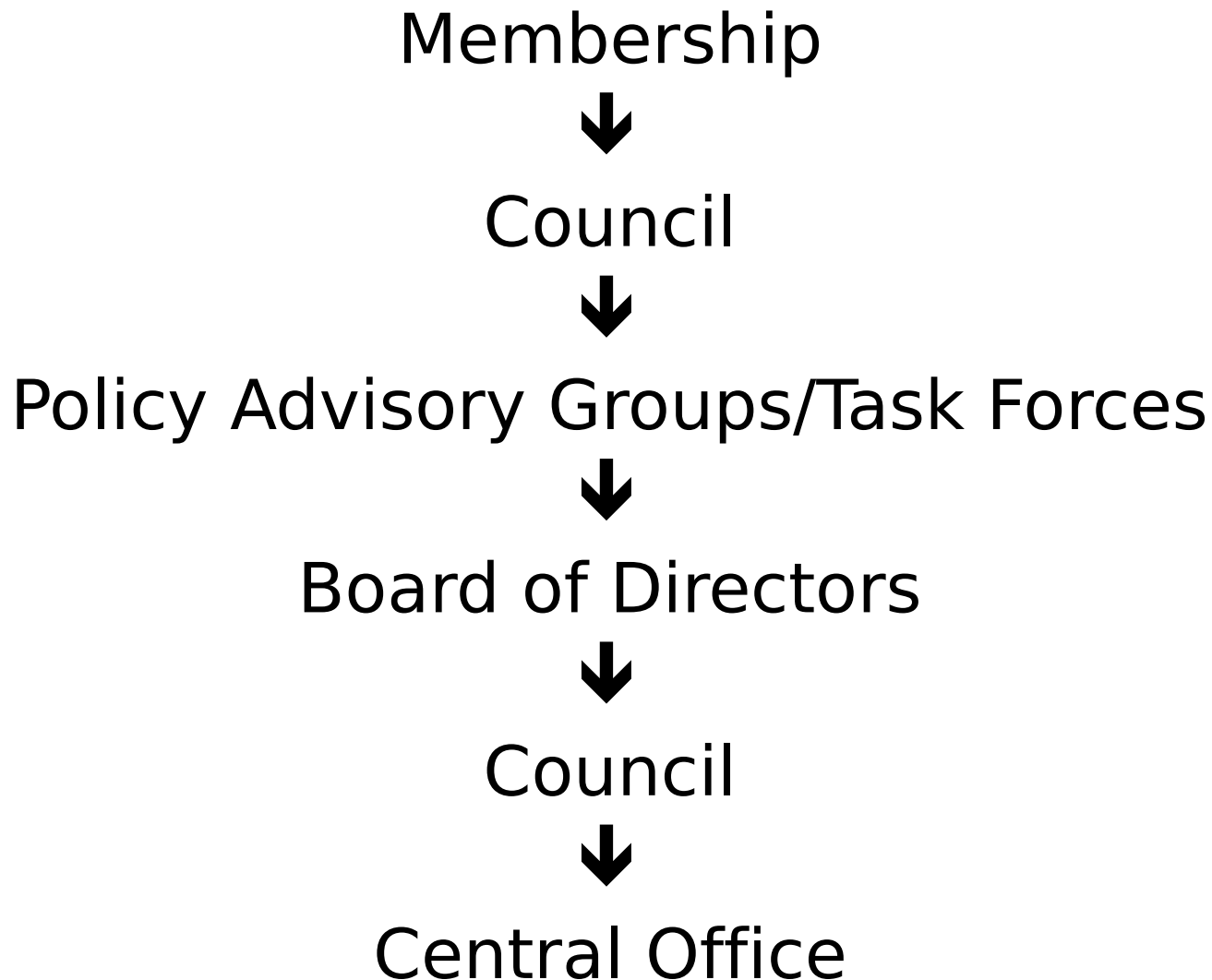
Legal Services (keeps us honest)



GENERAL COUNSEL
Nathalie Gilfoyle, JD

APA-ABA TASK FORCE
AD HOC COMMITTEE ON LEGAL
ISSUES
CONTRACTS REVIEW
LEGAL REPRESENTATION

Summary



Any questions?

