



**SOCIETY FOR PERSONALITY ASSESSMENT
MINUTES**

**Spring Board of Trustees Meeting
March 19-20, 2014
Westin Gateway, Arlington, VA**

PRESENT:

Board: Ronald Ganellen, Robert Bornstein, Radhika Krishnamurthy, Giselle Hass, John McNulty, Diane Engelman, Carol Overton, John Porcerelli, Leslie Morey, Christy Denckla.

Ex-officio members: Steven Huprich (JPA Editor), Jed Yalof (Newsletter Editor), Bruce Smith (Public Affairs Director), Mark Blais (Proficiency Coordinator), J.D. Smith (Website Editor), Virginia Brabender (Liaison to APA BEA).

Central Office: Bonnie Rice, Administrative Director.

Visitors: Amanda Ashworth, T & F Behavioral Sciences Publisher (partial attendance), Bill Haire (Travel consultant, partial attendance).

I. Meeting Opens

A. Opening Remarks (*R. Ganellen*)

The President welcomed the meeting participants and reviewed the agenda for the Board Meeting.

B. Review Minutes from 2013 Fall Board Meeting (*G. Hass*)

Motion: The minutes from the Fall 2013 Board Meeting were unanimously approved.

II. Finances

A. Treasurer's Report (*J. McNulty*)

J. McNulty provided a summary of the 2013 Year-End Financials report. He reported that the accountant completed a review and there were adjustments he wanted to make.

He described the Fall 2013 Board Meeting Expenses and the Portfolio Performance. J. McNulty opined that the overall picture is that last year was a good one for SPA.

III. Annual Meeting (*B. Rice*)

A. Registration Status (*B. Rice*)

B. Rice gave a report of convention registration. Highlights of the registration status included that presentations were significantly lower in number this year, advertisement in the region was emphasized, and both student and full member's registration was significantly down from previous years.

B. Review of Program Advertising/Sponsor/Exhibitor Sales (*B. Rice*)

B. Rice reviewed the exhibitors' sales and reported that she welcomes suggestions to increase the pool of exhibitors. It was mentioned that Pearson and PAR have been exhibitors before and an effort to reach out to them is worth trying. Inviting the American Psychiatric Association to become a vendor was also suggested.

C. Master Lecturers: nominations for 2014 (*Board*)

Candidates for Master Lectures at the SPA 2015 Convention in New York were nominated.

Action item (*J. Porcerelli*):

- Nominees for the Masters Lectures were ranked and John Porcerelli will be contacting them in order to have the decision ready for the next convention program.

IV. BEA Report (*V. Brabender*)

V. Brabender explained the report regarding her coordination with BEA. Implications for SPA include:

- a) Following up the discussion about regulation to strengthen CE requirements as this may open a door for training in personality assessment.
- b) To consider surveys regarding workforce salaries and work conditions.
- c) To consider the role of assessment psychologists on Patient Centered Medical Homes.
- d) To consider integrating musical performances in SPA receptions.
- e) There is a need to develop materials for high school and college programs on topics of assessment.

V. Brabender reported that the first free webinar offered in association with APA received 600 registrations but at the end was viewed by 335 people. This figure can be deceiving because some viewers may have had company. The video is still available because the contract with APA is for 1000 views. Feedback regarding these webinar is to make them 30 minutes long. C. Overtone suggested making it available to SPA members who teach.

V. Proficiency Report (*M. Blais*)

M. Blais distributed a printout of the voting software. Two candidates for proficiency were reviewed and approved without opposition. One candidate requested grandfathering but he does not meet qualifications. He will be required to submit a report.

M. Blais stated that procedures for candidates that are not SPA fellows or ABAP holders are still needed. He indicated that he still needs to collect de-identified reports to train raters and develop a reliable review process.

Action item:

- A proficiency committee was appointed to include: Mark Blais, Radhika Krishnamurthy, Virginia Brabender (chair), and Ron Ganellen to reorganize the proficiency process. A report to the Board will be circulated by the committee by July 1, 2014.

Action item (Board and Central Office):

- M. Blais asked Board members who have not applied for proficiency to apply. B. Rice will identify Board members who have not applied for proficiency but qualify and submit this list to the committee.

VI. Assessment Supervision

Grant Proposals

An RFP went out requesting proposals regarding assessment supervision, specifically what supervisors do and how they do it. The winning project needs to fit into an article become a tool for training. The committee received four proposals.

The proposal by Sierra Iwanicki and Catherine Peterson is the one endorsed by the committee. This proposal seeks out to examine supervisor and supervisee characteristics, methods used to build assessment knowledge and skills, models of assessment supervision, how multicultural assessment competency is addressed in

supervision, etc. The authors will use a training developmental model. The committee had developed some feedback that they will provide to the authors.

Motion:

To fund this grant on supervision processes pending revision by the committee. The motion passed with 4 votes in support and 2 votes against it.

Action item (Assessment Supervision group):

- Recommendation to provide these authors feedback on reallocating the funds to increase the response rate.

VII. Publications

A. Journal of Personality Assessment (*S. Huprich*)

The editor's report dated 3/18/14 was distributed and reviewed. Highlights included replacement of Associate Editor Jared DeFife with Hal Shorey, and Greg Meyer having finished his work as Editor but remaining as Consulting Editor.

B. JPA Publisher's Report (*A. Ashworth*)

A. Ashworth distributed and reviewed the report from the publisher. Highlights of this report included the impact factor of JPA being the highest it has ever been and the ranking being up on both categories of social and clinical psychology. During February 2013 the articles were offered for free and there were 32,523 downloads, a marked improvement from the previous year. There is also a new marketing brochure to introduce the new Editor. Efforts to improve coverage are paying off. The results of the authors survey were reviewed, including authors recommendations for a quick feedback when there were author problems and to have an "Author Services" page where authors can make suggestions for improvement. Copies of JPA and promotional materials are sent to several conferences each year including US, UK, Europe and the rest of the world. This can be improved.

Action items (Central Office & Board):

- A. Ashworth requested that we provide her or S. Huprich suggested conferences and meetings at which the journal presence can be valuable or that we are attending so she can send information about JPA.
- A. Ashworth requested that we encourage other professionals to request a free sample copy (at the link to the journal's homepage) in order to introduce them to the journal.

Action item (Central Office):

- SPA special events can be tweeted to A. Ashworth and she can re-twit it to their more than 40,000 followers.

There was a discussion about advertising JPA in other journals, and A. Ashworth indicated that this can be done in coordination with SPA.

Action item (S. Huprich & A. Ashworth):

- Approach Taylor & Francis journals about advertising JPA.

Action item (for Central Office):

- To put the Table of Contents of each JPA in the website.

S. Huprich brought up a suggestion to change the journal cover in order to mark the transition to a new editor. Pros and cons of this change were discussed in consultation with the publisher representative.

Action item (S. Huprich):

- S. Huprich will decide in consultation with the publisher if, how, and when the cover of JPA will be changed as this falls within his purview.

C. New JPA Business (S. Huprich)

S. Huprich reported that the journal continues to attract a large number of submissions. There was a discussion about editors performance and whether they need support regarding knowledge of the state of the art regarding methodology and statistical information. S. Huprich has offered a book as a recommendation to editors (*The Reviewer's Guide to Quantitative Methods in Social Sciences*, 2010). It was also offered a manual guideline developed by Greg Meyer about what the journal is looking for when quantitative studies are presented. This will be offered to both authors and editors.

Action items (S. Huprich):

To discuss further during the Fall Board Meeting about:

- A Wednesday training workshop to bring JPA reviewers up to speed regarding methodology and statistical analysis. The goal is to increase editors' confidence so they would not reject reviewing papers due to the methodology. Provide a stipend for those who provide the training. There

is a suggestion to put the training in webinar for those who cannot attend in vivo.

- To develop a document to make available online to authors and reviewers. Find authors who could develop them.
- S. Huprich will bring up a detailed proposal regarding these issues during the Fall Board Meeting or earlier and also bring a budget proposal.

Action item:

- Ask CEs during their breakfast meeting of this convention about what they need.

Action items (Board):

- More submissions are necessary for Clinical Case Applications. S. Huprich asked Board members to encourage people to submit clinical cases for publication in the journal.
- S. Huprich asked Board members to encourage people to submit reviews of books, software, and tests. S. Huprich and V. Brabender, section coordinators, are interested in expanding this area.

Awards:

S. Huprich reported that there were 8 nominees for the Mayman award and the recipient will be Anthony Bram. There were 26 nominees for the Klopfer award and the award will be given to Janine Galione and Thomas Oltmanns.

D. SPA Exchange (J. Yalof)

J. Yalof reported that things are going well with The Exchange but it is difficult to get materials submitted on time. J. Yalof received a request from Guilford to place an ad for JPA, Taylor & Francis has not responded to his request for information about this. There is the problem about the limited space of The Exchange. The need to develop a policy about advertising, including ads by members who wish to market their books or services was discussed. The suggestion to print The Exchange in color was brought up.

Action item (J. Yalof):

- To look at what other newsletters do in terms of policies for advertisements and members' marketing and bring this information to the Board for discussion.

Action item (J. Yalof and J. McNulty):

- J. Yalof and John McNulty need to discuss how much are we going to charge for an ad in The Exchange.

Action item (Central Office):

- In order to save space in The Exchange, V. Brabender suggested having the award winners in one grand photo instead of individual ones.

VIII. Board Committee Reports

R. Ganellen reminded us that committee chairs have the freedom to re-construct the committees under our charge.

A. Continuing Education Committee (*J. Porcerelli*)

John Porcerelli reported that the application for CEs from APA is in progress and will be decided in April, 2014. If approved it will be effective for 4 years. For this year convention 2 workshops were canceled due to having 6 or less applicants. There was a total of 21 offerings this year but we need to limit them to 15 because a large number is not sustainable.

B. Membership Committee (*G. Hass*)

Membership figures and membership report was provided to the Board by G. Hass. Highlights included that 52% of members self-defined as clinicians, and 21% as researchers. A list of 225 deactivated members will be contacted to encourage them to renew the membership.

There was a discussion about why some members do not come up when checked in the membership section of the website. It was explained that they chose not to make their information public. It is discussed that the Board needs to have a comprehensive number of members in each category for many decisions.

Action items (*B. Rice*):

- B. Rice will provide the Board with a budget of what it would cost to add the Board to the list of people having full access to the membership list. [

JD later indicated that the budget for a code in the website so one member can use without restriction will be up to a \$1000].

- Add to the website a caveat that the website does not have all members listed, only those who agreed to make their information public.
- Change the notification for those opting out, making sure they know that they will not show up on the website when searched for referrals or other issues.

Action item (G. Hass):

- Send to Board members the list of faculty developed by C. Overton so the Board members can add or comment.
- Collect and add to the list of faculty developed by C. Overton a list of those faculty members that are attending SPA.

C. Fellows Committee:

Fellow applications were reviewed and voted for acceptance.

D. Nominations Committee (*R. Krishnamurthy*):

Two Rep at Large positions are open and the Board heard names nominated by the committee.

Motion: The motion to accept the 4 recommended names and the 3 alternates was passed by all. Discussion about pairing or hierarchy was rejected by all.

D. International Section Committee (*D. Engelman*)

The international group appreciates that SPA president, R. Ganellen is addressing their concerns. R. Ganellen will attend their meeting during this year's convention. L. Morey suggests the establishment of an international travel grant. Putting lectures in You Tube and an award for an international member were discussed. Lowering the convention fee to international members by \$50 was discussed.

Action item (D. Engelman):

- R. Ganellen asked D. Engelman to discuss with the International Committee the logistics of a travel grant and bring a proposal and budget to the Fall Board Meeting.

Action item:

- To table the discussion regarding the use of technology and transmitting our presentations for the Fall Board meeting.

There was a discussion regarding offering international members a list of cheaper hotels. It was concluded that this was not something SPA can do given that we have a responsibility with the convention hotel.

Action item:

- Delegates to International Rorschach Conference in Istanbul were nominated. The SPA representatives for this conference will be Steve Finn and Greg Meyer.

E. Awards Committee (*C. Overtone*):

J.D. will join this committee. Monica has been coordinating with C. Overton about the committee's mission and deadlines.

Motion:

A stipend of \$500 for the Cerney award to be applied immediately for this year was voted on and carried unanimously.

F. Student Matters Committee

2014 Diversity Early Career, Travel Grants

A grant of \$1000 to support diversity applicants from early career and students groups, with up to \$500 per grant was discussed. L. Morey presented his report.

G. Website Committee

The website face lift has not been completed. JD presented his report, which highlights that access to the website seems to be overwhelmingly coming from the US and the second place is Italy. These numbers are similar to the statistics presented by J. Mihura last year, which means that traffic remains the same. There is a draft in the binder of C. Overton's suggestions for the website but is not the latest she sent and which was never forwarded to JD as she asked Central Office to do. C. Overton will coordinate with JD about this issue.

R. Krishnamurthy suggested to place in the center of the website's home page a section on latest news and updates. B. Rice said a running feed is planned. - It is concluded

that over the next six months there will be a lot of changes and in the fall we will be able to peruse the new website.

H. Student Association (SPAGS)

Christy Denckla reported that 24 students applied to be SPA Campus representatives and 15 students have been approved, representing campus across the country. About 3 students applied who were not SPA members, but did not apply for membership even after encouraged to do so.

Action item:

- Coordinate the Campus Rep program with the membership committee.

This year there were two student lunches during the convention. SPAGS is interested in having SPA support the diversity focus. There was a discussion about how to put together a diversity track that will not be too narrow in its scope and will be inclusive of many diversity issues.

Action item:

- To bring back to the Fall Board Meeting this discussion about diversity.

IX. Task Force Reports

A. Research – John McNulty

J. McNulty will bring a report to the Fall Board Meeting.

B. Education and Training Consultancy (*R. Krishnamurthy*)

Education and Training Funding Task Force (*R. Krishnamurthy*)

The task force report was discussed. Recommendations included offering webinars, training-centered workshops, videotaped interviews of assessment experts, and training resources and small grants. Budget for these and other activities were in the task force report in the meeting binder.

Motions:

To allocate \$20,000 for education and teaching initiatives for one year, without having the Board discuss the details and leaving them to the discretion of the committee. Motion carried unanimously.

Action item:

- The task force will work on the short term implementation, outlining steps, and identifying the person(s) to head up the tasks to fulfill their goals.

D. Research Data Archive Task Force

R. Ganellen contacted Roger Greene and his response was that it was not necessary to archive the MMPI data at this time. People can contact Dr. Greene directly about utilizing this database as needed.

E. Membership Task Force

Given the enormity of the task the report was split into two sections. Today the recruitment of new members will be discussed and during the Fall Board Meeting the task force will present the members' retention plan. It is noted that implementation of these ideas falls in the membership committee. The membership committee needs to also track the Membership Task Force initiatives.

Action items:

- Recruitment of first authors of JPA articles in order to invite them to become an SPA member.
- Identify instructors in all graduate programs who teach diversity research or diversity work and appeal to them to join SPA.
- Target specific organizations for recruitment, organize presentations in their conferences or send in papers to their journals.
- Put an emphasis on the development of the blog for professionals and have task force members take turns writing pieces.
- Establish a local planning committee to help us make contact with local relevant groups, one of the groups to focus on will be teachers.

Action item (B. Rice):

- In coordination with J.D., B. Rice will feature on the website and Facebook page SPA's members books.

Motion:

A member of SPA is eligible to offer a membership to a non-SPA individual (not deactivated) at the same category (student or member) for one year. The sponsored new member will receive the online version of JPA and The Exchange, and all the benefits of members for one year. This offer will be available for up to 1000 new members. In addition, up to \$1000 are requested to implement the new initiative online. The motion carried with full support.

Motion:

A \$2000 fund will be set for a student to send out the invitations, and track to see if the sponsored members renew and to build a database of faculty members who teach personality assessment, journal authors, and those involved in themes of diversity. This will be effective for one year, and the person to implement it will set the parameters. The motion carried with unanimously support.

IX. Assessment Advocacy and Public Affairs

B. Smith reported that there was no new information regarding Public Affairs.

Two proposals were discussed.

Action items:

- a) B. Smith will work with JD and Monica about a marketing proposal, including obtaining better data and web programs.
- b) B. Smith will coordinate an SPA letter and an article on The Exchange to recognize Cynthia Belar in her retirement.

X. New Business

The role of SPA in the diagnosis and classification of personality pathology was discussed. The suggestion to write an article on the role of SPA in the diagnosis and classification of personality pathology for the journal was made and also it was recommended to develop a greater role for SPA in this area.

A. Implications of a master's level program in psychological assessment
The petition of the Peabody School at Vanderbilt regarding advertising their Masters' program in psychological assessment to our members was discussed.

Action items:

- Decision was not to sell them our membership list at this time and discuss this issue in the Fall Board Meeting.
- B. Smith will speak with the APA Practice Directorate in order to understand their position regarding this issue.

B. Sponsorship of the International Personality Society Conference (*S. Huprich*)

S. Huprich is a member of the 2015 organizing committee for this conference which will take place in Montreal in October, 2015. He asked the Board if we would consider being a conference sponsor.

Action item (S. Huprich):

- S. Huprich will obtain more information and send it to the Board via email for approval of this sponsorship.

XI. Unfinished Business

A. SPA History Update

Nomination for the psychologist to take charge of SPA history was done. R. Ganellen will approach him about this appointment.

B. Moderated Listserv – (C. Overton)

C. Overton reported that she has been in touch with JD about this and they will work together on it.

C. C. Overton requested to discuss employee retirement funds. Discussion was postponed to the Fall Board Meeting.

XII. Miscellaneous:

Three recommendations were made.

Action items (Board):

- Each committee will develop records about the committee's activities to maintain institutional memory and facilitate continuity when there are new board members. Each committee will bring this report to the Fall Board Meeting.
- Distribute committee and other Board meetings documents in advance so Board members can study them. R. Ganellen indicated that a deadline has to be established.
- Develop guidelines about the degree to which the board will review the materials examined by committees in generating their recommendations, and which materials will be placed in the board meeting binder.

XIII. Fall Retreat for 2014

The Fall Board Meeting will take place from September 19 to 21, 2014, starting Friday morning and ending Sunday at noon. Place to be determined.

A. Adjournment

There being no further business to come before the meeting, the President thanks all attendees and adjourned the meeting.

Respectfully submitted,

Giselle Hass, Recording Secretary



SOCIETY FOR PERSONALITY ASSESSMENT MINUTES

Fall Board of Trustees Meeting
September 19 - 21, 2014
The Renaissance
Washington, D.C.

Present:

Board: Ron Ganellen, Robert Bornstein, Radhika Krishnamurthy, John McNulty, Leslie Morey, Michael Roche, Carol Overton, John Porcerelli, Robert Archer.

Ex-officio members: Steven Huprich (JPA Editor), Bruce Smith (Public Affairs Director), Mark Blais (Proficiency Coordinator), JD (Website Editor), Virginia Brabender (Liaison to APA BEA).

Central Office: Monica Tune, Administrative Director

Visitors: Bill Haire (Travel Consultant, partial attendance), Amanda Ashworth (Taylor & Francis, partial attendance), Lindsay Andrews, Mallory Werth (Accountants, partial attendance)

1. Meeting Opens

Meeting called to order by the President, Ron Ganellen. Ron thanked everybody for being here today, and for their commitment to serve the Board over the year. He particularly thanked outgoing Board members Diane Engelman, Rep-at-Large, and SPAGS President Christy Denckla. Ron extended a welcome to new members Robert Archer, Rep-at-Large, and Michael Roche, SPAGS President.

Ron reviewed changes in Central Office, specifically the departure of Bonnie Rice at the end of the spring and recognized Monica's diligence in having picked up all the administrative tasks alone for some time until the successful hiring of an assistant, Sam Richardson.

MOTION: The Minutes from 2014 Spring Board Meeting were unanimously approved.

II. Report of Collaboration with APA

A. Meeting with Education Directorate Deputy Executive Director Cathi Grus:

Radhika, Bruce, Mark, Virginia, and Ron reported about their experience during the visit to the Education Directorate (ED) of APA. The webinar turned out to be a huge success and Cathi Grus was very impressed. There were somewhere between 900 and 1000 people watching compared to 50 to 100 which was their prior average. Cathi is eager to collaborate in more webinars and in making this a long-term project. Three topics are being explored for future webinars: a) integration of data in multimodal assessment, b) assessment in primary medical care, and c) risk assessment such as suicide and violence risk. There is a window in the budget of 2014 while next year the budget is more restricted. The

arrangement continues to be that ED will pay production cost and advertising, and SPA pays personal expenses such as travel, etc. for the expert.

In addition, the ED passed the supervision guidelines. Cathi Grus is willing to write a piece for the SPA Exchange regarding guidelines for supervision of psychological evaluations. Cathi may be able to present at SPA Convention if our schedule does not conflict with hers.

ACTION ITEMS:

- Ron suggested that John Porcerelli assume leadership in a webinar regarding the role of assessment in primary care centers, and John agreed.
- To consider Cathi Grus for an article in the SPA Exchange and also to conduct a presentation when planning the program for Convention.
- Think about ways in which we can showcase our coordination with APA.

B. Meeting with Practice Directorate

There was no meeting with the Practice Directorate. The committee noted that at this point the goal is for SPA to do a better job of marketing the proficiency. This is an area in which we have full responsibility and we need to think about how to publicize this issue.

C. APA Board of Educational Affairs Liaison Report (V. Brabender)

No BEA liaison report.

D. Other

This Fall Board Meeting coincided with the APA consolidated meeting and APA staff members were not as available as other years. It was mentioned that we want to make our calendar of meetings more compatible with APA meetings in order to have their availability and presence for meetings. The APA Consolidated meetings for the next couple of years are: 18 to 20 September, 2015 and September 23 to 25, 2016.

ACTION ITEM: To take into consideration APA consolidated meeting dates when scheduling our next two Fall Board Meetings.

III. Finances

A. Past and Current Finances (J. McNulty)

John McNulty reviewed past and current finances, January to June, 2014 Statement of Activities/Statement of Financial Position and March 2014 Board Meeting Expenses. He remarked that over the last several months he, Central Office and the accountants have worked hard to note the revenues and expenses in the right columns and rows because this was not done carefully during the past year. Corrections on financial statements are also happening. It was noted that dues revenue is down from this time the previous year and historically continues to decline.

Ron explained the added expenses that were incurred during the transition to a new Administrative Director.

B. *Remarks of the Accountants (Lindsay Andrews, Mallory Werth)*

Ms. Andrews and Ms. Werth were welcomed to the organization. Ms. Andrews remarked that after Bonnie left, the Central Office requires less bank account assistance and the coordination seems more fluid and easy.

C. *Annual Convention Financial Report (J. McNulty)*

During this convention, SPA incurred in a loss of \$14,696. This means that we are spending more than we earn during convention. The reason for this decline is that registration and workshop fees were down, there was also a reduction in advertisement and exhibitors, and we also had increases in award expenses as we pay for relatives of the awardees. The food budget increased as well with the decision to provide lunches for interest groups and students.

In spite of these expenses our financial position as an institution is healthy and we have no debts. For next year the prognostic is that we will have fewer workshops and greater mailing expenses, so the revenue in this line will go down again.

ACTION ITEM: We need to try to use email more often and cut on snail mailings.

D. *JPA 2013 Royalty Statement (J. McNulty)*

John McNulty presented about the healthy royalty fees from our collaboration with Taylor and Francis including projections for next year. Of note is that a great deal of revenue comes from electronic access.

E. *Additional Reports (J. McNulty)*

1. It was decided that 2015 Dues for members will not be modified this year.

2. *ISR Financial Report*

The issue of money loss when distributing Rorschachiana was brought up again and there was brain storming about how to decrease this expense, but ultimately it was considered that both for PR and a service to our membership we need to continue providing this service. However, we can find the way to reduce expenses. One potential course of action is to find a society in Europe that can distribute Rorschachiana to the European members (which are 53), and we keep the distribution to the North American membership.

ACTION ITEM: A panel consisting of Bob Bornstein, Bruce, and Radhika will address this issue with the ISR Board and negotiate with the publisher. They will report to the Board during the next Board Meeting in March, 2015.

3. *Petition from Rorschach Archives (R. Ganellen)*

It was discussed that Rorschach Archives have not received JPA since March of 2012 and they requested to receive past issues and all future issues.

ACTION ITEM: A gratuitous subscription of JPA to Rorschach Archives will be done by Amanda.

ACTION ITEM: Anybody who want to recommend someone to receive a gratuitous subscription of JPA need to talk with Amanda.

4. Determination of price for ads in the SPA Exchange

ACTION ITEM: John McNulty and Jed will investigate about advertising rates and will bring to the Board a proposal during the March Board Meeting.

5. Board members are reminded to file Expense Reports with Monica.

IV. Publications

A. *Journal of Personality Assessment* Report (S. Huprich)

Steve gave his report to the Board. Highlights are his relocation from Michigan to Kansas, a change in the Editorial Assistant, and additions to the editorial staff. He announced that the impact factor has risen to 2.008. During the past year of tenure (July 1, 2013 to June 30, 2014) there were 446 manuscripts submitted. The acceptance rate was 22.9% and the rejection rate 77.1%. Of the 446 submissions, 20 % were not a good fit or were inappropriate.

Steve provided a financial report highlighting the fact that the journal continues to function below budget and the budget for miscellaneous expenses has not been touched. He noted that the budget for editorial staff is still under average. While Steve's employer pays for his editorial assistant, SPA needs to cover periodic face-to-face meetings with her to coordinate better and work through glitches.

Steve spoke enthusiastically about the upcoming series, specifically:

- New Directions and Further Applications for Thematic Apperceptive Techniques, coordinated by Sharon Jenkins.
- A Psychoanalytic Framework for Organizing and Integrating Assessment Data with Difficult Cases, coordinated by Jed Yalof.
- DSM-5 and Personality Assessment: A Match Made in Heaven?, coordinated by Ron Ganellen.
- Surveying the MMPI-RF Literature, coordinated by Yossef Ben-Porath.
- Honoring the Contributions of Sidney Blatt to Personality Assessment, coordinated by John Auerbach.
- Theodore Millon's Legacy for Personality Assessment, coordinated by Stephen Strack.

Steve indicated an interest in having someone with expertise in supervision and training propose a journal issue on the topic.

B. *Taylor & Francis- JPA Publisher's Report* (Amanda Ashworth)

Amanda explained the graph illustrating the impact factor of JPA in 2 categories. The issue regarding how the impact factor is formulated was discussed but not all information about it was at hand¹. Ideas to increase the impact factor are being developed by Taylor & Francis. She said that another problem with the journal is that we have a low number of associate editors compared with our competitors. We have just added two new associate editors to help alleviate this problem. Production schedule has always been on target. A marketing brochure is being created and ideas are developed regarding how to increase our journal presence.

Steven noted that the typical article approved for publishing in JPA is about a test, not well known, validated in an exotic country or with a narrow group, and this article is not of interest or will be cited by more than ten people. We are not publishing papers related to primary care or other clinically relevant topics. The low number of citations for our articles heavily affect our impact factor and we may want to revise our call for articles description. Leslie noted that the issue of forensic psychological evaluations is also underrepresented in JPA.

ACTION ITEMS:

- Steve, Leslie, Bob Archer, and Amanda will convene and provide recommendations to increase our impact factor, which will be reviewed by the Board during the March 2015 Board Meeting.
- Carol suggested that Steve invite submissions on underrepresented topics for JPA.
- Send Amanda the list of our members to send them the JPA table of contents for each edition.
- Let Amanda know what special groups we want to pursue and Taylor & Francis will make a presence with our journal (diversity professional groups, conventions, etc.)
- Ron indicated that we need to use the platform of social media such as Twitter and Facebook to advertise regularly issues such as the JPA free access, the convention, etc. JD will take on an initiative about this media advertising under the webpage in collaboration with Steve Huprich, Michael and Bruce.
- Leslie suggested that we issue press releases of articles or journal editions in Twitter. It was noted that Monica will manage the releases in our Twitter account.
- Giselle will send Amanda a list of ethnically diverse conventions and journals where JPA can be advertised.

¹ Amanda sent on 10/02 the computation of the impact factor from another journal so we have a better idea.

Journal Impact Factor			
Cites in 2013 to items published in:	2012 = 98	Number of items published in:	2012 = 64
	2011 = 165		2011 = 67
	Sum: 263		Sum: 131
Calculation: <u>Cites to recent items</u>	263	=	2.008
Number of recent items	131		
5-Year Journal Impact Factor			
Cites in {2013} to items published in:	2012 = 98	Number of items published in:	2012 = 64
	2011 = 165		2011 = 67
	2010 = 164		2010 = 60
	2009 = 177		2009 = 62
	2008 = 152		2008 = 68
	Sum: 756		Sum: 321
Calculation: <u>Cites to recent items</u>	756	=	2.355
Number of recent items	321		

On other JPA matters, Radhika said she offered a list of editors with pictures for the website, Monica said it is already up. Leslie suggested that we advertise the top ten downloaded articles in JPA for specific topics, such as behavioral themes so people stop thinking that we are all about the Rorschach. Amanda said they are already doing that.

Mark noted that these efforts are a sliver of marketing but we may want to think about having a real marketing strategy, which we have not had. Bruce said that he has some ideas about marketing, which he is going to discuss later. It is agreed that the major marketing problem of SPA is lack of visibility.

C. *The SPA Exchange Newsletter* (J. Yalof)

Jed's report was read and discussed in his absence. Ron thanked him for his comprehensive report. The Board supported the new colors of the SPA Exchange, its increased length, and liked the fact that these changes have not affected cost. We want to think about securing advertising for the SPA Exchange.

- It was suggested that we approach universities and second and third tier testing companies to advertise in the SPA Exchange.
- Virginia suggested that we investigate if we can use the new SPA Exchange colors on our convention bag to roll out its new face and ask Taylor & Francis to cover this expense.
- Virginia noted that the pictures published in the SPA Exchange are dark. Amanda said that this has to do with the quality of the pictures they get.

ACTION ITEM: Amanda will send a sample of the pictures that look better and instructions. We need to send her the original and the larger file that we have. If it needs to be lightened this has to be done before sending it to the publisher.

VI. Annual Convention Reports

A. *2014 Annual Convention* (B. Bornstein/M. Tune/Board)

1. Registration Comparisons

Figures regarding the 2014 Annual Convention were reviewed. It was noted that there is a consistent decline in registration that started in 2008, and a particular precipitous drop in student registrations (50%) for our Arlington Convention.

The following issues were discussed:

- JD added that in the past, our poster sessions tended to come from professional schools and we may want to advertise more heavily there. He also noted that in the past, we had 100 posters for 2 nights, but last year we could only accommodate 72. Students may decide to not attend if their poster is not going to be accepted.

ACTION ITEM: Mike is asked to think of ways to market our convention in different places.

- Another issue discussed was to carefully analyze if we are giving enough CE credits for presentations during the convention or if the majority of CEs are given for workshops, for

which people has to pay extra. If we do not give enough CEs for activities covered by the fee for the convention many may chose not to attend.

2. Workshop and Symposia Evaluations: There is minimal data to discuss around this topic because it was not properly collected. We missed some data from the 2014 Convention due to administrative errors regarding the development, distribution and storage of evaluations.

3. 2014 Annual Meeting Evaluation Summary

The evaluation summary was reviewed and discussed by Board members. It was also noted that we continue to have limited convention attendees return the final evaluation.

Virginia noted that not all participants are interested in listening to presentations organized by technique, papers need to be organized by other conceptual themes that are attractive to participants, such as substance abuse, etc. It is noted that we cannot control the submissions that we get, and symposiums come already grouped in whatever manner the presenters chose, often by technique. Program chair can only group papers because symposiums come already packaged. It is suggested that the program chair may want to think about building more flexibility in the organization of symposiums. Giselle suggested that the program chair invite members to make submissions that fill in holes of a common theme.

JD said that we may want to have tracks to organize paper sessions in these broad topics and note this in the program. Giselle suggested that we introduce a content topic in each convention, which is not the same as the theme of the convention. It is mentioned that we want to highlight that multiple instruments reveal the complexity of personality assessment and advances the message of the organization that assessment is not a single tool. We want participants to get the message that we think about people not tests.

ACTION ITEMS:

- In the future the call for papers for the SPA convention should specifically request submissions focusing in integrated assessment methods and note that our society is dedicated to the integrated assessment of human nature.
- However when scheduling we want to make room for both, research of single tests, multimethod assessment paradigms, and the integrated model of thinking about the person.
- Develop tracks showing the sessions with integration of data.
- Also provide more tangible resources, such as copies of power points and handouts, and put them in the website. Make the convention booklet more user friendly.

MOTION: to raffle a free convention registration as an incentive to those who complete the convention evaluation form. Motion passes with one opposition.

Collecting more wide information from SPA members is recommended. We want to know why they do not come to convention and how likely are they to come to a future convention. Announce in the invoice that they will be receiving an email with a link to Survey Monkey.

ACTION ITEM: Bruce will head a committee with Leslie, Giselle and JD to put together a survey to assess interest in convention.

ACTION ITEM: A separate survey for students will be conducted. This committee will be headed by Bob Archer, Mike, and also enlisting one or two SPAGS members. They need to coordinate with Monica and Bruce as well.

4. 2014 Interest Group Reports (*G. Hass*)

Giselle noted that some Interest Groups submitted their reports, which are in the meeting binder. These reports were reviewed by Board members. Giselle noted that the response of the interest group leaders to the new leadership structure has been mixed. She remarked that the Teaching/Training Interest Group has been doing an exemplary job.

There have been changes in the leadership of Interest Groups. The current roster of leaders is: Psychoanalytic Assessment group's leaders are James Klieger and Anthony Bram. The Collaborative Therapeutic Assessment is led by Hale Martin and Diane Engelman. The Forensic group's leaders are Marvin Acklin, and Nancy Kaser-Boyd. The Teaching and Training in Personality Assessment is led by Hadas Pade and Ryan Tobiasz. The Assessment Research is led by J. Kurtz but this interest group has been in hiatus. It is important to encourage members to create other interest groups they may like to see (i.e. Independent Practice).

Giselle proposed the following:

- Interest groups requested the continued sponsoring of luncheons for their meeting.
- To sponsor a breakfast Friday from 7:30 am to 8:30 am. for the interest group leaders and their coordinator.
- Giselle proposed to eliminate the requirement that Interest Group leaders change every two years. It is hard to find leader and they take time to set goals and develop projects. Therefore, she suggested these groups change leadership every six years.
- In order to strengthen these groups we want members to enroll on those groups. It is important to develop a mechanism to have members enroll during registration to SPA, and send an email blast to older members who want to make a choice of interest groups. We will need to maintain a data base of the members in each group and make it available to the interest group leaders.
- Put a box in the registration to the convention to those who are planning to attend the interest groups luncheon so we can have a good idea of how much food we need and the leaders have an idea of what type of activities to plan.
- Follow up on the idea of making space for Interests Groups in the SPA Exchange and special websites for them.
- Add information about the interest groups to the welcome package.

ACTION ITEM: Email blast to members with a brief description of each interest group and instructions about what to do to become a member of any interest group. Also add to this email blast

that if there is another interest group they want to see and if they are interested in leading it, then to email Giselle.

JD suggested switching the scheduling of interest groups so that each year they swap days, so they are not always against the same one and people have an opportunity to attend two of their interest in different days.

ACTION ITEM: Switch scheduling of interest groups around so they are not always against the same one.

ACTION ITEM: Replace the Research interest group with a Health Psychology interest group. John Porcerelli will identify leaders and shepherd them along.

5. Re-assessment of luncheon for interests groups and requests from leaders.

JD suggested to put in the brochure that lunch will be provided for all the interest groups. Advertise this also in social media because it may attract more participants to the interest groups.

MOTION: Food budget for interest groups to be determined by membership chair after polling the convention registrants. Notify group interest leaders to see the president for tickets during convention. Motion passed with unanimous support.

ACTION ITEM: Advertise that lunch will be provided for interest groups.

B. 2015 Annual Convention Program

1. 2015 Tentative Schedule

The tentative schedule was reviewed and discussed. The Board of Trustees meeting was re-scheduled to Wednesday 3/04/15 from 5:30 pm to 8 pm.

ACTION ITEM: Friday brunch for Associate editors of JPA needs to be in the convention schedule.

ACTION ITEM: Keep extended coffee break for the exhibitors for Friday from 2:15 pm to 2:45 pm and end the day at 6:30 pm.

b. Re-assessment of the Silent Auction: the decision was made to not have it this year.

c. Re-assessment of raising fees for registration and workshops: the Board decided against it.

C. CE Accreditation

John Porcerelli reported on the APA approval for granting of CE credits. APA gave us conditional approval with a list of certain issues that we needed to fix. He submitted what they requested and they reassured him that we were approved for five years.

d. Re-assessment of program advertising/sponsors/collaborations

Some of the testing companies who used to sponsor us are not coming back to our convention because we are too small. We need to approach small, non-traditional test publishing companies.

ACTION ITEM: Task force headed by Giselle to explore sponsors for SPA focusing on developing contemporary methods of sponsorship and involvement. Members are Leslie, Bob Archer, and Monica. Les will approach PAR, and Bob Archer will speak with Yossef so he can approach Pearson.

e. Consideration of incorporating a musical performance during convention. Decision tabled.

1. Report from Bill Haire – 2015 Annual Meeting and Future Meetings

Bill reported that prices are recovering from recession and the leisure market is higher than ever. This makes it challenging for us because hotels are less desperate to make a deal. However, Marriot offered a 3-year deal for years 2016, 2017, and 2018. Marriot has indicated that if we do a 3 year deal they will offer the Marriott Dupont for our September Board meeting at a federal rate and with free bread and a number of other perks. We have reserved a block of 200 rooms reserved for peak night in the Brooklyn hotel.

The pros and cons of the different hotels in a graph distributed by Bill were discussed, including their geographic location, prices, etc. Some hotels were discarded. Finally, the Board voiced their desire to have Marriot Marquis San Francisco for 2016, Chicago Miracle Mile for 2017, Washington DC Dupont or Georgetown Marriot for 2018. Also to attempt a three year deal with Marriot but all within budget of no more than \$259 a night. Bill will work on it. [A later decision was made to have Chicago for 2016, San Francisco Marriot Marquis 2017, and Washington DC 2018].

3. Decisions regarding the Master Lectures were to sign in Terrence Keane and Dianna Diamond (in tribute to Sid Blatt).

4. Information meetings: ABAP Preparation and Proficiency

Alan Raphael from ABAP had contacted Radhika to request SPA to provide CE credit for an ABAP preparation talk at the convention and/or an ABAP-sponsored workshop on testing standards, which was forwarded to Ron. Ron will get back with Alan on this matter.

ACTION ITEM: we need to continue with the ABAP presentation and leave it up to them to select the topic and presenter as they see fit.

5. Student Luncheon Speaker Selection: John Corkin.

ACTION ITEMS:

- The SPAGS president will be contacting John Corkin to invite him.
- SPAGS social chair will invite Terence Keane and Diane Diamond for the SPAGS social reception. This social reception takes place the first day of convention after the poster session.

D. Symposia and Paper review team to assist the Program Chair

ACTION ITEM: A committee composed of Bruce and Virginia is established to help evaluate the proposals for convention. Bob Bornstein will ask Bob Erard to function as tie breaker.

VII. Central Office

A. Central Office Report (M. Tune)

Monica presented a report regarding the functioning of the office and her future plans including working with the programmer to fix verifiers, fixing budget information, implementing new marketing ideas, new expenses including French door replacement and repainting the office. Monica spoke about the new assistant, Sam Robertson, and provided a description of Sam's background and role, as well as the employment agreement. Contract details were discussed. Description of the job and benefits were determined long time ago-before Monica came on board-but some Board members are in disagreement with some of the employment conditions.

ACTION ITEM: Review contract with view about future hirings and make sure Board agrees with employment conditions. Specify in the contract that Monica is the direct supervisor but all employees report to the Board.

ACTION ITEM: To create a file of full minutes that would have detailed financial decisions and other detailed information and that would be accessed by the president and financial officer.

It was discussed that policy is modified and created with each Board decision and is not captured for the future. For instance, the President needs to be consulted when contracting with new hirings. We need to go through the minutes to see what policies and procedures were discussed and bring this information to the Policies and Procedures Manual. Once this is done the Secretary is supposed to update the bylaws.

ACTION ITEM: The Executive Board will review Policies and Procedures Manual with a view to update it and include new items as needed.

B. Performance Review of Employees (R. Ganellen)

Compensation package for Monica was discussed and decided.

ACTION ITEM: Move the review of employees to the March Board Meeting in order to review past year performance and cost of living and/or bonus instead of evaluating mid-year as it is now.

MOTION: A package of compensation, holidays, vacation and benefits was decided by the Board for Monica Tune, to take place retroactive to July 1 and include the shift in title from Acting to Permanent Administrative Director. Eight members approved and 2 opposed. The Motion passed.

VIII. Task Force Reports

A. Research – (J. McNulty)

The job of this task force was to make recommendations for funding research, particularly to what extent can we support research and also what kind of research we can entertain and try to support. There were no reports and no recommendations from this task force.

Funding for research was discussed by the Board members, considering different options such as multi-year projects, support for students and early career professionals, pilot seed studies and one time grants for starters. The topic of potential grants to fund was also discussed with preference for those that will provide greater benefit to our agenda, such as meta-analysis. John McNulty said he is surveying also areas that have been typically neglected such as child assessment, positive psychology, wellness and strength. John McNulty indicated that he needs to recruit people who can help him develop this agenda and move it forward.

ACTION ITEM: John was asked to consult with David Streiner, Mark Blais and Leslie and bring ideas to discuss to the March Board meeting.

B. Education and Training Consultancy – (R. Krishnamurthy)

This committee is composed of Virginia, Bob Bornstein, Chris Hopwood, and Sandra Russ. She presented a report that lists the activities that SPA have already developed: workshops and educational sessions, a "Teacher's Block" column in the SPA Exchange, consultants for the Education/Training consultancy, a liaison for BEA, meetings with APA ED, and travel and dissertation grants. The committee recommends: develop more webinars, videotaped interviews with assessment experts, training workshops, videotaping of selected symposia and papers, training resources, training support small grants, education/training coordinator, support APA ED attendance to convention. A budget has been approved and she explained the breakdown for the different activities.

A training coordinator needs to be elected, someone who would connect with the proficiency/education aspects. The question about adding this job to the proficiency coordinator was discussed but agreement was reached that there should be two different persons working on these aspects and they need to coordinate with each other. A budget for this position was discussed.

ACTION ITEMS:

- Virginia to coordinate with John Porcerelli to match workshops and presentations to the fund of experience required for proficiency based on the application designed by Mark Blais.
- Bruce reported that to increase visibility a committee should be nominated to design a brochure.
- Those SPA members who were designated as proficient should be listed in our webpage, and be recognized during convention.
- It was also discussed that we need applications for proficiency from international members. We need to publicize more to international members and invite them to apply.
- Members designated as Proficient will get a ribbon in their convention badge.

Ron indicated that since Mark Blais is no longer in charge of proficiency, Leslie will receive the applications and he will consult with Mark to process those applications. Leslie indicated that he was

only going to hold on to the applications and pass them on to the new proficiency coordinator when one is hired.

ACTION ITEM: Proficiency Coordinator will report to the President and coordinate with Chairs of other committees such as Public Affairs, and Education and Training committees.

IX. Board Committee Reports

A. Board Committees List

Committees are reminded to turn in a description of their role and activities.

B. Continuing Education Committee (J. Porcerelli)

1. 2015 Annual Meeting Workshops

There was a discussion regarding the proposed workshops, including whether there were duplicates, number of potential attendees based on previous experience, and other factors.

Regarding the Ethics workshop, Ron spoke with The Trust and they said that they had an ethics workshop in San Diego and had a low turnout. They are willing to consider another one if we do not schedule competing workshops. Virginia offered a recommendation for a presenter.

2. CE Committee Comments

The issue of SPA providing CEs to presenters outside convention was discussed. It was agreed that: a) they need to be reputable SPA members, b) their objectives of the workshop have to be written in APA format, and c) we get paid for this service. The problem is that we do not have a policy in place and this issue has led to the CE chair to have to make those decisions case by case.

ACTION ITEMS:

- John Porcerelli will write guidelines about what kind of proposals we accept, so the CE person can make recommendations to the Board.
- We agree that the SPA mission is consonant with quality assessment training that occurs outside convention. Requests for co-sponsoring received by Central Office will check that it complies with APA guidelines and then send it to the CE chair who will make the decision.
- John Porcerelli to spell out the guidelines about granting CEs and the process so people know when they are approved, as well as the language that needs to be added to their advertising.
- Giselle will mail language to John Porcerelli, specifically: "Accreditation provided through the Society for Personality Assessment. SPA maintains responsibility for the program and its content."
- John Porcerelli and Monica to put together guidelines regarding how to apply for CE co-sponsorship.
- Members whose presentations we are co-sponsoring need to get a package of our postcards to distribute during their presentation.

C. Membership Committee (G. Hass)

1. Membership figures

Giselle presented membership figures [September of 2013 we had 1303 members, and September 2014 we had 1244]. Renewals for 2014 were not completed by 225 individuals (20% of membership), of which Members constituted the largest group (49%). In response to renewal letter and waving reactivation fee, only 20 (9% of drop outs) members renewed their registration. Giselle explained that the problem of retention has several facets: trends about young people's professional choices, trends in graduate education, difficulties to remain connected to the organization. Steve Huprich emphasized the need to hire a marketing consultant for SPA to deal with the issue of organizational image.

ACTION ITEM: Giselle will come up with changes in categories of membership to be consistent with APA guidelines, and consider restructuring the fees including a 3 year membership dues structure. Giselle to make changes to the membership application form, coordinate with Virginia, and present to the Board during the next Spring Board Meeting. Because programming is so expensive, all changes to the website and software need to be done at the same time.

The idea of a New Member Luncheon to take place on Thursday, before the plenary is discussed. It is decided to put this idea on hold and discuss again during the Spring Board Meeting.

Carol discussed sending letters to invite assessment professors to join SPA. Giselle noted that the list of assessment professors is outdated and incomplete. It is decided to table this discussion for another time. When we decide to discuss this topic again we should consult with Leslie and JD regarding the best way to connect with academics.

2. Free Gift Membership

Instructions for the free membership project were reviewed and discussed. Giselle explained the offer of free membership for one year for first JPA authors. Steve is concerned about how this letter is going to be interpreted by them. Virginia and Giselle reassured Steve that the letter will be in good taste and this issue was already discussed by the Board and approved during the last Fall Board Meeting.

D. Membership Task Force (V. Brabender)

Virginia gave her report regarding the ideas that the Membership Task Force has developed to increase membership:

1. Create a mechanism for adding members who are not Board members to committees that can accommodate non-members.
2. A complete revamping of Interest Groups including reporting to the President instead of the coordinator and a two year tenure for its leaders. Giselle voiced her opposition to this proposal.
3. Offer multi-year membership discounts.
4. Include a bookmark outlining benefits of membership and promo for the convention with the membership renewal.
5. Have sign-up sheets for dinning during convention listing different restaurants.
6. Create mentorship opportunities for scholarship, both for publications and presentations.
7. Bolster affiliate societies by offering competitive grants. There is one in Israel, there is a new section being organized in San Francisco just waiting for guidelines to begin.
8. Member Only areas in the website to include perks for members.

9. Post author's new books in the Facebook page and advertise more broadly. Bruce added to this item that we need to advertise books not only in Facebook both also in the website and open to the public.
10. Ask a small group of local members to act as planners and greeters for the convention, including looking after first time attendees and organize a social service project to benefit the area.
11. Conduct a survey to find out what members value from the society in order to showcase valued activities and discontinue undervalued activities.

MOTION: to enact items numbers 1 through 11, except #2 and #7. To approve the budget for item # 4 as noted in the report. Motion passed with all in favor.

ACTION ITEMS:

- Dinner sign up during convention to be done online by Monica and JD.
- Bookmarks will be included with renewal of membership letter.
- Ad hoc committee established to develop guidelines for SPA Chapters headed by Virginia and to include Sharon Jenkins and Hale Martin. These guidelines need to figure out the most appropriate relationship with the parent society.

H. Fellows Committee (D. Engelman/B. Archer)

1. Committee recommendations for fellowship were reviewed and approved. Bob will contact the new fellows to let them know and also tell them they qualify for grandfathering into the proficiency. Fellowship certificate to be given during the next Convention.
2. There were two applications pending because they have just been submitted and have not been reviewed by the committee.

E. Nominations Committee (R. Krishnamurthy)

Ballots were counted for the four candidates that ran for Rep-at-large. Bob Archer and John Porcerelli were elected. The next call for nominations for President Elect and Reps at Large will go out in January.

F. International Section Committee (B. Archer)

1. Proposal for an international travel grant.

MOTION: Establish a travel grant in the amount of \$1000 per awardee for a total of \$5000 for early career international psychologists as defined to up to 7 years post degree. The recipient cannot combine this grant with any other grant awarded by SPA. Preference will be given to first time convention attendees. Motion passed by all.

G. Awards Committee (C. Overton)

Carol announced the new members of this committee, Piero Porcerelli, Martin Seligman, and Sharon Jenkins.

1. Award Grid: Carol presented the grid of award benefits:

	Waive registration fee	One night lodging	Travel	Money	Other
Bruno Klopfer	✓	✓	✓	\$500	Engraved plaque
Beck	✓	✓	✓	\$500	Certificate
Hertz (fam members)	✓	✓	✓		Certificate
Walter Klopfer	✓	✓	✓	\$500	Certificate
Martin Mayman	✓	✓	✓	\$500	Certificate
Mary Cerney	✓	✓	✓	\$500	Certificate
Master Lecturers	✓	✓	✓		
Workshop Leaders	✓ (for up to 3 presenters)			40% of fees	CE credits

2. Mary Cerney Award: Carol Groves Overton requested a cash stipend for the Mary Cerney award. The Mary Cerney awardee will be Ryan Marek.
3. Beck award needs nominations.
MOTION: Dustin Wygant will be the recipient. Motion carried.
4. Hertz Memorial lecture will honor Theodore Millon: Steven Strack is appointed to organize this memorial and invite three people that can speak about Millon.
5. Bruno Klopfer: the list was narrow down to 4 candidates. Members rank them from 1 to 3. Carol counted the votes. Carol will contact the recipient shortly and invite him to receive the award during the next convention.

Board members asked Carol about how many family members or associates of the memorialized person receive the benefits of the Hertz award, and she said she will check with David Nichols about the precedent and report to the Board.

MOTION: a candidate for the Beck award is eligible from the year of graduation to the year the Board votes, not to exceed 7 years. Motion passes with all in favor.

ACTION ITEM: To add to the SPA Policies and Procedures Handbook that when counting the years after graduation for the Beck award the year used is the year when the Board votes using calendar years.

J. Website Committee (J.D. Smith)

JD spoke about the progress achieved in the website. He noted that the website profile graph of visits is high around convention and also about the journal. He explained the graphs regarding actual visits and numbers of accidental visits. Training is one of the areas where website visitors go more frequently and the second most frequented is publications. These are the pages we want to cultivate.

JD stated that he needs to receive information about columns from the SPA Exchange for the website. He also wants to have a list of members. Monica explained the manner in which anyone can obtain a list of members through their personal login in the SPA website.

There is a discussion about some of the problems with the website. Among the highlights was Bruce's statement that the website needs more non-member content, and the members' site needs to be refined. Radhika mentions the need for a website facelift because the stock photographs are not appealing, and it needs to be more user friendly.

ACTION ITEMS:

- JD to coordinate with Virginia regarding columns from the SPA Exchange to post in the website.
- A JPA resources page can be developed in coordination with Steve Huprich. This page will include statistical and editorial help, and other such assistance.

ACTION ITEM: Ron requested that the website committee provide an update to the Board on October 31. This update will address the adding of content.

JD mentioned that the issue of the videos never got funding and was not addressed during the last Board meeting.

MOTION: \$2500 are allocated to be used by the website editor in order to add to the website the interviews that have been collected with distinguished psychologists. JD has already researched the companies that will do this. Motion passed.

K. Proficiency Committee (V. Brabender, M. Blais, R. Krishnamurthy, and R. Ganellen).

Mark Blais reported to the Board that since his appointment in 2011, a year after the proficiency certification from APA was granted, he has developed the system and crafted the materials for application and credentialing, coordinated educational opportunities and worked with his committee to grandfather 26 people. Recently they have begun to receive applications for those who are not fellows or diplomates but have more than 5 years of post-doctoral training and 2 of these applicants have been accepted. For these applications it is required that the applicant submit a report which is reviewed by the committee. Personally, Mark has changed focus in his career and does not have time for this role anymore so he is stepping down. After his departure from the position, there is a greater need to develop documentation and procedures for the applicants from other tiers. The project is at a critical juncture because it was created as a volunteer position but it is time intensive. He requested that the Board reconsider the approach and staffing of this project in order to maximize the potential of this program.

Ron thanked Mark for all his work. He added that we are in a good position because we are one of the few proficiencies approved by APA, and this is where the field is going. Our process is going to be seen as a model for other groups trying to grant proficiency too. Because we are going for re-accreditation in 3 years we need to make significant progress in the short future.

Virginia presented her proposal regarding the proficiency project considering that the project requires a structure to serve our objectives of establishing criteria, credentialing, training and public awareness.

- Public awareness is critical both for professional and lay community, so it is used as basis for people to decide who they want to hire. This area has not been developed.
- Training opportunities for potential applicants to learn or improve their skills to qualify has not advanced sufficiently. She reminds us that is important to do the matching regarding what we say people need in terms of training and the workshops designated to fulfill those aspects of the proficiency.
- The proposal includes a credentialing coordinator that oversees all three areas and manages a committee that would include non-Board members.
- A separate appeals committee organized by the coordinator.
- The committee will include also a Public Affairs director, and Training Program Coordinator who works closely with the BEA representative, the Rep-at-large who works in CE programs, and the Education and Training coordinator.

The discussion of the Board members expressed that the details of the composition and roles of the committee are best left for the coordinator to work out.

MOTION: Create a structure in which the Proficiency Coordinator and 3 appointed associate coordinators that report to the Proficiency Coordinator will be in charge of credentialing, appeals, training, public awareness, and publicity. To be appointed by the president. Motion passed with unanimous support.

MOTION: Compensation for the proficiency coordinator was discussed and established.

L. Student Association (SPAGS) (M. Roche)

- For the diversity lunch, Steve Smith agreed to be the discussant.
- Ron noted that SPA needs to develop a better mechanism for continuity and orientation of new members, both for SPA board and student Board.
- It was discussed that an idea to accomplish this continuity is to have both old and new student appointed to the Board attend the SPAGS Board meeting, but outgoing members do not vote. It was also mentioned that students who are not members of the SPAGS Board but are SPA members can receive ex-officio appointments.

X. Assessment Advocacy and Public Affairs (B. Smith)

A. Public Affairs Report

Bruce reported that there is very little to report in terms of legislative policy. A potential problem coming up is that Anthem is trying to bypass HIPAA to get test data and audit it as part of their claims review. APA PO is recommending that people do not release the test data.

B. Marketing proposal (B. Smith and Central Office)

Bruce indicated that growing the membership is the first order of business. In order to be meaningful as an organization we need to have numbers in the 5000 range. To achieve this goal we need a variety of approaches: we need to have a presence in the mind of lay public, for this we need to get experts willing to write pieces for mainstream media, we also need SPA members to know when this happens. The issues to address are: the field, the role, and the importance of assessment.

Bruce suggestions:

- Do a lot more surveying of our members to figure out not only who is not coming to convention and why not, but also other issues important for our members.
- We need to make more use of electronic media, the call for papers should be posted in everyplace our members have access to, and also we need to publicize more the convention brochure.
- Monica can Tweet what is in Facebook, issues such as society business, assessment in general, books, anything that is part of our field.

ACTION ITEM: Establish constant contact with our members through electronic media with an unsubscribe option.

XI. New Business

A. Determine guidelines to distribute committee and other Board meetings documents in advance.

ACTION ITEM: Board members need to have the reports ready 2 weeks before the Board meeting. A mechanism, such as Dropbox, which had been used a couple of years ago, needs to be re-established for Board members to review those documents prior to the meeting.

B. Develop guidelines regarding review: guidelines are needed regarding the degree to which the Board will review the materials examined by committees in generating their recommendations, and which materials will be placed in the Board meeting binder. This issue was tabled.

C. Committees to coordinate with practice areas

ACTION ITEM: Ron asked people in committees to find ways to make visible what SPA has done.

Ron reported that he has approached a work group to make recommendations regarding assessment psychology in the VA system. This work group includes Paul Arbisi as the chair, Barton Evans, and it needs to include young psychologists. John Porcerelli will head a work group to make inroads for health and medical settings psychologists. We also need to have groups addressing school psychology, and police and other peace officers.

ACTION ITEM: Ron requested suggestions for other working groups that we need to create.

ACTION ITEM: Bob Bornstein reminded us to put tracks in the program reflecting these topics.

ACTION ITEM: Send out a notice to members in June/July to request topics and times of those presenting at the APA Convention. Send out a notice to SPA members with this information.

XII. Unfinished Business

- A. *Other items:* The following proposals tabled during the last Board meeting were not discussed:
- a) survey about workforce salaries and work conditions,
 - b) the role of assessment psychologists on Patient Centered Medical Homes,
 - c) materials for high school and college programs on topics of assessment, as suggested by Virginia in collaboration with BEA.
- B. *Diversity:* Proposal regarding a Diversity committee: This discussion has been tabled until the next Board meeting.
- C. *Proposal regarding guidelines about selling of our membership data:* When Vanderbilt University wanted our membership data we realized that we did not have any guidelines about how to respond to this request should it come up again. This issue was not discussed.
- D. *Proposal for interest groups sites as an alternative to a moderated listserv (J.D. Smith).* This issue was not addressed.

XIII. Miscellaneous

- A. Dates for the 2015 Fall Board Retreat Meeting were set at 11-12 and 13 of September, 2015.
- B. No report from SPA representatives to the Rorschach International Convention (*Diane Engelman, Barton Evans and Greg Meyer*) was received.
- C. Virginia commented that the August issue of the PPRP journal has an article regarding current practices in assessment training. There are unsettling trends depicted in this article and we need to think about this issue and whether it needs to be addressed by our association.

Adjournment

There being no further business to come before the meeting, the President thanks all attendees and adjourns the meeting. Respectfully submitted,

Giselle Hass, Recording Secretary



**SOCIETY FOR PERSONALITY ASSESSMENT
FOUNDATION MINUTES
Fall Board of Trustees Meeting
September 21, 2014
The Renaissance
Washington, D.C.**

Present: Ron Ganellen, Robert Bornstein, Radhika Krishnamurthy, John McNulty, Leslie Morey, Michael Rocha, Carol Overton, John Porcerelli, Robert Archer, Steven Huprich (JPA Editor), Bruce Smith (Public Affairs Director), Mark Blais (Proficiency Coordinator), JD (Website Editor), Virginia Brabender (Liaison to APA BEA).

Meeting Opened:

Bruce Smith opened the meeting at 10:00 am. Bruce thanked Diane Engelman for her past contributions.

MOTION: Election of new members Robert Archer and Michael Roche. MOTION carries unanimously.

A. Finances

Research and education endeavors for SPA is the goal of the foundation monies. A finance report will be reviewed during the March meeting.

B. John Exner Scholar Award

MOTION: The committee recommended Ruth Zeligman, from the University of Tel Aviv, for the John Exner Scholar Award. The Board approved it with unanimous support.

Adjournment:

There being no further business to come before the meeting, the President thanked all attendees and adjourned the meeting. Respectfully submitted,

Giselle Hass, Recording Secretary