



## SOCIETY FOR PERSONALITY ASSESSMENT

### Spring Board of Trustees Meeting

March 20-24, 2019

New Orleans Marriott

### MINUTES

**Present:** Robert Archer (SPA President), John McNulty (SPA President Elect), Robert Bornstein ( Past President), Paul Arbisi (Treasurer), Nicole Cain (Rep-at-Large), Jill Clemence (Rep-at-Large), Jan Kamphuis (Rep-at-Large), Giselle Hass (Secretary), Chris Hopwood (Rep-at-Large), Adam Natori (SPAGS President), Sharon Nelson (SPAGS President Elect), Monica Tune (Central Office).

**Partial Attendance:** Hadas Pade (Proficiency Coordinator) Bruce Smith (Advocacy), Martin Sellbom (JPA Editor), Lauren Hilger (T&F representative), Bill Hare (Convention Consultant), David Nichols (Member).

#### I. Meeting Opens

Robert Archer called the meeting to order and made opening remarks. He reminded attendees that the time for presentations will be monitored in order to keep the meeting within the allowed timeframe.

**ISSUE:** Review Minutes from 2018 Fall Board Meeting (*Hass*)

**MOTION:** Acceptance of the Minutes from 2018 Fall Board Meeting. Motion passed.

#### II. Governance (*Archer*)

##### A. Treasurer Report (*Arbisi*)

Paul Arbisi provide an overview of 2018 Year End Finances, Fall Meeting Expenses and Portfolio Performances. Among the highlights of his report is that 2018 Net Income was down \$55,700. Total revenues down 25.8% to \$551,164. Dues down \$5,857 (- 5.7%, in 2018, -2.2% in 2017, and -5.1% in 2016) to \$96.645. JPA income \$314,536 (up \$15,000 (5%) over 2017). Investment income lost \$209,993 from Jan 1 2017 (decrease of 130.5%). Annual Meeting down \$17,061 (-13.5%) to \$109,496 with Registration Fees down \$5,502 (-8.0%). Proficiency

Expenses = \$2,302 (down 53.6%). Total office expenses up 8.0% to \$23,650 and total professional fees up 71.5% to \$14,700 (accounting up 17.7%, attorney up 163%). Similarly, workshop fees down \$9,660 (-18.6%)

## B. Annual Convention

### 1. Registration Status (*Tune*)

**ISSUE:** Numbers of attendees are holding (469) but workshops had 220, which is half of numbers from last years. Thirteen workshops were canceled. Observation is that half- day workshops do not seem to be very popular.

**ACTION ITEM:** Advertise to a local audience.

**ISSUE:** Monica proposes that the incoming President Elect work at revamping the conference with her and John's input. The idea is to integrate workshops with conference's master lecture by having one or more workshops on the same theme. Implementing this idea will require conferences to be mapped well in advanced.

**ACTION ITEM:** Jill suggested that we offer the master lecture with remote viewing or record it as webinar. Monica said we could easily do it and the audience could complete the evaluation online for the CEs.

**MOTION:** CE committee to submit a report to the executive council by April 7 with suggestions to adjust the workshop issue. All in favor.<sup>1</sup>

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<sup>1</sup> CE Committee Recommendations to the Executive Committee,

1. Accept fewer workshops: Dramatically reducing workshop offerings to seven or eight, including three full day workshops on Wednesday, three on Sunday, and one (or two half-day workshops) on Thursday morning. This modification requires that we make it very clear to potential workshop submitters that we have dramatically reduced the number of workshops we will accept (probably 5 or 6), or we go entirely with workshops by invitations only (which the CE Committee advises against).
2. Thematically connect workshops to meeting: The CE committee noted this is a complicated task, with a lot of moving parts. I would suggest we postpone trying to implement this until the September board meeting. Maybe eventually moving to a system of selecting a single workshop or two workshops to reflect the theme would be more practical, letting the other be "free range" workshops. For the upcoming year, I think we should simply concentrate on selecting/inviting seven great workshops that will be well attended.
3. Move back the call for workshops and submission date: The CE committee recommends moving the call for workshops to May 1 and the deadline to September 1 in order to give them time to develop a new strategy.
4. Focus on more invited workshops: The CE Committee recommends inviting one or two workshops and selecting the remaining five by the applications submitted. This would require us to make very clear to potential workshop submitters that we will be using a new system and will be much more selective about which submissions are accepted from the open call. The public statement concerning this change is critical.
5. Collaborate with test publishers: Test publishers may be willing to put up expenses for speaker invited in order to promote exposure to the test. In actual practice, I suspect that we would invite Dr. X to present on his test, and make a low-key inquiry concerning whether the test publisher would support part of the presentation. Primary companies to approach would be Pearson, PAR, and MHS. The other way to do this is to approach the test publishers and asked them for recommendations concerning speakers.
6. More online workshops: This seems to me to be the future of workshops for clinicians. We ought to be getting approval from APA to provide CE credits for workshops and master lectures and charging a fee for

**ACTION ITEM:** Because workshop call is in April, we need to move this deadline to the end of April in order to make the changes needed to the workshop call description.

2. Program Chair Report (*McNulty*)

**ISSUE:** There are people who submit a presentation for the SPA Convention, are accepted and then they cancel at the last minute.

**ACTION ITEM:** We need to make changes in the contract with presenters to alert them that dropping out of their commitment may have consequences. This action item does not have to take place immediately.

3. Planning for 2020 Convention

1. Selection of Convention Theme

**MOTION:** That the theme be: “*Advancing standards in personality assessment.*” Motion passed.

2. Master Lecture Nominations

- David Funder. Chris will contact him.
- Other candidates: Claude Steele, Steve Hart, Radhika Krishnamurthy and Sonia Lyubomirsky.

3. Awards Committee (*Clemence*)

**ACTION ITEM:** Mike Roche will get the 2020 Beck award

**ACTION ITEM:** Jill will coordinate with John regarding the Hertz memorial. It will be restructured as to include a panel discussion, which will be embedded in the conference. Also, we should not give this award every year.

**ACTION ITEM:** Invite someone to write a piece in JPA as memorial to the person being honored about why their work is important.

**ACTION ITEM:** Give more time to the Distinguished Award presentation in order to highlight this awardee.

C. Nominations Committee (*Bornstein*)

1. Election Candidates

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using this Training. Webinars are the future of personality assessment training, and we need to develop a robust webinar program.

**ACTION ITEM:** The Slate of candidates for 4 open officers are:

- President: Jill Clemence-Joni Mihura
- Secretary: Jaime Anderson and Dustin Wygant
- Treasurer: Paul Arbisi and John Kurtz
- Two representatives: Jan Khampuis, Mike Roche, Lindsey Ingram, and Ksera Dyad.

### **III. Advancing Personality Assessment**

#### **A. Advocacy and Public Affairs (*Smith*)**

Bruce reported that new CPT codes are fully in effect and on balance we get a 6% increase in fees, although neuropsychological evaluations went down 3%. Major issues to consider now are that coding needs to be noted by half hour segments, and that insurance companies will be slow to change their computer programming. Radhika completed a tutorial and has connected with the APA Testing Advisory group so we can get their products into our website.

The second point is that Matt Baity, Program Director of Alliant University, Sacramento, is working with a group of clinical directors to develop programs to emphasize assessment in clinical doctoral programs. This program will include connect clinical directors with internship directors on the topic. Bruce proposes that SPA sponsor this effort.

**ISSUE:** Martin asked about the statement in Minutes of Fall 2018, stating “Bruce informed the board that he received complains that Rorschach articles had been rejected in favor of the R-PAS, and this was not addressed by the publication committee.” Bruce said the issue was raised to him, but he personally knows that this is false because he reviewed two Rorschach papers and one was accepted. He just wanted the Board to know that there was a rumor out there. Martin wants to open the minutes and put on the record that the Board has not seen any problem with the complaint noted by Bruce that JPA editors have rejected Rorschach’s articles in favor of R-PAS articles. And he added that if this happened it occurred during Steve Huprich’s tenure. He wants to put this on the record.

**MOTION:** “SPA Board asked Bruce to clarify the minutes and he did, and the Board concluded that the original minutes needed to be changed. Minutes were revised after clarification and were re-approved.”

**ACTION ITEM:** Strike from the minutes the terms: “Gross ethical violation.” Leave the sentence that reads “this needs to be brought up to Martin’s attention.”

**ACTION ITEM:** Martin requests to eliminate the sentence: “he plans to focus on forensic and health psychology,” and its place write: “increase coverage on forensic and health psychology.”

**MOTION:** To approve revised minutes. Motion carries.

## B. Publications Report (Sellbom)

Regarding 2018 submissions, 428 were received between new papers and re-submissions, this is a slight decrease from the 478 in 2016. Acceptance rate is 29%, Martin does a lot of desk rejections. The journal has a backlog of 8 issues, which is the result of a large number of special sections and issues that have been published in 2017 and 2018.

There were comments about international submissions, Martin stated that he recommends strategies to improve and ask them to resubmit when necessary. Further, he is trying to increase international submissions by inviting people from not well represented countries.

Martin stated that the current Associate Editors have done an outstanding job thus far. However, we have also had some turnover for various JPA sections. The rebranded Clinical Applications and Case Studies section has three new Section Editors: Chris Hopwood, Katie Lewis, and Hadas Pade. In addition, the Books, Software, and Tests section has a new Section Editor: Ron Ganellen. Martin thank Sharon Nelson who has done an outstanding job as Editorial Assistant but will soon graduate and move onto other things. The University of Otago will start supporting the administrative assistance for JPA starting mid-year.

Regarding new initiatives, Martin is looking at:

1. Forensic Assessment: Martin recruited two new Associate Editors, Tess Neal and Corine de Ruiter half -load. They will be in charge of handling such manuscripts, plan special series, and generally promote the journal to forensic psychology scholars.
2. Health Psychology: Martin will dedicate a Special Issue, and if successful, he will consider adding an Associate Editor in this area.
3. Clinical Applications and Case Studies. Martin will like to make it broader and allow for coverage beyond case studies. The clinical applications aspect of this section will involve recruiting authors to summarize in an upcoming issue that do not have obvious clinical implications and discuss how these are relevant to such work. A higher threshold will also be set of accepting cases studies in that they need to either have an empirical component or have a potential substantial theoretical impact.

Open Science Initiative will continue.

**ISSUE:** Martin requested that SPA covers bank transfer fees for Editor and Associate Editors outside the US.

**ACTION ITEM:** The Publications committee will review the request to pay transfer fees  
Monica will provide exact fees to publication committee.

Martin has planned a Special Issue on Personality Assessment in Healthcare Settings, co-edited by Ryan Marek, John Porcerelli, and Charlotte Markey. He is also planning a special section consisting of reviews/ empirical analysis of personality assessment instruments meeting

admissibility standards (e.g., *Daubert v Merrill Dow Pharmaceuticals* [1993]). Tess Neal will be the lead editor for this special issue.

**ACTION ITEM:** to bring to Martin ideas of conferences where T&F presence will be beneficial to SPA and Martin will contact and funnel this request with T&F.

David Nichols attended the Board meeting in order to address the letter he sent to the Board regarding his concern that Martin Sellbom had a conflict of interest, which was incongruent with his role as SPA Journal Editor. Bob Archer indicated that David was welcome but not allowed to talk and Board member's comments could not be directed to him.

Board members discussed whether they believed that there was a conflict of interest and the majority of members stated that the committee who elected Martin followed the bylaws. Giselle talked about the optics, the perception of impropriety regardless of whether or not the conflict of interest is legitimate. Giselle said they needed to go beyond the duty of call in the process. Jill said we need to hear the perspective of members on this issue and that concerns of the members are important to the Board. Chris stated that in decision, the Board needed to be mindful of the perception to the members. Bob closed the discussion and a motion was proposed.

**MOTION:** "The Board express our support of, and confidence in, Dr. Sellbom's performance as the Editor of JPA." Motion passes.

#### **IV. Member Engagement** (*Clemence*)

##### A. Early Career Advanced Training Program (*Pade*)

Hadas spoke about the workshops that she has organized in APA and SPA conventions, and a desire to present as well at the MMPI symposium. She reported that feedback has been positive. Training directors have reported that ethics is an area where new clinicians need training, other areas are also important. The idea is to create a training program geared towards early career clinicians including a number of units-hours, add a consultation /support group. Participants will submit a report and if they don't meet level there will be additional training. Those who pass will get the certificate of advanced training in psychological assessment. The survey will now be taken out of SPA to obtain feedback from others. Once we get feedback from internship directors Hadas will put a plan and share with board in September meeting with a budget.

##### 1. Survey Results

**ISSUE:** Survey to internship directors regarding the popularity of the advanced training program.

**ACTION ITEM:** Once we get feedback from internship directors, Hadas will develop a plan and share with the board during the September Board meeting. Board will then work on a budget.

#### B. SPAGS Committee (*Natoli*)

Adam reported that the new President is Sharon Nelson. He said that the finances of 2018 came under budget. He stated that intern applicants are looking for more guidance from SPA, so the idea is to have an Internship Fair to guide students towards internships that are friendly towards assessment.

**ISSUE:** Have more international representation in SPAGS. Jan asked if we have a branch with international students- something to explore-

**ACTION ITEM:** Jan will connect Adam with the student board from the European Federation of Psychological Associations.

#### C. Fellow Committee (*Kamphuis*)

**ISSUE:** No applications are forthcoming. Given the little popularity of Fellowship status, we need to rethink this program.

**ACTION ITEM:** Jan to present a plan during the Fall Board meeting to revamp this program.

#### D. Membership (*Hass*)

Compared with last year at this time, we have lowered numbers on Members, Student Affiliates, and Fellows. We have more Life Members, Life Fellows, and 2nd and 3rd year Early Career Members. On February 1, 2019, 275 members were deactivated for not renewing their annual registration. As of 2/13/19, the number is 255 (EC = 16; Fellows = 7; Members = 152; Students = 80) and is decreasing daily as more and more people pay their dues. Monica reported to me that since the decision that they could not register for convention as a member if they had not paid their 2019 dues, a lot of them have paid.

#### E. Student Matters (*Cain*)

**ISSUE:** Only 3 applications for the Research awards and 5 applications for the Dissertation awards. Students are not taking advantage of this option.

**ACTION ITEM:** Nicole to coordinate with Adam to come up with some ideas to advertise better.

**ISSUE:** The Diversity grant received several international applicants which should have applied to the international travel award. We need to add language to make it clear that the diversity award is to support ethnically diverse members.

**ACTION ITEM:** Nicole will develop the language for this award and check with Giselle before sending to the Board for approval.

**ISSUE:** Early career travel and international travel awards do not require membership.

**ACTION ITEM:** this situation needs to be amended next time the awards are advertised.

#### F. Interest Groups (*Clemence*)

There has been some leadership changes and Jill is looking to assign a co-leader to the Education group. She is also looking to do something interesting and aligned with people's own interests instead of the formal meeting for the International Interest Group. The Forensic group needs to shift roles of leaders.

**ACTION ITEM:** Monica suggested that interest groups become more engaged in the restructuring of the convention. John indicated that this needs to be discussed further.

G. Discussion regarding the creation of Personality Assessment Practice Guidelines  
(*Archer*)

**ACTION ITEM:** The Committee will be formed by the following:

Giselle Hass, Paul Arbisi, Adam Natori, Bruce Smith, Radhika Krishnamurthy.

**ACTION ITEM:** The committee will develop a plan for the Board to review in the September Board meeting.

V. **New/Unfinished Business** (*Archer*)

A. Request for sponsorship of ISSPD Congress

B. Request for support of the Collaboration Assessment Association of the Bay Area

**ACTION ITEM:** Bob Archer stated that he will make the decision on his own regarding these two items.

VI. **Fall Board Meeting Date**

**ACTION ITEM:** September 27-29, 2019

There no being any other business to attend, President Robert Archer adjourned the meeting and thank the participants for their role.

Respectfully submitted,

Giselle A. Hass, Psy.D., ABAP  
Secretary





## SOCIETY FOR PERSONALITY ASSESSMENT

**Fall Board of Trustees Meeting  
September 27-29, 2019**

**Hyatt Regency, Tysons Corner, VA**

### MINUTES

***Present:*** John McNulty (SPA President), Joni Mihura (SPA President Elect), Robert Archer (Past President), Paul Arbisi (Treasurer), Jaime Anderson (Secretary), Nicole Cain (Representative-at-Large), Jill Clemence (Representative-at-Large), Jan Kamphuis (Representative-at-Large), Lindsay Ingram (Representative-at-Large), Sharon Nelson (SPAGS President), Monica Tune (Central Office), Martin Sellbom (JPA Editor)

***Partial Attendance:*** Bill Haire (Travellink), Hadas Pade (via Zoom; Proficiency Coordinator), Lauren Hilger (via Zoom; Taylor & Francis representative), and Blake Plimpton (via Zoom; Taylor & Francis representative)

#### **I. Meeting Opens**

Bob Archer called the meeting to order and made opening remarks, thanking outgoing board members for their service. Outgoing board members include Robert Bornstein (Past-President), Adam Natoli (SPAGS President), Giselle Hass (Secretary), and Chris Hopwood (Representative-at-Large). He officially welcomed John McNulty as president of the organization.

John introduced and welcomed new board members, Joni Mihura (President-Elect) Lindsay Ingram (Representative-at-Large), Sharon Nelson (SPAGS President), and Jaime Anderson (Secretary).

**ISSUE:** Review Minutes from 2019 Spring Board Meeting (*Anderson*)

**MOTION:** Acceptance of the Minutes from the 2019 Spring Board Meeting. Motion passed.

## II. APA

No visit with the Education Directorate of APA was completed this year due to conducting interviews for the Executive Director position.

## III. Publications

### *A. Journal of Personality Assessment Report (Sellbom)*

As of August 26, 2019, 218 submissions (new papers and reject/revise and resubmit) had been received by JPA. This is an increase from the same time period in 2018, at which point 184 submissions had been received. The acceptance rate for 2019 is 16%, which is a decrease from the 29% acceptance rate in 2018. Martin continues to desk reject a large proportion (approximately 1/3) of papers that are inappropriate for the journal. In addition, Martin has asked Associate Editors to be more stringent, given the lengthy backlog for publication. Taylor & Francis (T&F) has agreed to increase the page limit for each issue by 30%, which will assist in reducing the current 7-8 issue backlog.

Submissions come predominantly from European countries (42%), though the U.S. is the single country from which most submissions originate (33%). Martin commented that there is a need for a more representative editorial board. Although three of the associate editors are from European countries, there is a smaller proportion of consulting editors from Europe. Martin reported, anecdotally, that non-U.S. papers seem to be rejected at a higher rate. There seem to be more personality process (rather than assessment) papers from Europe, which do not fit the scope of the journal. However, Martin and Nicole confirmed that the same standards are used regardless of submission origin. Joni suggested revisiting the language on the website to ensure the scope of the journal is clear.

**ACTION ITEM (Martin):** Martin will revisit the language on the JPA website to ensure the focus of the journal is clear.

Martin reported that the Associate Editors of the journal continue to do a great job. Ron Ganellen is now the book review editor. Sharon Nelson stepped down as the editorial assistant, and Colette Rivera (an administrative staff member at the University of Otago) took over her position starting July 1, 2019. Martin reported this transition has been incredibly smooth.

Two special sections are planned for JPA, including *Personality Assessment in Healthcare Settings* (editors: Drs. Ryan Marek, John Porcerelli, and Charlotte Markey) and an additional special section related personality assessment and admissibility standards in forensic settings (editors: Dr. Tess Neal and TBD). The healthcare settings special section review process is in progress, but the admissibility special section has not yet begun due to the current backlog. No additional special sections are planned at this time due to the backlog.

Jan questioned whether individuals know about the revamping of the special Clinical Applications and Case Studies section. Martin stated he wrote about this in his editorial and that the restructuring of this section is included on the website; however, Martin reported he would make sure that the standards for submission are clear online.

**ISSUE:** It has been difficult to determine the salary and taxes for JPA's new editorial assistant at the University of Otago. The university recently determined the editorial assistant would need to be paid 13,000-14,000 USD, but it is unclear if goods and service taxes need to be collected as well.

**ACTION ITEM (Martin):** Martin will determine whether taxes need to be paid to the university for using administrative assistant as the editorial assistant. He will communicate with Monica as soon as possible.

John encouraged Martin to continue to assess the adequacy of JPA's budget. Martin reported he believed his current budget was adequate, accounting for the editorial assistant. He stated he plans to pay Chris Hopwood \$1,250 for his assistance in the clinical applications section of the journal. He plans to split remaining funds amongst the journal's associate editors.

#### B. Taylor & Francis- JPA Publisher's Report (*Hilger & Plimpton*)

Lauren Hilger and Blake Plimpton from T&F joined the meeting via Zoom. Lauren reported that the 2018 Impact Factors (IFs) were released, showing JPA had increased to 2.829, putting JPA at 33/130 journals in clinical psychology. Lauren reported they are happy with this IF and believe this suggests the journal is in good standing and ahead of other competing journals. A total of 152, 209 JPA articles were downloaded in 2018, which is a 19% increase from 2017.

Lauren and Blake discussed the Altmetric Report, which shows JPA articles getting attention in the media (e.g., Twitter, news outlets, etc.). Importantly, the attention does not necessarily have to be positive. These reports may be helpful as another identifier of which JPA articles are making the largest impact.

Blake discussed a newer marketing program, Reaching Readers, which JPA started using in January, 2018. This program allows readers to identify particular content they are interested in receiving. Eleven articles have been shared from JPA in this program. In addition, JPA readers can sign up for eTOC, which includes new content alerts from the journal. JPA currently has 218 subscribers (which is a healthy number).

Jill suggested that SPA do a better job marketing JPA papers throughout social media platforms, including posting on social media each time a new issue of JPA is released. Blake and Lauren indicated there may be a way to better integrate T&F content with SPA social media.

**ACTION ITEM (Monica):** Monica will talk with Blake and Lauren at T&F to try to integrate social media avenues.

T&F representatives discussed other efforts for submission marketing, including sending out anniversary emails 6- and 12-months after an author's article has been published. Now that the backlog is decreasing, we will be able to target submissions moving forward. However, we are trending to have more submissions this year than last year, so there is no cause for concern over submissions.

Joni discussed the misnomer of "personality" in "personality assessment" and asked for an update on previous discussions related to changing JPA/SPA's name to reflect broader psychopathology. There was a push back from senior members when a name change was discussed a few years ago. Martin stated that he and the AEs at JPA have a fairly open-minded approach to what fits in personality assessment. John suggested that we discuss this later in the board meeting in New Business.

#### **IV. Board Committee Reports**

##### **A. Continuing Education Committee (*L.Ingram*)**

Chris Hopwood completed the APA accreditation for CE credits prior to stepping down from the board. We were approved for home study and approved for granting credits by APA. There have been previous questions about what credentials are necessary for getting CE credits; previously, a doctoral degree was necessary, but it is unclear whether we were able to loosen this requirement.

**ACTION ITEM (Lindsay):** Lindsay will find out whether our most recent approval requires that presenters have a doctoral degree in order to grant CE credit.

**ISSUE:** J.D. Smith requested to step down from the CE committee after several years of service.

**ACTION ITEM (Martin & Lindsay):** Martin volunteered to join the committee as his replacement and Lindsay approved.

B. Membership Committee (*J. Anderson*)

Membership has continued to decrease over the last few years. As of January 1, 2019 we had 1,141 members, which is a decrease from 1,263 in 2018 and 1,365 in 2017. We had 996 members as of September 12, 2019, but we expect that number to increase as the conference approaches and people pay membership dues.

It seems there has been a large early-career drop-off in membership. We had 47 early-career members as of January 2019, which is a decrease from 57 in 2018, 71 in 2017, and 93 in 2016. As of the board meeting, we had only 34 early career members. The board discussed that the primary reasons for this may be financial, and Bob suggested that we increase the early career time period to five years instead of three.

The board also discussed the increasing number of members who no longer pay dues. This number has been increasing, while overall membership has been declining. This led to a discussion of increasing the age for life membership. Several options were discussed, including a gradual decreasing of dues starting at age 65, removing the option for life membership, moving the age to 70 years old, and increasing the number of membership years necessary to qualify. Monica commented that a gradual decreasing of dues would be difficult in our current computer system, whereas moving the age would be simpler. It was also discussed that we should be seeking more foundation donations from those who have life membership.

**MOTION:** We erect a committee to come up with a specific proposal to include rethinking how many years the early career lasts, and when lifetime membership is applicable and under what circumstances.

Several board members believed we should vote on a change without forming a committee. Motion withdrawn.

**MOTION:** Extension of early career psychologists to those within 5 years of completing degree. Waive dues for those individuals who are 70 or above and have been members for 25 years after application for life membership. Motion passed.

C. Fellows Committee (*J. Kamphuis*)

No applications for fellowship status were submitted. There does not seem to be real status along with being a fellow. The board discussed using the fellows more frequently (e.g., task forces, etc.) as well as including recognition of the fellows in the program each year. The board discussed having a fellows lunch or mentorship program with fellows and early career members.

**ACTION ITEM (Jan, Bob, Paul, & Jill):** Jan will return with motions in March related to the fellowship program and setting up a mentoring program. Bob, Paul, and Jill volunteered to assist.

#### D. International Section Committee (*Kamphuis*)

This year, there was an international member cocktail hour in addition to the interest group for international members. The cocktail hour was a great success; many members were in attendance.

It was decided after the last meeting that the International special interest group would be disbanded. During discussion with this group, it was clear that the group was not built on content interest. There seemed to be one overarching concern from international members, which was the availability of more funds to attend the conference. In addition, international members discussed wanting a list of training resources in personality assessment.

The board discussed efforts to better include international members. Martin noted it seems SPA is viewed as a North American-centric society, and that international psychologists may be more hesitant to become involved. He suggested that if we want to better involved international members, we should actively present this goal and improve our image as an international society. The board discussed the feasibility of holding an annual meeting outside of the U.S.

#### E. Advanced Training Coordinator (*H. Pade*)

APA assessment proficiency was not renewed; however, the committee in charge of this endeavor did not want to lose the idea behind connecting proficiency with psychological assessment. Therefore, they have been working to develop a training program focused on advanced training in psychological assessment for early career psychologists.

The committee surveyed clinicians (241 participants), who overall thought it would be beneficial to have an advanced training opportunity. Those surveyed believed it would be most beneficial to have 1-2 in person

days along with supplemented online training. The biggest priorities would be in multi-method assessment and integrative report writing. Individuals surveyed said the biggest priority in deciding to attend a training program like this would be 1) cost, and 2) location.

The committee also surveyed internship/post-doc fellowship directors (122 participants from internship programs, 22 from fellowship programs). They received very similar input; participants believed additional training in assessment would be beneficial, and felt a large portion of interns were below expectations in their assessment training when beginning internship. They identified integration and report writing as the largest areas of weakness.

The committee feels this would be a well-received program. However, they are unsure about whether it is beneficial to include some sort of certificate of completion for completing the program. The initial plan would be to complete a total of 30 hours of training, followed by the opportunity to submit an assessment report for review by the trainers.

Several ideas were discussed related to this program, including incorporating training into internship programs, mapping the goals of this program onto the APA practice guidelines, offering free introductory webinars and discounted advanced webinars to individuals who become members of SPA, and targeting graduate school assessment instructors. Furthermore, Martin and Jan suggested that we ensure that there is outreach to clinicians internationally as well.

Hadas suggested that the board should consider what the goal of the program would be. One goal would be to promote assessment and take lead in the field, which would come with a cost and would involve providing free resources, but would hopefully increase our membership. A potentially competing goal is to start the program for producing revenue. John suggested that the board continue to discuss the merits and goals of this program in New Business.

**ACTION ITEM (Hadas):** Hadas will follow-up after the board meeting to re-evaluate the plan and move forward with board recommendations.

F. Awards Committee (*J. Clemence*)

1. Mary Cerney Award

The awards committee rated Benjamin Johnson's paper as the best among the five submissions.

**MOTION:** I move to accept the decision of the committee to give the award to Benjamin Johnson.  
Motion passed.

Jill discussed a desire to better highlight the submissions for Mary Cerney. She stated that all of the submissions this year were high quality, and that it would be nice for SPA to better acknowledge the students' work who did not win. John suggested we discuss this further in New Business.

2. Bruno Klopfer Award

The board unanimously voted to give the award to Mike Bagby this year. Martin will introduce him.

3. Beck Award – *Michael Roche*

Mike Roche has already accepted the award. This was decided last year after Mike deferred his award for 2019 when he was unable to attend the conference.

4. Hertz Memorial

There will be no Hertz Memorial lecture this year. The board discussed that we do not need to have this session each year. Nicole suggested it was more meaningful this year to have a panel, rather than a lecture. Several members agreed and it was decided that future Hertz Memorials will also be a panel.

5. Exner Scholar – *Ryan Marek was selected*

6. Distinguished Service Award

There were four nominations for Bruce Smith. The committee agreed and voted to give this award to Bruce Smith.

**MOTION:** Move to accept the decision of the committee to give the distinguished service and contribution to personality assessment award to Bruce Smith. Motion passed.

**ACTION ITEM (Jill):** Jill will reach out to Radhika Krishnamurthy and Ron Ganellen about presenting the award.



G. Student Matters Committee (*N Cain*)

It is now a requirement for all grants that applicants must be members in order to apply. Consistent with our plan to change early career status to 5 years post-graduation, we will update the early career grant to 5 years as well.

**ISSUE:** Diversity grant language previously been somewhat vague and has only included ethnic diversity. Nicole was tasked to think about how to improve the diversity grant to make it clearer and more inclusive. She looked at APAGS, APA, and SPSP definitions and drafted a new definition with the help of the diversity committee on SPAGS.

The proposed definition is:

*Applicants must be a member of an underrepresented group in psychology (these groups include, but are not necessarily limited to, ethnic and racial minorities; first-generation professionals or students; members of the LGBTQ+ community; religious minorities; and people with disabilities).*

The board discussed aspects of this definition, including to change “first-generation professional” to “students who had been a first generation college student.” The board also discussed whether it was necessary to include religion in the definition of diversity. In addition, there was discussion about what qualified as an under-represented group, particularly as it relates to international applicants. Nicole stated that this will be somewhat flexible, as applicants have to write how they meet the criteria for diversity. The definition is intended to assist applicants and assist those making decisions by having more clear guidance.

**MOTION:** To accept the definition as proposed.

Paul proposed an amendment: to change “first-generation professional” to “individuals who had been a first generation college student” and to remove religion from the definition.

The amended definition is:

*Applicants must be a member of an underrepresented group in psychology (these groups include, but are not necessarily limited to, ethnic and racial minorities; individuals who had been a first generation college student; members of the LGBTQ+ community; and people with disabilities).*

**MOTION:** To move forward with the amendment. Motion passed.

H. Student Association (SPAGS) (*Sharon Nelson*)

SPAGS had a couple of activities at the last meeting, including multiple panels, a recruitment table, and the student social. The social went really well. They invited past SPAGS presidents to attend and students seemed to like having multiple guests. There were a few complaints about the size of the location, so they are looking for a bigger place to hold the social in San Diego. SPAGS had a recruitment table and it seemed a number of students stopped by. However, they are going to rethink how they use that space since most students already know about SPAGS. One idea is to advertise talks where students are talking.

SPAGS also plans to try to highlight more student papers on the SPAGS Facebook group and SPA twitter. For instance, they plan to start doing a Student of the Month highlight. Sharon suggested we encourage mentors to send news to SPAGS, since students aren't selecting to send in news about their own accomplishments.

The diversity committee plans to continue giving out the diversity poster award. However, SPAGS decided they would blind the posters this year before review.

SPAGS has two panels planned. In the first, Adam Natoli will receive live supervision. In the second, early career members will be invited to speak on a panel about getting through graduate school.

Students were interested in a way to share internship information, so SPAGS created a survey for sites where students can get good assessment experience. There have been eleven responses, but they will probably send it out to other SPA members who may not have seen the posting through SPAGS. They envision this will grow and be updated periodically. It was suggested that this list be posted either on the Facebook page or the SPAGS website. There has also been ongoing discussion about having an internship fair at SPA, but it is unclear how likely people will be to advertise their sites at the conference, beyond those who are already members. Nonetheless, it would be good for students to have better connections to members who work at internship sites. Paul suggested that we create a list of SPA members who are affiliated with internship sites, so that students can identify these individuals at the conference.

SPAGS targeted local student groups in the conference area last year to try to increase the amount of student attendance; however, they did not notice any gains from this effort. Future ideas for student recruitment

include advertising with undergraduates through Psi Chi and having SPAGS members engage in more personal recruitment at their universities.

SPAGS unanimously approved including an International Member-at-Large position on their board. The SPAGS board is hoping the international board member can help bridge the gap with international student members (about 8% of students). It was discussed that SPAGS members should designate who is on the board or is a long time member of SPAGS (e.g., with a name tag at the social).

SPAGS has discussed how to retain student members after they graduate. One suggestion was to contact people who were SPAGS members but are no longer part of SPA.

**ACTION ITEM (Monica):** Monica will send Sharon a list of individuals who were previous SPAGS members but are no longer members of SPA.

Paul suggested that we should also seek out students who have come to the conference without their mentor and figure out what drove them to attend.

#### I. Public Relations Report (*B. Smith*)

No progress to report at this time.

#### J. Foundation Board Report (*Arbisi*)

The foundation board met via Zoom on September 17, 2019. They decided to elect a board of directors for the board and discussed term limits, which will run from September to September. Bruce Smith was elected as president and will serve for one year. Paul will serve as treasurer and Ron Ganellen will serve as secretary for three years. Radhika Krishnamurthy and Virginia Brabender will be directors for two years.

The foundation board decided they would have an in-person meeting at the convention in March.

Much of their recent meeting was focused on how to increase fundraising. They brainstormed how to target people who are most likely to support the foundation. They discussed having a tangible goal, so people know what the foundation is raising money for (e.g., lectures, travel funds, lower rates for students, etc.). One

suggestion was to ask non-dues-paying members to donate their would-be dues to the foundation. They also discussed the tax deduction process for donations at different ages, suggesting members over 70 may be good targets for fundraising. Finally, Paul suggested SPA needs a change of its culture related to the foundation; he suggested we need to get members more invested in the foundation, with all members (even early career) being encouraged to give small amounts back to the organization.

#### K. Future Convention Review (*Bill Haire, Travelink*)

Bill Haire attended to discuss future conventions. He stated that we work 3-5 years in advance finding locations for the meeting, and we are currently in the beginning years of the cycle. He noted that a challenge is finding places where SPA fits (i.e., how many rooms taken vs. how much space given at a certain rate). Much of this will depend on what the organization looks like (e.g., number of conference attendees, etc.), because we have to have enough people in attendance to accommodate the best spaces in many cases. This is one reason why the hotel is now part of travel awards (so we fill our space in the hotel). The board asked about potential international options, and Bill suggested Toronto, Montreal, Mexico City, or Vancouver may all be feasible international options. The board will continue to discuss in the future.

### V. Annual Convention Reports

#### A. 2019 Annual Meeting (*J.McNulty/M. Tume*)

##### 1. Registration Comparisons

Overall, the 2019 meeting lost money (a loss of \$41,424). Although it is typical to run the conference at a loss, several factors contributed to an additional financial loss this year. First, the number of workshops canceled meant a loss in revenue (both from the refunded workshop registration and from free registration for workshop presenters). In part due to this, almost 200 fewer people attended workshops this year than usual. Furthermore, the addition of the international reception, the service award, and the JPA editorial breakfast were additional costs that we did not have in previous years. Conference registration increased this year, which helped in accounting for the additional events/award. We continue to expect to operate at a loss for the conference, but estimate that future conferences should lose around \$20,000.

Monica discussed an issue with volunteers not showing up. The board suggested that rather than waiving registration, we give volunteers a gift card when they show up for their shift.

##### 2. Workshop and Symposia Summaries

As discussed in previous board meetings, there have been too many workshops offered each year, which the board believes may have contributed to low registration and too many cancelations. This occurred last year, with 13 cancelations.

The committee received 23 workshop submissions this year, most of which were well-received. It was decided that workshops scoring 3/5 or above would be scheduled (17 total workshops). This included one workshop submission that was solicited from Joye and Mike Anestis. California has a CE requirement related to suicide assessment/intervention, so they were asked to submit a workshop. They agreed and it was rated highly by the committee.

### 3. 2019 Annual Meeting Evaluation Summary

Ninety-nine conference participants filled out the survey. Although several noted difficulties with the hotel, cancelation of workshops, and room confusion, there was positive feedback about the conference and the scientific sessions that were offered. Of note, it seemed that many people filled out the survey about special interest groups who did not attend (e.g., 17 people rated the health interest group, but only 4-5 people were in attendance).

### 4. 2019 Interest Group Reports (*J. Clemence*)

There were frustrations this year in the Special Interest Group (SIG) meetings due to finding the space. Participants reported the hotel was confusing and that it was unclear where several SIGs were meeting. Monica stated this was a problem with the app (the rooms were not listed on the app). This should not be an issue at future conventions.

The SIGs have a lot of new leadership. All groups were tasked to identify an early career member to co-run the interest groups, so all SIGs now have an early career co-chair. In addition, there has been some discussion about starting an I/O interest group. This is something we should think about in the future, given that starting this group would include a bit of cost.

#### a. Psychoanalytic Assessment (*Anthony Bram, Jeremy Ridenour*)

The Psychoanalytic Assessment SIG is one of the most well-formed. They actively use this group for many things (e.g., mentorship program, resource lists, communication about research projects, etc.). It is a good

model for the other SIGs. This group completed a survey after the recent meeting, which included a call for an online discussion board.

b. Collaborative Therapeutic Assessment (*Hale Martin, Raja David*)

Leaders of this group stated that the room change led to smaller attendance this year; however, 30 members attended. The group discussed training events and general discussion of TA.

c. Forensic (*Nancy Kaser-Boyd*)

The Forensic SIG discussed the goals of the group, including having an early career member co-lead the SIG. They ran an election for their co-leader, and Elizabeth Wheeler was selected.

d. Teaching and Training in Personality Assessment (*Ned Jenny, Shane Costello, Sarah Hedlund*)

The meeting was well-attended with 22 members present. All of the previous leaders of this SIG stepped down, so this group included new leadership. Jill has been working on getting them into the positions. She may ask Adam Natoli to get involved in this group as well. The content of this group is always good, but since Jordan and Hadas stepped down, it has been more difficult to hold the group together.

e. Health Psychology (*John Porcerelli, Ryan Marek*)

This group had the smallest participation, likely due to room difficulties (the room was not on the map in the program because it was on a different floor). However, the co-leaders, along with Charlotte Markey, are guest-editing the healthcare special issue of JPA.

f. International Members Meeting (*Alessandro Crisi, Corine de Ruiter, Jan Kamphuis*)

As noted previously, this group has been disbanded in favor of an international social.

B. Annual Convention Program (2020)

1. 2020 Tentative New Schedule (*J. McNulty*)

a. Restructuring the 2020 Convention Program (*J. McNulty*)

**ISSUE:** Review the revised convention schedule.

The new convention schedule will include blocks of 1.5 hours instead of 2 hours for scientific sessions. Two hour blocks are very rare and most conferences have only 15 minute presentations. We will not accept fewer presentations, but instead will make presentations shorter. The details for this new format were sent out to members. In addition, based on member feedback, interest groups were moved to a morning coffee/donut hour instead of during the lunch hour.

Martin suggested that the JPA editorial breakfast be moved to 8am instead of 7am. He said that the editorial board was happy to have the breakfast back at the conference, but were unhappy to have the event at 7am. Although this would overlap with special interest group meetings, Martin believes it would be a better if the breakfast was held at 8am.

**ACTION ITEM (Monica):** Monica will check to make sure that there is room space to hold the JPA breakfast at 8am instead of 7am.

b. Workshops/Sessions -Review the list of submitted workshop abstracts

As noted above, there are 17 workshops that met the 3/5 threshold for acceptance. It was suggested that we should consider offering some regularly offered workshops every other year in order to boost attendance in other areas.

Several board members noted that it was unfortunate to have little representation of major tests, such as the MMPI and PAI in our workshop offerings. Martin and Paul were asked to re-submit a workshop that was canceled last year. They agreed and it was rated highly, resulting in 18 total workshops offered this year.

c. Workshop Contracts – updates

Monica suggested that we have something in our workshop contracts to protect ourselves if someone cancels their workshop (for non-emergency reasons).

**ACTION ITEM (Lindsay):** Lindsay will update the workshop contracts to reflect consequences for late workshop cancelation.

d. Workshop Attendees – who is permitted to attend

**ISSUE:** People have been attending workshops without registering. It seems that this is a combination of presenters inviting guests as well as others just attended workshops without paying. This is unfair to the presenters and to SPA.

For example, Greg Meyer was paid for 13 workshop participants, but had 20 people in attendance. We need to make clear to the student volunteers that everyone should be registered. Ideally, we should have two student volunteers in case issues arise. When someone shows up and is not registered, they should be asked to go speak to the central office staff.

The prospect of allowing presenters to invite one guest was discussed. It was decided that presenters should be notified that they can request specific volunteers if they have a student or colleague who they would like to grant free entry. We should also add to the contract that presenters cannot invite guests without paying, but that they are free to request 1-2 volunteers.

**ACTION ITEM (Lindsay):** Lindsay will update the contract after Monica sends a word document.

2. Master Lectures: (I) and (II)

Several master lectures options were discussed. It was decided that we would invite Dewey Cornell (with Patrick Luyton as a second option) for Master Lecture I and Jennifer Tackett (with Radhika Krishnamurthy as a second option) for Master Lecture II

**ACTION ITEM (Joni and Paul):** Joni will contact Dewey. Paul will contact Jennifer.

For their travel class options, we should make clear in our email that we will pay for an economy class ticket.



## VI. Finances

### A. Review of Past and Current Finances (*P. Arbisi*)

Paul reviewed society finances. Our net income was up \$122,242 to a total of \$460,334. Our total expenses went down \$61,310 to \$387,703 this year. Our current assets are \$1,640,782. The Beck fund currently has a value of \$33,675. The goal for the Beck Fund is that we earn at least \$500 each year to cover the cost of the award. We recovered from a historic drop in market in good financial standing. Our expenses remain relatively stable.

Importantly, our funds are not particularly large for an organization. Our running cost is around \$500-600k per year. Therefore, our investments and funds received from JPA have allowed us to run at an operating deficit, but this is a risk. The board should make sure we are making a conscious decision about running in the red for the conference, particularly given that we are hiring a new ED. We lose money each year on the conference, and this is offset by our investments and JPA. For instance, because we are able to rely on investments/JPA, we have avoided raising conference registration rates since 2005. This last convention was the first time we have raised rates. However, we take on risk by operating the conference at such a loss, so we are hoping that the ED can help with marketing/improving finances.

**ACTION ITEM:** The board should run scenarios for how long we can continue to keep dues/registration stable (assuming a stable market investment and continued relationship with T&F).

### B. JPA 2018 Royalty Statement (*P. Arbisi*)

Royalties from JPA from January 1, 2018 to December 31, 2018 amounted to \$89,990.50.

### C. 2020 Budget (*M. Tune/P. Arbisi*)

The board discussed the 2020 budget, particularly focusing on the increased funds necessary for the new ED position. Monica requested funds to attend Cvent training each year (this year with Linda Patterson as well). She stated that attending the training creates a network and makes sure the central office is up to date on changes to the software. Board members discussed whether it will be necessary in the future to send all central office staff to the training, or whether one person can go each year, and that person can update the rest of the office.

There will be a big expense for updating the website. We have patched it together over the years, but it needs an overhaul. Monica has received a bid from our current website company to change the foundation of the website (which would also allow us to make changes on our own in the future). Monica believes the best time to change the website will be in the summer. We have an option to switch companies, but this would include having a new website host and a new company to maintain our (very old) database. This would make the process much more expensive.

The board decided that many of these decisions should wait until we have hired the new ED, who will be tasked with developing a whole technology/marketing plan.

## VII. Strategic Plan in Motion

### A. Updates on the Future (*J. McNulty*)

The advertisement for the Executive Director (ED) position was posted and we received 58 applications. Joni, Bob, and John are conducting the interviews. We ultimately decided to hire an ED over working with an association management firm so that we could have someone work with our needs. As a smaller organization, we were concerned we would not get enough attention with an association management firm.

The committee will review applications, and will narrow the pool to around 10-12 applicants by November. They will then decide on approximately 3 applicants to invite for interview.

The board discussed whether the new ED should have expertise in psychology. It was noted that, though it would be ideal to have someone who has knowledge of psychology, it is most important to have someone with the management experience necessary to help us grow.

A recommendation will be brought to the board after interviews are completed.

## VIII. Central Office

### A. Central Office Report (*M. Tune*)

The central office endured several changes this year, when the assistant quit without notice in January (7 weeks before the convention). A temp, Linda Patterson, was hired and assisted in readying the office for the upcoming conference. Linda was hired as an SPA employee in May. Monica reported she has been doing great in the office and has been eager to learn.

Monica requested \$1,500 for a new office furniture (including delivery, pick-up of the old desk). John will discuss this request with Monica in more detail. Lindsay suggested contacting BuyNothing Communities Habitat for Humanity in order to get the old desk picked up for free. The central office also recently purchased two computers. Linda's computer was showing signs of crashing, and they were able to get a deal for two, so the incoming ED already has an office computer. It is expected that the central office will have additional office expenditures when the ED is hired.

## B. Social Media Platforms

It has been great having students take over the social media. The numbers continue to grow, and this will be a good asset for marketing. Monica noted that the Facebook page is still run by the central office, and that it has been very difficult. Monica pulls things from Twitter to see what she can post on Facebook, and will attempt to work with T&F to increase our social media presence. Monica stated that we need more information from members on what they are doing, so that we can promote them.

Concerns were raised about the content posted on the Instagram page. Specifically, it seems that the content is more "pop psychology" and "self-help" rather than topics that would promote SPA. It was acknowledged that Instagram is a difficult platform, but ideas included posted some of our awards, photos of those who were awarded grants, etc. Generally speaking, it was decided that the graduate students should have some guidance related to what type of content to post on social meeting.

Lindsay volunteered to be the board representative overseeing the social media pages. Martin suggested students should contact him about articles from JPA to highlight.

**ACTION ITEM (Lindsay):** Lindsay will oversee the social media pages and assist students in choosing content to post.

## IX. New Business

### A. Professional Practice Guidelines for Personality Assessment

There was a discussion in the March board meeting about creating personality assessment guidelines in order to have unified guidelines for best practice. A task force was created that includes Paul Arbisi, Adam Natoli, Radhika Krishnamurthy, Bruce Smith, and Giselle Hass. They have reviewed other practice guidelines (e.g., neuropsychology, forensic psychology) as a framework. They hope to publish the guidelines in JPA when they are completed.

The committee would like to include additional members, including early, mid, and senior career individuals. Once a draft of the guidelines is completed, they plan to send the document out for comment from a variety groups. Following this, they will submit the guidelines to the board and feedback will be solicited from members. The board requested to see the draft of the proposal prior to disseminating for feedback. Paul agreed. They estimate the timeline for this project would be approximately one year.

**ISSUE:** In order to assist in reviewing relevant literature, the committee requested funds to pay two SPAGS members to assist (\$2,000 total). The committee also requested assistance from the central office when necessary.

The board discussed the importance of having an APA endorsement for these guidelines to gain traction. Several board members suggested a collaboration with APA Division 12 Section IX. Several members discussed the importance of SPA getting credit for these efforts. Lindsay noted that there are guidelines from APA on how to create practice guidelines. The committee should consult these in preparation.

Paul suggested a modification to the proposal to include a discussion with Section IX about collaborating. Therefore, the proposal would include continued development of the committee (to include members of all career stages and a Section IX board member), to fund two students (\$1,000 each), and to solicit feedback from the board prior to the call for comment.

**MOTION:** To accept the modified process (as discussed above) and the resources as outlined on the professional practice guidelines for PA proposal. Motion Passed. Paul abstained.

**ACTION ITEM (Sharon):** Sharon will help advertise the position to students through SPAGS.

Sharon suggested that the advertisement should include how many hours per week students will be expected to work.

## B. Renaming the Society/Journal

The board continued the discussion of the misnomer of “personality” in personality assessment. Martin strongly recommended against changing the name of the journal, given the current reputation. There was discussion about the younger generations of psychologists not understanding that personality assessment includes assessment of psychopathology. It was suggested that we should survey students to see what they think about the name of the society. There seems to be a perception that SPA may be behind the times, though this may be less about the name and more about the focus and branding of the society. The board discussed improving marketing of the society without changing the name and without losing our legacy and tradition. For instance, it may more that we are unknown, rather than carrying a negative reputation. The board discussed the importance of social media in improving marketing (e.g., board members need to be active). The board recognized the importance of this and will continue to discuss social media platforms in the future.

### C. Proficiency training program

The board continued to discuss a proficiency training program, as described by Hadas. First, the board discussed the feasibility of having a program at all. The board believes there is merit to this endeavor, but commented that this should be a much larger, collaborative process. For instance, there should be an inclusive group of experts on particular topics (e.g., particular tests).

It is unclear who would sign up for the proficiency program as described by the committee. For instance, a 30-hour program seems to contrast with the results of the survey and the program seems too broad. So, the purpose of this program should be evaluated.

The board discussed the prospect of creating a directed CE program through a webinar series. We could still target this to interns/training directors, but it would be available online (with a discount for members). We could make a general webinar that we disseminate widely for free and use that to market the additional webinar programming. Experts on particular topics would hold webinars.

The next step in the process should be creating a budget for a continuing education webinar series. Paul noted that Div. 12 has a similar webinar series, where they pay expert presenters (some waive the fee) and give discounts to members of the division. The committee chose relevant topics for webinars and invested in this program over several years. Though it was a cost initially, the program now pays for itself.

**ACTION ITEM (Paul):** Paul will look into what the cost was for Div. 12 to get a better idea of what this may cost for us.

This is a different view of the program than what the committee presented; however, it would be helpful for this committee to assist in creating a budget for the program.

**ACTION ITEM (Jaime, John, and Lindsay):** A subset of the minutes will be sent through John and Lindsay to communicate to that committee.

### D. How can we recognize other good papers for Mary Cerney?

Given the strength of the papers this year, the board decided to offer a panel for the five students who submitted to have the opportunity to present their papers.

**ACTION ITEM:** One scientific session will be used as a panel for Mary Cerney submissions.

### E. Program Review Team

Joni will need to set up a team for reviewing abstracts. The bylaws do not specify how this should be accomplished, so this is at Joni's discretion. There was discussion about putting out a call to members in the future for those interested in assisting with review. Martin suggested that the program committee be more formally recognized in the program for their efforts.

**ACTION ITEM (Joni):** Joni will assemble a team of reviewers by October 8<sup>th</sup>.

## F. Ex-Officio Member Roles

Martin asked for his role on the board to be clarified. He has assumed he should not vote, but wants to make sure that he is operating in the way the board wants him to.

Historically, ex-officio members have voted on anything besides financial decisions, and they have been permitted to make motions. However, the board determined that ex-officio members should not vote on matters or make motions given that they were not elected by the society.

## G. Early Career Reimbursement

Given the decision to expand early career to 5 years, there was a discussion about whether early career members who have already paid dues as full members should be reimbursed. The board unanimously agreed that they will not be refunded.

Through this conversation, it was recognized that the bylaws need to be changed in order to alter the definitions of early career members and life members/fellows. This includes making an official motion (which the board had already passed) and subsequently allowing the members the vote.

**ACTION ITEM (Jaime):** Jaime will create the proposal for the amendment. These will be included together as one change to the qualification for the classes of membership (Section I). The amendment will be sent to the members for commentary and vote.

Bob noted that some members suggested we included pros and cons to bylaw changes when we elect to make an amendment. A few members felt that they were not provided enough information; however, the board felt that the rationale for making the change should be sufficient without listing pros and cons.

The board decided to continue to alter the travel grant eligibility for early career to include graduates up to five years.

**ACTION ITEM (Nicole):** Nicole will make change the travel grant for early career members to expand the length of time to 5 years post-graduation.

**ISSUE:** Previously changed bylaws (i.e., 3-year terms for the representative-at-large positions) are not reflected in the bylaw document.

**ACTION ITEM (Jaime) :** Jaime will update the bylaws as well to reflect previously approved changes.

## H. Should Students Vote?

Currently, student affiliates and associates are not full members and cannot vote in the society. John suggested that we table this discussion until March, when SPAGS can make a motion. These changes would involve changes to the bylaws.

## X. Unfinished Business

John encouraged board members to respond to emails from the Central Office in a timely manner so that the organization can operate more efficiently.

## XI. Miscellaneous

The board discussed possible dates for the 2020 Fall board meeting.

**ACTION ITEM:** September 11 – 13, 2020.

There being no other business, President John McNulty adjourned the meeting and thanked the participants for their role.

Respectfully submitted,

Jaime L. Anderson, Ph.D.

Secretary