



SOCIETY FOR PERSONALITY ASSESSMENT

Minutes of the Spring Board of Trustees Meeting

March 14-15, 2018

Washington Marriott Georgetown

ATTENDANCE:

Board: Robert Archer (Presiding), Robert Bornstein (Past President), John McNulty (Elected President), Paul Arbisi (Treasurer), Piero Porcelli (Rep at Large), Chris Hopwood (Rep at Large), Jill Clemence (Rep at Large), Jan Kamphuis (Rep at Large), Crista Maracic (SPAGS Past President), Adam Natoli (SPAGS President), Giselle Hass (Secretary).

Ex-Officio Members: Steve Huprich (JPA Editor), Jordan Wright (BEA Liaison), David Streiner (The Exchange Editor), Bruce Smith (SPA Foundation).

Central Office: Monica Tune (Administrative Director)

Absent: Hadas Pade (Proficiency Coordinator)

I. Meeting Opens

A. Opening Remarks (*R. Archer*)

Bob Archer welcomed board members, ex-officio members, central office staff and visitors to the meeting. He reminded us that we only have 6 hours for this Board Meeting and we want to streamline the discussion to cover the agenda well. The agenda is reviewed.

B. Review Minutes from 2017 Spring Board Meeting (*G. Hass*)

The discussion revealed no corrections and the minutes were accepted as written.

II. Finances

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

Net income of 2017 went up \$140,103.20 (increase of 13.0% over 2016). Total revenues up \$145,690 to \$752,008. Dues down -2.2%, (- 5.1% in 2016), JPA income up 50K (due to T&F one-time bonus). Investment income up \$70,708 above 2016. Annual Meeting up \$26,382.00 (26.3%) with registration fees up 16.6% and workshop fees up 56.4%.

In terms of expenses they went up \$130,184 (27%), with payroll up 5.3% and marketing (new expense) \$11,988.53. Travel and hotel went up due to the December 2B meeting, and we expect another 2B related expense for travel and hotel this summer. JPA editorial expense up \$32,109 (Abidin fee to UVA).

The expenses for the board meeting went up \$65,590 (45.5%) to \$209,613, specifically the spring expense was \$20,572 and the fall was \$29,660. Proficiency expenses were \$11,638 including \$6,680 software module update

but with an offset of \$1,650 income from proficiency fees. Total office expenses went down 3.7% to \$21,906, Paul wants to thank Monica for being a good steward. Credit card processing fees went up, but it was nearly offset by a decrease in bank charges. Total professional fees went down to \$8,585 (accounting down, attorney up).

Total assets went up \$123,900 to \$1,653,068. Specifically, current assets increased \$122,106.63 to \$1,587,62; Morgan Stanley up \$158,912 (25K withdrawn for operating expenses) in spite of some market volatility. In addition, 30K were moved to an advisory account managed by Morgan Stanley in Feb 2017 with the goal to generate \$500 every year to pay for the Beck Award. The Beck fund balance was \$32,823.82 at the end of FY 2017 representing a 9.4% increase since moved from checking account. Total liabilities down 17% from 2016 at \$87,983.

Expenses remain stable with exception of Annual Meeting. We ran a deficit of \$83,500 for Annual Meeting in San Francisco. Expenses will likely continue to outstrip income from Annual Meeting given costs associated with meeting location. The 2018 Annual Meeting will likely run a similar deficit given the additional 60K for the Gala.

Action item-agenda item for fall: proposal that in the September Board meeting we discuss to get budget-neutral with the Conference because it is not sustainable.

Action item-agenda item for fall: Given investment performance and pending recommendations coming out of 2B, Paul propose that the Board develop a working group to develop guidelines on a cap for the investment fund and suggestions for use of income once the cap is achieved.

III. Annual Meeting

A. Registration Status (*M. Tune*)

Attendance of 461, right on target to where we were last year at this time, we will have bigger numbers by Saturday. Interest groups are having 170 registered and 170 in workshops, which is down for workshops. The largest workshop had 35, two workshops had 25, other workshops were between 24 and 12 but one took place with 5 people. Six workshops were canceled due to the low registration numbers or presenter canceling.

Issue: Registration to workshops is down, several workshops had to be canceled. The conference cannot support 26 workshops and we need to cut down. SPA member in charge: Chris Hopwood.

Action item: Long term plan is to subsidize some workshops when it meets an ethical value, e.g. diversity or ethics, the rest will be what the market would bring us. We also need to invite some people to present workshops. Decrease number of workshops offered but when approving we need to think about increasing breadth of topics.

Motion: Ask interest groups for ideas of CE workshops they want to see next year and give this information to Chris. Motion passed.

The board discussion centered around the need to maintain the popular workshops because members demand this type of training but also balance with new topics and ethics and diversity that should be offered, while keeping the total offerings low. We need to start rejecting some applications and negotiating with presenters who make several applications of the same test.

B. Program Chair Report (*J. McNulty*)

John indicated that 180 abstracts were received and reviewed by Bruce and Virginia. He is very grateful for their contribution and to David who reviewed posters. There were 80 posters.

Action items:

- i. Review the scientific track indicator for the convention program to make sure that is adequate.
- ii. Add a D/M for diversity/multicultural as a track indicator to presentations.

Issue: Publication of more information (i.e. abstracts) for convention attendees to make attendance decisions for conference presentations.

Action item: John McNulty to follow up concerning whether this is possible and how it may happen. Provide an estimate of the financial implications.

C. Plans for 2019

- i. Nominations for 2019 Master Lecturers

Action item: Invited Gregory DeAngelo and Eric Zillmer

- b. Theme for 2019

Action item: New Frontiers in Personality Assessment

- c. Restructuring the 2019 Convention Program

Action items: John McNulty to review following possibility and make recommendations to the Board.

Consider cutting down on acceptances to submissions to make space for a meeting of new conference attendees, early career, interest groups meetings and even perhaps a town hall.

- d. Get the word out early that we are cutting down
- e. Make rules for acceptance so there is a standardized way of evaluating and discriminating who does not qualify.

Action item: Add a Friday or Saturday morning 'Donuts & Coffee' for newcomers

IV. Committee Reports

A. SPAGS (C. Maracic)

Adam Natori is the President elect and his mandate starts tomorrow. Sharon Nelson will be the President Elect. This year they will have a social meeting, two panels with clinical themes, and a diversity panel. They have also increased online presence. The election date has been moved to later in the year. Numbers of members have dipped to 103, and there is difficulty recruiting for board positions. On the positive side, all members come to the conference.

Action item: Implementation of SPAGS Diversity Poster Awards, beginning with the 2019 convention. SPAGS presented the award guidelines. There will be a \$200 - \$100 per winner in the form of a check and the winner will be featured in The Exchange.

B. BEA Report (J. Wright)

Jordan reported that a webinar by Larry Butler was conducted last December and it was successful. Because these webinars are geared towards students, Cathy is not inclined to have them carry CEs. Jordan also reported that he is working with BEA to develop a taskforce for guidelines in teaching and training in assessment. This workgroup is trying to keep workload to a minimal, and has no travel requirements, only conference calls.

C. Proficiency Committee (H. Pade)

Hadas reported that there were very few applicants because there is not enough marketing and outreach. There were five workshops scheduled for this year, and the goal is to continue offering them on rotating basis. Hadas inquired what type of resources SPA wanted to dedicate to this project given that we have spent \$11,000 and recovered \$1,400. In the past 7 or 8 years we have certified approximately 70 professionals.

The goal of this program is discussed, it is agreed that it is geared towards entry level psychologists, for instance clinical supervisors of students conducting personality assessment. Paul questions why this is not the core competency that should be part of graduate school. Bruce said that we want to define the proficiency more narrowly. Piero added that professionals in Europe are skeptical and not interested in applying. They do not see the advantage. It is said that professionals in the U.S. also do not see the benefit. Regarding profit, it is mentioned that if we want it to be revenue producing we have to change the model. Jordan added that the proficiency program does not have resources, marketing plan, strategic, goals, or mission. Bob Archer said that we need to figure out what we are doing before we put money on this program.

Bob asked to look at real world contingencies when someone gets the proficiency. For instance, check to see if five years after credentialing it made any difference when compared with people in cohort who did not get it. Adam requested that the proficiency committee includes a SPAGS liaison to help with interns and student information sessions. Bob Archer indicated that we are not ready for any motions because we need greater clarity. Jordan said that he is going to bring it to the committee to develop a proposal. Bob Archer said that this is not the committee's responsibility but SPA's.

D. Publications

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

JPA decided that to promote the open-science standard, so we wanted to make data available but only three people have done it. The discussion of board members centered around the need to publicize it, make it easier to authors and give it time to catch on. Steve said that he has split the money with Martin, the new JPA editor, so each has their own budget. Martin is searching for a staff person in his University to be the assistant, and this will be more expense than in the past. Martin will have to come to the board to approve this extra expense.

b. JPA Publisher's Report (*Le*)

Steve presented this report. He stated that subscriptions continue to decrease, but downloads continue to be high. For the 80th anniversary of the Society and the 100th volume year of JPA, T&F's Marketing will provide paperweights with emboss of new T&F-created-logo of the anniversary, a special virtual issue of 60 articles of the Walter G. Klopfer and Martin Mayman Awards articles. In addition, T&F marketing will create a banner ad on the main JPA page that links to the virtual issue. Finally, they designed a Special Cover for the 100th volume, then the journal will revert to the normal/current cover with volume 101. There is a new marketing procedure to promote single articles instead of the issue. The eTOC New Issue Alerts is a free email alerting of tables of contents for JPA, in advance of the printed edition. People can sign up for this service and at this time we have 203 subscribers.

c. SPA Exchange (*D. Streiner*)

David reported that the biggest change is going completely electronic, making it easier to read. The strict word limit is gone and now is also in color. A problem is that people offer to send a special article, but they don't. David feels that the newsletter is not utilized to its fullest. David said that Kate Thomas left and Michael Roche picked up the role.

1. Board Committee Reports

A. Membership Committee (*G. Hass*)

Giselle reported that the current number of members is 1,004 which is the lowest number in five years. Total members deactivated on February 1, 2018 are 345. In comparison: there were 333 members who became inactive this time in 2017; 292 in 2016, 198 in 2015, and 225 in March 2014.

B. Diversity Committee Report

The committee established its composition, developed the mission statement, and a statement announcing the creation of the committee was published in The Exchange. The committee will conduct an interactive panel regarding diversity in coordination with SPAGS, and with an external guest as a discussant. Giselle Hass, Christopher Hopwood and Jordan Wright wrote a proposal for a JPA issue on diversity issues, which has been discussed with both Steve Huprich and Martin Sellbom. The committee requested a designation for diversity/social justice conference presentations. Finally, the committee made a list of convention offerings in diverse themes with the aim of publicizing to attendants, encourage attendance and involvement in future offerings related to diversity/social justice.

C. Student Matters (*P. Porcelli*)

Piero reported that the Diversity award was not offered because the only applicants did not fill award criteria. The offering of a room as part of the award was an excellent idea and brought us to 109 % occupancy.

D. Web Site (*J.D. Smith*)

JD reported that the Education IG wanted to post syllabi in the website, but they decided it was better that they manage it themselves through a drop box. The page about training is used a lot, and we need to make sure that we post everything we offer. Another issue is that proficiency needs greater visibility in the website.

Action item: JD will organize with TJ the change to the proficiency information including cost and structure. Bring back to the board for approval of this expense.

E. Fellows Committee (*J. Kamphuis*)

A goal of this committee is to recruit diverse fellow candidates.

Motion to approve Martin Sellbom as a Fellow. Motion passes.

Action Items: To send thank you letters to reviewers to keep them engaged.

A. Nominations Committee (*R. Bornstein*)

Robert Bornstein, on behalf of the Nomination and Election Committee, presented to the board a slate of candidates for Representative at Large.

Motion: Following discussion the board voted unanimously to approve this slate of candidates. The four nominees for Representative at Large, all of whom have agreed to run in the upcoming election, are: Kevin Bolinsky, Nicole Cain, Jill Clemence, and Piero Porcelli.

B. Awards Committee (*J. Clemence*)

Motion: That we add a Distinguished Service award to be given annually by the board. Motion carries.

Action item: this award is to support practice members, but we need to make sure that we request some objective evidence of excellence. Awards committee will work out the details of this award.

C. CE Committee (*C. Hopwood*)

Chris reported that some workshops did not meet APA standards. We may need to make a change to give CEs to presentations where not everybody or maybe even nobody has a doctoral degree. The current goal of this committee is to broaden the activities and topics for which we offer CEs; for instance: webinars, home study, etc.

Action item: For the renewal application for CEs we need to give the deadlines to Monica in order to make a time line.

D. Interest Group Committee (*J. Clemence*)

Jill reported that there were no great developments to report. The goal is to keep groups alive and leaders engaged. Jill has encouraged leaders to bring students into leadership roles. She is looking to have these groups generate ideas for workshops and lecturers. Another project is to add another IG, such as I/O.

E. International Committee (*J. Kamphuis*)

Jan reported that he was not aware that he was in charge of this group. Jill reported that this interest group is the least organized. Piero said that this group needs an approach from the bottom up due to the diversity of members.

Action item: Jan will attend the International committee meeting during the conference. SPA does not want to force this model, focus needs to be on celebrating their participation and explore how SPA can help with the challenges they face professionally.

F. Chapters (*G. Hass*)

Giselle reported that she spoke with Virginia, who said she was expecting Jordan to take over the oversight of chapters. Jordan said he was not told and he is not prepared to assume this responsibility.

Action item: We need to rethink how to approach the support for chapters because it does not fall within Jordan's purview. Item for fall board meeting.

G. Assessment Advocacy and Public Affairs (*B. Smith*)

Bruce reported that the development of Assessment Guidelines is being considered at APA.

Motion: that SPA propose a partnership around the development of practice guidelines for assessment. Motion passed with one abstention.

H. New Business/Unfinished Business

Bob Archer indicated that we need to approve the strategic plan proposed by 2B Communications as a path of growth for SPA.

Motion: that we adopt the goals of the strategic plan. Motion carries with unanimous support.

Action item: Strategies will require further discussion regarding implementation, which of those require implementation, and which are aspirational, propose of infrastructure to support some strategies adopted, reorganize board and agenda in agreement with strategic plan, etc. Implications for bylaws need to be considered. This project can be achieved by working in workgroups.

I. Summer Retreat for Executive Board

It is mentioned that the Board needs to meet in order to keep the ball of the strategic plan rolling.

Motion: that a day be identified where greatest probability of all elected members can meet to prioritize the goals and strategies of the strategic plan. We will make every effort to communicate with ex-officio's members. All in favor.

Action items:

Meeting will focus on fine-tune future goals for SPA to present at Fall Board Meeting.

Dates for this retreat were selected as June 29 and 30.

J. Fall Board Meeting Date:

Action item: September 14-16, 2018

Respectfully submitted,

Giselle Hass, Psy.D., ABAP
SPA Secretary



SOCIETY FOR PERSONALITY ASSESSMENT

Fall Board of Trustees Meeting
September 14-16, 2018

Hyatt Regency, Tysons Corner, VA

MINUTES

Present: Robert Archer (SPA President), John McNulty (SPA President Elect), Paul Arbisi (Treasurer), Nicole Cain (Rep-at-Large), Jill Clemence (Rep-at-Large), Jan Kamphuis (Rep-at-Large), Adam Natori (SPAGS President), Giselle Hass (Secretary), Chris Hopwood (Rep-at-Large/Partial virtual attendance), Monica Tune (Central Office), David Streiner (The Exchange Editor/Partial virtual attendance), Hadas Pade (Proficiency Coordinator/Partial virtual attendance), Abby (T&F Editor/Partial virtual attendance), Martin Sellbom (JPA Editor/Partial virtual attendance).

Absent: Robert Bornstein.

I. Meeting Opens

A. Opening Remarks (*R. Archer*)

President Bob Archer thanked all present for coming to the meeting. He gave an official Thank You to outgoing Board Members: SPAGS President, Crista Maracic; and Rep-at-Large, Piero Porcelli. Similarly, he welcomed new members: Rep-at-Large, Nicole Cain and SPAGS President, Adam Natoli.

C. Review Minutes from 2018 Spring Board Meeting (*G. Hass*)

MOTION: to approve the minutes. Minutes were adopted

D. Review Minutes from June 29-30 Special Board Meeting (*G. Hass*)

MOTION: to approve the minutes. Minutes were adopted.

II. Assessment Advocacy and Public Affairs (*B. Smith*) (Advance Personality Assessment Goal)

Bruce reported that the meeting with APA focused on the CPT coding changes; in this issue we have been represented by Radhika Krishnamurthy. Difficulties reported with the reimbursement hopefully will be alleviated with the new codes. New set of codes for testing that go into effect January 1, 2019 will result in a 6% increase for psychological assessment, and neuropsychologists with assistants will also have a 6% increase. SPA will publish through our website the products that are going to be offered by APA regarding these coding changes.

Bruce reported that there are no significant legislative problems in dealing with other groups trying to include assessment as their scope of practice. In this vein, APA is not supporting the independent practice of master's level psychologists but only focusing now on accrediting master's programs and leaving the scope of practice to be determined later.

In the meeting with Jarrod Skillings and Randy Phelps, SPA leaders raised questions regarding Practice Organization future mission and activities., as well as the need for practice guidelines for assessment. Bruce will follow up regarding practice guidelines in order to move this issue along.

ACTION ITEM: Bruce will follow up with APA regarding practice guidelines in assessment.

III. Discussion with Chad Rummel, M.Ed, CAE | Executive Director, Society for Personality and Social Psychology

Chad spoke about his experience with the SPSP which had reached a plateau between 2006 and 2012 when he came on board. The problem was a board that did everything and did not let anything happen without their involvement. They were daily issues but no long-term goals. They managed but were not leading, because a board is an “ideas” group, not an implementation group. The group needed an association manager whose role is to run the business side of the organization and be neutral on decision-making. There are three management models:

- Governance, management (Exec Director) and administration COO
- Governance, consultant, administration
- Governance- management including executive director and AMC staff.

New initiatives suggested for SPA include the following: Recruitment focused on early career professionals, better tracking of students, and make board positions to represent a membership issue. We do not need to hire a full time Exec director, a part-time or even a consultant can create strategies around the goals. Staff will implement those ideas; for instance, a student could be in charge of social media, twitter and Facebook for \$600 a month. SPSP also opened a portal for members who have been with the organization for more than six months, to encourage involvement-including joining a committee or special projects. They also established a new committee on leadership development.

ISSUE: Need to fill in the management role to link board to administration.

ACTION ITEM: Task force for administrative and implementation plan constituted by John, Paul and Jill. Goal is to develop role descriptions and options for hiring the staff needed for management of the society.

- a) Consult with Monica.
- b) Task force to give us options and a recommendation to the Board.
- c) Hire Chad if he is available.
- d) Ask Chris if he wants to join the task force.

IV. Strategic Plan in Motion (B. Archer) (Governance Goal)

A. Summary of the decisions taken in June:

1. Proficiency Program: Proficiency stopped, Hadas is presenting a new program.
2. Aligning Committees and Task Force areas with Strategic Goals
3. Responsibility for invitations to invited speakers: Past problems with invited speakers, so if it is a workshop Chris Hopwood invites, and if it is to the conference is the president elect. Put this new procedure in Policy and Procedures.

4. Ex-Officio Members: Board voted to have ex-officio members to virtually present their reports and SPA will pay their travel expenses when invited personally to attend a board meeting.

MOTION: To follow best practice guidelines in governance we propose to extend Rep-at-Large members term from two to three years. Approval unanimous.

ACTION ITEM: Communicate this change in bylaws to membership in a short and simple manner for their vote.

ACTION ITEM: Bring up during plenary the information about the new committee structure, which will follow strategic goals.

III. APA

A. Education Directorate Visits Report (*B. Smith*) (**Advance Personality Assessment Goal**)

The issue of proficiency was discussed thoroughly with BEA. They are confused about what a proficiency is and why we have it. It seems that they have changed the philosophy in this respect.

- B. BEA Report (*J. Wright*) As a result of our (SPA's) proposal last September in the meeting with APA's Education Directorate leadership, APA's Board of Educational Affairs convened a task force to develop guidelines for education and training in psychological assessment predominantly for graduate schools and internships. Jordan Wright was selected as the chair of this task force, which has begun meeting, set a timeline, and started drafting. Regarding the meeting with BEA, the topic centered around the new webinar. Three possibilities were raised: trauma, assessment and treatment planning, and diversity. Names for potential presenters were offered by the board members.

C. Nominations Report (*R. Bornstein*)

Bob's chart was reviewed regarding the board positions available for 2019 and which need to be publicized. Specifically:

- President-Elect (2019-2021)
- Treasurer (2019-2022)
- Secretary (2019-2022)
- Two Representative at Large Positions (2019-2021)

V. Finances (Governance Goal)

ISSUE: Given Investment performance and pending recommendations coming out of 2B, it has been proposed by the Board to assign a working group to develop guidelines on a cap for investment fund and suggestions for use of income once the cap is achieved.

We also decided to create a budget, for which bringing additional staff is key.

ACTION ITEM:

1. Recommendation for a Financial committee constituted by Paul, Monica, and another person from the membership. Nicole recommended Mike Roche.

VI. Annual Convention Reports - (Governance Goal)

A. 2018 Annual Convention (B. Archer/M. Tune)

1. Registrations Comparisons

The attendance was at 500 this year, so we continue growing.

2. Workshops and symposium summaries

Workshops were low in attendance, 26 were offered and 6 were canceled. We may be offering too many workshops and they are competing with each other.

3. 2018 Annual Convention Evaluation Summary

Evaluation survey reported good rates and comments. Complains were about sessions on same theme at the same time, need for more diversity, need for more social time, and more time for posters.

B. 2018 Interest Group Reports (*J. Clemence*) (Member Engagement Goal)

Interest group webpages are now live and located under the About Us tab on the SPA homepage. They include at minimum a description of each IG and contact information of leaders. Several groups are considering the addition of a resource page, links to web trainings, and the creation of list serves. Group leaders have been encouraged to appoint early career psychologists and students to assist developing web content.

a. Psychoanalytic Assessment (*Anthony Bram, Christina Biedermann*)

Christina is leaving but the group has active early-career people from whom to pick a leader. The group has compiled a list of members' research interests to facilitate collaboration and mentoring. They are also compiling a list of resources and training sites to list on their webpage. They will like to see SPA to create and promote videos or podcasts designed to spread the word on the utility of assessment in each domain. The IG group encourages the use of ReadyTalk to make webinars. The mentorship program was useful and will be run again for 2019.

b. Collaborative Therapeutic Assessment (*Hale Martin, J.D. Smith*)

JD left this group and recommended Pamela Shaver to replace him. There were 35 participants in this meeting, including a number of new attendees. There was a lot of networking and sharing among participants.

c. Forensic (*Marvin Acklin, Nancy Kaser-Boyd*)

Leadership here will benefit from an early career psychologist to work with the leaders. The group has developed a page in LinkedIn. The group chose to discuss the mission and activities of the FIG and the following concerns were voiced: need for greater representation of forensic presentations at the annual conference, especially a workshop of setting up and managing a forensic practice; webinars with CE credits are also needed; and there is interest in requesting JPA to have a forensic section. A contact with MHS was made for further collaborations.

d. Education and Training in Personality Assessment (*A. Jordan Wright, Ryan Tobias*)-

This group showed an interest in setting up a private Dropbox to house/crowdsource materials and resources including syllabi, applied articles, training materials, cheat sheets, rubrics for grading and administration of tests, case vignettes/ assignments, and "what is new" type of materials.

ACTION ITEM: Ryan will set up the Dropbox and its security settings. Ryan will send JD the link to put in the IG website. Jordan will set up an email to all members of this IG requesting materials.

ACTION ITEM: Ryan will set up a list serve and will email IG' members instructions to join.

The group offered SPA the following themes for conference workshops:

Supervision in psychological assessment, ethics in psychological assessment, scaffolding skills throughout classes; teaching writing concurrently with teaching testing; using flipped classroom in assessment training; skills in verbal feedback.

ISSUE: The Training committee requested a grant to the Foundation for \$100 to buy the APPIC email list in order to conduct a survey assessing what version of the Rorschach is currently being used in training programs. The Foundation did not bring up the issue and it is important to resolve this request.

MOTION: Award teaching and training interest group \$100 one-time SPA award for an informational survey. Motion carries.

- e. Health Psychology (*John Porverelli, Ryan Marek*) No news.
- f. International Members Meeting (*Alessandro Crisi, Corine de Ruiter*)

This meeting had approximately 15 participants. The possibility of establishing a European or South American chapter was discussed. James Choca mentioned a South American group (ALAR-Asociacion Latinoamericana de Rorschach) to partner with. Participants emphasized that outside the US what matters is the clinical usefulness of personality assessment while the focus of JPA and Convention is on empirical studies without relating their findings to the clinical applications. There is a need about presentations and articles related to best clinical practice. International participants believe they are not accepted for publication or presentations due to the US notions of research methodology they consider legitimate. Participants will like to meet with JPA editors and offer their thoughts and suggestions around these issues. Another issue brought up is the difficulty obtaining a visa to attend the SPA conference in the US for some international members, sponsoring events in other countries or regions is also recommended. They also will like to see SPA increase their financial support to attend convention for early career professionals, in particular because the early career definition of SPA seems to cater to academics and not clinicians who take longer to consolidate their requirements for clinical practice.

Jill ended the presentation about IGs with the following list of actions to take place:

ACTION ITEMS:

1. Make a third leadership position in IGs for an early career psychologist.
2. Jill will speak with IG leaders and have them identify new leaders, put a call- in newsletter- and have them contact the leader of the groups.
3. Goal is to have them involved and introduced next March.
4. Put this information in the Presidential letter.
5. Have interest groups generate topics for workshops.
6. Board members need to divide themselves among interest groups to attend their meetings.
7. Goal is to move the IG meetings out of the lunch hour.
8. Explore adding an I/O or Child Assessment IG.

- g. Annual Convention Program (2019)
 - a. 2019 Tentative Schedule (*J. McNulty*)

a. Publication of more information (i.e. abstracts) for convention attendees to make attendance decisions for conference presentations will be implemented in 2019. A software-estimate for this function has been requested-

ACTION ITEMS:

1. Ron Ganellen will receive his past president award during this 2019 convention.

2. Bill Haire, Managing Partner of Travelink American Express will receive an award for lifetime service for planning and arranging our convention locations for us since 1994.

b. Workshops/Sessions 8:00 am - 6:30 pm (*C. Hopwood*) (**Expert Resource Goal**)

Jordan is rotating out of this committee. Chris is working on the application for re-accreditation which will be submitted at the end of 2018.

c. New Registration/Workshop Fees for 2019 (*M. Tune*) (**Operations and Communications Goal**)

A proposal for a one-day fee across all categories is discussed. Paul estimate that this new fee structure will increase the revenue for convention to a \$25,000 deficit.

MOTION: Accept the new one-day registration fee as proposed. All in favor.

New fee structure will remain as follows:

Convention Registration Fees

	Early Bird By: 2/10/2019	Regular After 2/10/2019	Onsite After 3/20/2019
Member/Fellow/Associate	\$235	\$285	\$335
Non-Member	\$305	\$355	\$415
Member/One-Day	\$165	\$190	\$240
Non-Member/One Day	\$185	\$210	\$270
Early Career	\$145	\$170	\$195
NM-Early Career	\$180	\$210	\$245
Early Career/One Day	\$120	\$145	\$170
NM Early Career/One Day	\$155	\$185	\$215
Student	\$ 95	\$120	\$145
Non-Member Student	\$120	\$150	\$180
Student/One Day	\$ 60	\$ 85	\$110
Non-Member Student 1-day	\$ 85	\$115	\$145
Student Volunteer	\$ 55	\$ 55	\$ 55

Workshop Fees:

Member or Convention Registrant

	Full-Day \$200	Half-Day \$130
Non-Member/Non-Convention Registrant	Full-Day \$250	Half-Day \$165
Early Career	Full-Day \$155	Half-Day \$105
	Full-Day \$195	Half-Day \$145
Non-Member/Non-Convention Registrant	Full-Day \$100	Half-Day \$ 60
Student		
	Full-Day \$125	Half-Day \$ 75
Non-Member/Non-Convention Registrant		

ACTION ITEM: Some student volunteers did not show up even though they got the registration fee waved, to avoid this from happening again, Monica will provide refund checks at the end of the conference.

The need to get budget neutral with the Conference was discussed because the loses SPA incurs every year make this situation not sustainable.

ACTION ITEM: Consider turning the President's dinner into a development event and have the SPA Foundation underwrite it.

d. Restructuring the 2020 Convention Program (J. McNulty)

ACTION ITEMS:

1. Place interest groups for breakfast with coffee and donuts on Friday and Saturday.
2. Decrease time for symposiums.
3. Abstract reviews will be conducted by Virginia, Bruce, the President Elect and another person to be invited. System includes a three-point range, and each reviewer rates independently.
4. Board members can email John if they want to help with abstract reviews or poster reviews.
5. Posters by professionals are not to be evaluated with the student's posters.
6. Define student's posters award in a manner that is clear that the first author has to be a student.

3. Master Lectures: (I) and (II) (**Expert Resource Goal**)

ACTION ITEM:

Masters lectures will be delivered by Donna Bender and Chris Patrick.

VII. Board Committee Reports

A. Continuing Education Committee (*C. Hopwood*) - (**Expert Resource Goal**)

1. 2019 Annual Convention Workshop Schedule

Five workshops were rejected in an effort to be more inclusive and give more choices to participants.

2. CE Committee Comments

i. Evaluation Feedback

- B. **ACTION ITEM:** only giving feedback to CE presenters instead of everybody and symposium leaders should know feedback offered to the other presenters in their symposium. Voted last time and approved. Head of symposium will distribute the feedback.

C. Membership Committee (*G. Hass*) (**Member Engagement Goal**)

Membership figures were presented by Giselle Hass. In short, we continue to lose members.

D. Fellows Committee (*J. Kamphuis*) (**Professional Development Goal**)

No applications submitted. Jan questioned if he needed to actively encourage people to nominate themselves.

E. Diversity Committee

The Diversity committee counts with two new members; during the past convention there were several presentations considering diversity issues, and more are being planned for the upcoming convention. The committee comments that there is a greater need for diversity representation in the organization and its leadership.

F. International Section Committee (*J. Kamphuis*) (**Members Engagement Goal**)

ACTION ITEMS:

1. Meet with international group in March and expand their activities to bring more international members.
2. Call it International Networking Session.
3. Continue to have meeting lunch on Friday as the last international interest group and consider it to be “in transition.”
4. Conduct a social event, International Soiree, last hour of the Friday and do it off site. Adam has a list of eight places-he can share, the list-reservation has to be done early.
5. Monica will guarantee the fee to the restaurant.
6. Jan will organize this with John’s help.

G. Awards Committee (*J. Clemence*) (**Operations and Communications Goal**)

MOTION: Abby Mulay receives the award. Motion passed.

ACTION ITEM: Jill can determine the criteria used to determine submissions and clarified for reviewers when the paper was submitted by another person and not the author.

1. Bruno Klopfer Award

MOTION: that the Bruno Klopfer award be given to Judith Armstrong. Introduction of Judith by Steven Finn. Motion passes.

2. Beck Award

MOTION: Award the Beck to Ryan Marek. Michael Roche for 2020.

3. Hertz Memorial

Roy Shafer is the recommendation of the committee

MOTION: to use the Hertz to celebrate the work of Roy Shafer. Motion passed.

ACTION ITEM: the awards committee will re-think the structure of the Hertz award.

4. Service and Contribution Award

MOTION: to award the distinguished service and contribution to the personality assessment to Radhika Krishnamurthy. All in favor. Bob Archer will introduce it.

5. Exner Scholar (*B. Smith*)

ACTION ITEM: Monica will ask Bruce to send the name of the Exner scholar elected.

H. Student Matters Committee (*P. Porcelli, N Cain*) (**Member Engagement Committee Goal**)
Piero's report the budget has been increased and 47,000 were distributed in awards including both money and one-night hotel. The number of applications is steady and increasing since 2016.

I. Student Association (SPAGS) (*A. Natoli*)

Adam reported that last year's social had 35 participants, and the educational program had two clinical panels and a roundtable on diversity in collaboration with the Diversity Committee. The lunch was canceled. Facebook group has 71 members and is being used to put reminders and deadlines; the listserv has 49 members and is still in development. The student's website section has been updated. The social activity for 2019 convention has been approved for Friday and a location is being secured; but they do not have a speaker yet. Diversity award guidelines were improved, and awards will occur on each one of the posters' dates and include a certificate, money and opportunity to publish in The Exchange. Two panels are going to be submitted for 2019 convention, one in collaboration with the Diversity Committee. There is going to be a recruitment table during posters, and they are working on templates of recruitment letters, students who attend convention and are not SPAGS members are going to be contacted. A survey was sent and will be sent again about the student member experience with SPAGS and SPA. A SPAGS liaison with the SPA training and certification committee has been designated in order to deal with issues regarding the transition of student to early career.

Bob Archer announced that Adam has donated \$1,500 to support multimethod research. The proposal Adam presented is the following:

“Proposal for a Multimethod Research Grant: The majority of knowledge guiding personality assessment is based upon research designs that have relied exclusively on the use of a single method of measurement (Bornstein, 2003, 2011; Huprich & Bornstein, 2007). However, the use of multiple methods commonly yields more comprehensive and precise data (Ganellen, 2007; Meyer et al., 2001), and “reduces the likelihood of spurious results due to idiosyncratic measurement characteristics of a single test” (Morris, Vaidyanathan, & Cuthbert, 2015, p. 379). As such, I propose that the Society for Personality Assessment (SPA) establish a

small research grant to support the use of multimethod research designs in personality and personality assessment research. The following policies are suggested:

1. The proposed project must include two (or more) methods for measuring at least one of the project's main constructs of interest.
2. The proposed project's research strategy must outline a specific approach for integrating data derived from the two (or more) methods use in the proposed project.
3. The funding must support expenses directly related to the proposed project, with strong preference given to applications that plan to use funding to support expenses directly related to one of the proposed methods (e.g., to purchase equipment necessary for physiological measurement).
4. Funding is open to any SPA member (or those who apply for membership status at the time of the application).
5. It is expected that the recipient will present the results of the research at a forthcoming Annual Convention of SPA and acknowledge SPA in any published work that results from the funded project."

ACTION ITEM: SPA is grateful to Adam Natoli's donation of \$1,500 to support an award focused on multimethod research. Adam's proposal for the award is accepted.

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J. Proficiency Committee (*H. Pade*)

Hadas reported that the new proficiency would be something advanced but not at an expertise level like the ABAP. Applicants will submit a report after completing training. The report will be reviewed by three professionals already proficient and if the person fails, he or she will be required to attend more mentoring. Hadas is thinking that training could include 4-day intensives, live webinars, in-person workshops, etc. We may need to decide if training is required and people are not allowed to sit for certification without going through the training. Certification reviewers have mentioned about being compensated or having a larger group of reviewers. Hadas was thinking about coordinating with ABAP and Section 9; in fact, Jordan already spoke with Alan. Marketing will focus on early career professionals and we may want to offer training grants.

Jill mentioned that we need a manager or administrator managing this component, and a committee programming the content. There could be a summer training program like a camp, and people can progress as a cohort to go through the process together in a trajectory towards the ABAP. We also may want to think about those certified and their need for networking and consulting with each other. Educate in large scale the professionals and public about this certification, as well as having a resource list and promote our certified professionals A survey of interest would be a good way to understand if this idea can gain any traction.

ACTION ITEM: Continue Hadas' stipend for the remainder of the year, create a survey suitable to grad students, early career and internship directors, and submit to the board for input and a plan to implement the survey by March 2019.

VIII. Central Office (Governance and Operations Goals)

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

Monica reported that on July 30, Tunisia Kyle, a new Administrative Assistant began to work at the Central Office. Facebook is now 1.1K likes. The Constant Contact e-Newsletter continues to be sent out twice a month for 2000 people and the open and click rates still remain high. The 'Green' project continues to save money on postage, printing and time. Cvent App and Convention Registration software was a great advantage to this year's convention, with many positive comments concerning online CE evaluations and certificates.

Website Updates: Currently working with TJ to create a new space on the website for the list of those made 'Proficient' to once again make it public. Working on the Privacy Policy, which will go up after the Board's review and Code of Conduct document to be added to the website, and the Interest Group pages for the website are up.

Monica reported that the intern Stephanie Coreas, totally digitized all member paper files and Board Book paper files. She was able to attend this year's convention and work over the weekend.

ACTION ITEM: Add to the Presidential letter that we have a code of conduct in the convention registration page and people need to click on it to acknowledge it. Frame it as best practices.

MOTION: Approve Privacy policy statement. Motion passed.

B. Review of Staffing Needs

ISSUE: We need to staff a person to develop a stronger media presence and greater outreach.

ACTION ITEM: Adam suggested that he can reach out to a student to do this for a stipend.

IX. Publications - (Expert Resource and Advanced Personality Assessment Goals)

Bruce informed the Board that he had received complains that the journal is rejecting articles about the Rorschach when the analysis was not done with the R-PAS. He stated that this issue needs to be brought up to Martin's attention. This issue was not addressed by the Publications Committee during this board meeting.

ACTION ITEM: Refer to the Publications Committee the letter from David Nichols and Alan Friedman and have them craft a response. Martin was informed of this referral to the Publications Committee.

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

Martin reported numbers for 2018 from January 1 to June 30, which occurred while Steven Huprich was the Editor. During this period, there were 184 submissions with 60 desk rejections and 40 rejections. He explained that the journal experienced a decline in manuscripts submitted and a decrease in the impact factor during such period. From July 1 to August 30, Martin has received 90 applications which is 50% more than the same period in the previous year. He stated that although the high rate of rejections happened while Steve Huprich was the Editor, he has seen the same rate with desk rejections during the period since he took over. He indicated that most rejections are about articles of poor quality (including peripheral topics, focused on constructs rather than their assessment, translations of measures that do not otherwise move the literature on an instrument forward, manuscripts with very small sample sizes, and manuscripts that focus exclusively on internal structure of a measure) and many desk rejections involve authors from non-English speaking countries. Martin plans to increase coverage of forensic and health psychology, and possibly some I/O. He spoke about marketing to authors who are on those fields to invite them to submit. One potential issue may be about personality instruments that stand Daubert. He is also encouraging multimethod assessment and has plans to revise the Clinical Case Applications section to make it broader and allow for coverage beyond case studies. He has a Special Series planned for 2019, which will focus on Personality Assessment in Healthcare Settings and will be co-edited by Ryan Marek, John Porcerelli, and Charlotte Markey.

Regarding staffing, Sharon Nelson stayed as an Editorial Assistant for the transition and will stay as long as needed. Due to some structural changes, the University of Otago has a moratorium on new positions and Martin expects to be able to hire an Editorial Assistant sometime in 2019. July 1, 2018 saw some turnover with three new Associate Editors (Tayla Lee, Tess Neal, and Corine de Ruiter), two Associate Editor departures (Rick Handel and Martin Sellbom), and the resignation of our Book/ Software/ Review Section Editor (Virginia Brabender). J.D. Smith expects to depart as Clinical Case Applications Section Editor by the end of 2018. For the remainder of 2018, Martin will be working with the Associate Editors to compile an updated list of Consulting Editors. Although many will be invited to remain on the board, there will also be significant turnover as he is actively analyzing the workloads, rate of acceptance of review requested and content coverage. Martin decided to discontinue the use of the Statistical Consulting service and instead, use this money to raise Associate Editor's stipend.

Regarding financials, T&F annual contract was split between Martin and Steve to cover all annual stipends. However, with the anticipated move of the Editorial Office to New Zealand, and quite different employment laws and requirements, the exact amount of the Editorial Assistant cost for 2019 is unknown.

B. Taylor & Francis- JPA Publisher's Report (*Abby Carson*)

- Journal of Personality Assessment received 127,873 article downloads in 2017.
- By the end of July 2018, there had been 82,204 article downloads, which is 13% higher than the same period in 2017.
- The most downloaded article is "The NEO-PI-3: A More Readable Revised NEO Personality Inventory" by Robert McRae, Paul T Costa, Jr., et al, with 6,908 downloads.

- The most downloaded special issue is Volume 99, Issue 1, "Personality Assessment in the Diagnostic Manuals" with 3,285 downloads.
- The journal's 2017 Impact Factor is 2.339, ranking 49/127 in the Clinical Psychology JCR category and 19164 in the Social Psychology JCR category.

Abby reported that if we publish what we have approved so far, we will be publishing until end of 2019. However, new content accepted now will wait 16 months for publication in print. One-year wait is about average, but we do not want a wait list for publications to be too long. It is important that the speed of publication picks up.

C. SPA Exchange Newsletter Report (*D. Streiner*)

ISSUE: David resignation as an editor of The Exchange was accepted by the Board. Policies and procedures manual or bylaws say nothing about The Exchange Editor to guide the following steps. Editor has been a nonvoting member and role has never been well defined.

ACTION ITEMS:

1. Evaluate the possibility of terminating operations of The Exchange and turn it into a blog.
2. Bob will contact T&F to see what they are willing to do regarding a new blog for SPA.

ACTION ITEM: to communicate with the associate editors and regular contributors (Linda Knauss, Jed Yalom, Hadas, Alan Schwartz, Mike Roche, Giselle Hass, Bob Archer, Adam Natoli, Bruce Smith, Jan Kamphuis) that The Exchange has been suspended but we are transitioning into a new format and there will be more follow up. Bob Bornstein will contact the associate editors and contributors with the news.

X. New Business

A. Feasibility of Reassignment of Board Members to Strategic Goals Areas (**Governance Goal**)

ACTION ITEMS:

1. Assignment of names to portfolios so we start thinking in these terms. Evaluate their productivity before we recommend re-election for a second term.
2. Create templates for the categories and one-page description of roles from notes of June meeting.
3. Complete conversion in the next two years.
4. Leaders need to identify people and approach them. We need to open up leadership roles to the membership, and groom people in committees for higher leadership roles including helping them campaign.
5. When we make the nominations call in January, we want to state in the call for candidates what we are looking for and explain that we will do it this way from now on.

B. Request for financial assistance from The Finnish Rorschach Association (FRA)

ACTION ITEM: to refer this request to the foundation. Send a letter saying that we do not fund unaffiliated groups who are not a chapter, but if they think this is something promoting personality assessment, they need to contact Bruce.

C. Narrow down webinar for APA for Cathy Gross.

ACTION ITEM: Suicide by Mike Anestis. Paul will contact him and let Bruce know, so Bruce can make the rest of the arrangements.

D. Recommendations for updating SPA (*C. Hopwood*)

- Social media presence: groom younger members to take a leadership role in social media/online blog and use media as a recruitment tool so it is not only for members. We need to increase live tweets during convention through crowdsourced hashtags. Provide updates frequently across different platforms. Make information available to anyone, develop a sleek, user friendly and open website. This area requires staffing.
- Thematic connection to current trends in the field: speakers and topics have not changed over time, with focused on tests developed long ago. SPA is not a place sought out for exciting new developments or a venue for new material. We may want to look into open-science resource tests, invite master's lectures connected with new developments, and create focused memes connected to these developments.
- To be more selective regarding convention submissions: we have a tradition of accepting most submissions, and often many from the same author. Content decisions need to be more strategic. Communicate the seriousness and rigor of SPA to engender a more vibrant meeting.
- Professional development: consider grants to junior professionals to attend workshops, prioritize content areas targeting key issues of interest to junior professionals, create platforms for more open dialogue emphasizing contributions of junior participants, and create opportunities for members to collaborate on issues of interest to the society (including political lobbying, influence funding, etc.).
- Diversity: We need to open up to new leaders, especially young and gender or ethnically diverse. SPA leaders need to identify people and invite them to nominate themselves, we also have to open it up to the membership. We need to develop leaders from committees and support effective leaders to obtain board positions.
- Showcase Junior research:
 - We may want to consider having Beck awardee give a presentation instead of cutting it out of the program.
 - Celebrate the older mentors with new people who were inspired and took it one step further.
 - Consider speed talks -5 minutes-which can be live streamed and provide an award to the best.
- Consider social activities at convention such as a conference dinner with dancing but make it fun and informal in order to promote an atmosphere of collaboration, fun and exchange.

XII. Miscellaneous

A. Dates for the 2019 September Board Meeting:

ACTION ITEM: Sept. 27-29, 2019.

Respectfully submitted,

Giselle A. Hass

SPA Secretary