**Louisiana Psychological Association**

**Executive Council Meeting**

**Saturday, April 22, 2017**

**Official Minutes**

The Louisiana Psychological Association executive council met on Saturday, April 22, 2017 in New Orleans, Louisiana. LPA President Dr. Lucinda DeGrange called the meeting to order at 9:10 AM.

Executive council members and chairs in attendance:

Lucinda DeGrange, Ph.D. – President, Legislative Committee Co-Chair

Gail Gillespie, Ph.D. – Secretary, Continuing Education Chair

Charles Burchell, Ph.D. – Treasurer, Chairman of Finance committee

Lacey Seymour, Ph.D. – Past President, Legislative Co-Chair, Elections Chair

Michele Larzelere, Ph.D. – APA Council Of Representatives (COR)

William “Gig” Costelloe, Ph.D. – Director, Chair of IO Consulting Psychology Committee

Kim VanGeffen, Ph.D. – Director, Professional Affairs Chair

John Fanning, Ph.D. - Director

Fernando Pastrana, Ph.D. – Director, Diversity Chair

Staff:

Cindy Bishop, Executive Director

Executive council members not present

Julie Nelson, Ph.D. – President-Elect, Convention Chair

Committee chairs present

Joe Tramontana, Ph.D. – Chair of Worker’s Compensation Committee

Committee chairs not present

Bryan Gros, Ph.D. – Membership Chair, Social Media Chair

Carolyn Weyand, Ph.D. – Federal Advocacy Committee Chair

Michelle Moore, Ph.D. – Early Career Psychologists Chair

Mike Chafetz, Ph.D. – Representative of Ethics Committee

**Approval of Minutes**

October 2016 meeting minutes were not yet approved. Dr. Gillespie made a motion to approve the October 2016 board minutes and they were approved unanimously. The minutes of the January 2017 minutes were sent to the EC on Friday April 21st and a vote will be taken to approve those minutes electronically.

**President’s Report - Dr. Lucinda DeGrange**

Dr. DeGrange reviewed the highlights of the 2017 APA Professional Leadership Conference held March 2-7, 2017. In an informal conversation with the executive director of the North Carolina Psychological Association, discussion was regarding how the NCPA hosts an annual meeting with psychology training directors from around the state and state universities. Training directors let people at universities know what they are looking for so students are better prepared for the work place. Dr. Michelle Moore, training director for LSU, may want to consider setting this up.

Telepsychology was a topic at the conference. It’s being voted on in state legislatures and is going to likely happen. The premise is that the psychologist would have a home base, and for clients visiting or have moved outside of that area/state, the psychologist can still have sessions with them on a secure network. Ms. Monic shared that ASPPB is pushing the idea forward, and it’s a complication for state boards, as one can’t monitor who is doing work in one’s state. Once there is a critical number, a compact is formed with these states, and it won’t be an ASPPB entity, but separate from them, and run by a PSYPAC. The LSBEP has a task force, and LPA has been invited to have someone on it. LSBEP is presenting on this at the LPA Annual convention. EPPP was also discussed and Louisiana is not in support of it. Ms. Bishop indicated that they lobbied all members of the Louisiana Congressional delegation to include psychologists in the definition of physician on the CMS definition for Medicare.

The website was discussed in general, and Dr. Gillespie indicated that she has sent out two emails to the listserv asking for someone to volunteer to help with the website, but with no luck. No one on the EC has time to make decisions and provide content for the website update. It was suggested that each EC member reviews four or five state association websites, screen shot the websites that look good, and provide their suggestions. Dr. Gillespie will eventually email EC members states to look at, and also forward members the list of suggestions she has come up with thus far for the website.

**President Elect – Dr. Julie Nelson – Absent**

**Treasurer’s Report**

LPA Treasurer Dr. Charles Burchell indicated that in January 2017 the EC approved the operating budget. Ms. Bishop presented four different Quicken reports outlining the LPA income and expenses for the first quarter of 2017. (See attached). Ms. Bishop reported that to reach the budget projections, LPA needs to generate an additional $34,000 more to reach the budget forecast of $50,000 in membership dues. The budget forecasts a budget projection of $14,000 in 2017 LPA convention registrations, with an additional $8,000 in sponsorship. Ms. Bishop reported that during the past 2 ½ years, LPA has not tapped into cash reserves.

Ms. Bishop requested $13,000 for the 2017 APA organizational grant. APA is only awarding organizational grants to offset the costs related to executive directors and lobbyists this year. Ms. Bishop distributed a copy of a letter from APA announcing that the APAPO has awarded $12,000 to cover expenses of the executive director and lobbyist. The check from APA was received this week and will be deposited into the LPA account.

Ms. Bishop reported that LPA issues only three electronic debits per month – a retainer payment to Ms. Bishop, to LPA’s lobbyist, and to Wild Apricot (web server). Ms. Bishop reviewed details of the budget. The EC discussed a motion by Dr. Nelson in February to consider hiring a CPA firm for $200 a month to do monthly financials. Dr. Costelloe indicated that Ms. Bishop previously only produced minimal account information; however, he appreciated the level of detail being provided today. Dr. Burchell had asked Ms. Bishop to conduct a poll of state associations that use accounting firms, and of the 22 states that responded, only a handful utilized a bookkeeper or outside accounting firm to handle their financials. Most indicated that it was not within their budget. Ms. Bishop indicated that her staff follows the generally accepted accounting principles whereby the individual who is in receipt of a check is not the same individual who deposits checks and reconciles bank statements. Her staff (David) is in receipt of checks from the post office and deposits them in to the LPA account, and Sarah Heath handles the bank reconciliation in a Quicken file. As executive director, Ms. Bishop keeps account of the details of LPA’s finances, and reviews this information monthly with the finance committee. LPA has accounting firm that does the 1099’s and prepares LPA’s annual taxes. Dr. Seymour had previously made a motion to postpone a decision on Dr. Nelson’s former motion to hire a CPA firm. The EC took a vote on Dr. Nelson’s motion and with one abstention by Dr. Costelloe, the vote failed to pass. Dr. VanGeffen suggested that the finance committee can piece out the motion. Dr. Larzelere proposed that the finance committee looks at the proposal to determine if any of that might be useful and then make recommendations. A vote was taken and unanimously supported to do that.

Ms. Bishop reported that Checkmate Strategies, as of January, opted to forego the 50% membership recruitment bonus, moving forward. Dr. Costelloe suggested that LPA looks for other ways to incentivize Checkmate Strategies. Ms. Bishop will put together a proposal. It was suggested that the membership application could say “referred by” to determine how members are joining and by whose referral. Dr. Costelloe suggested doing a three-month recruiting special which targets incentives.

**Legislative Committee**

Dr. DeGrange distributed a list of legislations that the LPA is tracking during the 2017 Regular Session of the Louisiana Legislature.

The EC reviewed Senate Bill 37 by Senator Danny Martiny. LPA representatives attended the LSBEP legislative committee, after our EC phone call, and made recommendations about proposed improvements to SB 37. Cindy reviewed that there are four main amendments to SB 37 that the LSBEP has agreed upon.   
#1 Make the Practice Act subject to RS 37:21

#2 Implement a cap on the fees, not to exceed $10,000

#3 Change the amount of time allowed to pay the fees from 30 days to 90 days

Dr. Van Geffen asked Ms. Bishop to send to the EC the updated draft bill. The LSBEP Legislative Committee has scheduled a meeting for Monday April 24th in Baton Rouge. Ms. Bishop called Kevin Hayes (LPA Lobbyist) on speaker phone. Mr. Hayes said that he has informed Senator Danny Martiny, author of SB 37, that the LPA Executive Committee is meeting today to discuss the proposed LSBEP amendments. Senator Martiny reiterated to Mr. Hayes that he would like to resolve any concerns before the bill is heard in the Senate Committee. Dr. Van Geffen pointed out that while the LSBEP amendment places a cap on the fees not to exceed $10,000, page 5 of the bill still contains a reference to the term “reasonable fees”. Mr. Hayes agreed. There was discussion of pulling out “informal resolution” and treating it as separate. Previously, the LSBEP has discussed with LPA creating a separate section for “informal resolution” to differentiate it from the other adjudication hearings. **ACTION ITEM:**

Dr. VanGeffen made a motion that the Louisiana Psychological Association supports Senate Bill 37 by Senator Danny Martiny, with the amendments adopted by the LSBEP. The motion to support was adopted unanimously. Dr. Fanning would like clarity on how long the investigative process will go. Dr. Van Geffen said that she believes that LSBEP will form the task force that the LPA has requested.

The EC also discussed Senate Bill 38 by Senator J.P. Morrell. This measure would eliminate the requirement in current state law that requires a licensed professional counselor (LPC) to collaborate and consult with a physician licensed by the LSBME or an advanced practice registered nurse. Additionally, the current law stipulates that an LPC cannot treat serious mental illness for whom medication may be indicated. Dr. Seymour said that she discussed her concerns regarding this bill at the Mental Health Forum and the LPCs said they have six hours of training in diagnosis. Kevin Hayes said that he would request a meeting between Senator J.P. Morrell and representatives of the LPA. Drs. Seymour and Tramontana indicated that they are willing to attend the meeting to voice the LPA’s concerns with the proposed legislation. The Louisiana Counseling Association has asked LPA to support the concept of LPCs treating SMI without this consultation. They contend that in certain parts of the state, there are only LPCs, and no MDs with whom to consult, and that their ethical standards will stop them from practicing outside of their scope of training. Dr. Tramontana said LPA fought this bill years ago regarding psychological testing, and the LPC board reportedly said they can do anything they ethically feel qualified to do. **ACTION ITEM:** Dr. Seymour made a motion that the Louisiana Psychological Association opposes SB 38 by Senator J.P. Morrell. The motion to oppose was unanimous.

Cindy Bishop reported on Senate Bill 75 by Senator Fred Mills, which was heard in the Senate Health and Welfare Committee this week. This bill adds a consumer member to healthcare licensing boards that do not have consumer representative. Also, SB 75 moves the adjudication (disciplinary) hearings to the Division of Administrative Law (DAL), meaning if there is a complaint, an ALJ would hear the complaint – not the LSBEP. Senator Mills testified that most states use ALJs to handle disciplinary hearings. The LSBEP pays for any costs incurred. The job of the LPA is to promote the psychology association, and the job of the LSBEP is to protect the public. With use of the ALJ there is a uniform process for ALL boards, versus all various boards having their own investigative process. There are 37 boards in the state, and their investigations are done in 30 days. With informal resolutions, the LSBEP would still handle this. Dr. Burchell asked if LPA could ask APA if our liability insurance and licensing fees would increase to cover the costs that would be put back on psychologists. Ms. Bishop indicated that this bill is not a precursor to a superboard bill. Carmen Weisman (executive director of the social work board) said they are no longer opposed to this bill. The LPA will remain neutral and will continue to monitor the bill. Senate Bill 206 by Senator J.P. Morrell does the same thing as SB 75 but it applies to all licensing boards.

Dr. Seymour reminded everyone that the LPA Day at the Capitol is schedule for Monday, May 8th . Also, a health and welfare committee dinner is scheduled for Monday May 8th. Last year, stress balls given out with the LPA logo and stress-reduction handouts were distributed. Ms. Bishop agreed to check with APA for handouts that LPA can give out.

**Report of the Secretary –** No report. Dr. Gillespie indicated that the list of members on the executive council is not up to date on the website, and she will request that Checkmate Strategies updates this.

**Report of the Elections Committee**

Dr. Seymour reported that the declaration of candidacy for LPA board positions was sent to the LPA membership on Monday April 17th. Nominations for Distinguished Psychologist and Early Career Psychologist have been sent to the LPA membership. Dr. Larzerlere suggested that the EC sets a specific date to send out this document each year. Ms. Bishop reviewed the bylaws with the EC relative to elections, which stipulates that that the treasurer counts ballots at the annual convention. Dr. Seymour said that declarations of candidacy are due no later than April 30th.

There are three directors whose term ends on June 30, 2017 as follows:

Dr. John Fanning

Dr. Connie Patterson (who resigned from the EC last month due to illness)

Dr. Fernando Pastrana (temporarily filling the director position that was held by Dr. Henke)

Dr. Gail Gillespie’s position as secretary also ends on this date.

**ACTION ITEM:**

Dr. Gillespie asked that staff to create a Google Calendar for LPA events. Dr. Gillespie asked for clarification about the board resolution adopted in June 2015 that stipulates that members of the EC must reside in the state of Louisiana. In June 2015, the EC voted unanimously to consider changing the bylaws to require anyone on the EC to reside in the state of Louisiana at the time of their election. Members must vote on bylaws changes during the business meeting. Any amendments to the bylaws changing requirements for EC positions would not be in effect until the next election. Dr. Gillespie made a motion to present the proposed bylaws change to the members regarding residency. All voted to put this to membership for a vote, and none opposed. The board directed the staff to send a notice of proposed bylaws change to the LPA membership in eNews. The EC also voted in June 2015 that a person must serve on the board for two years before they can serve as LPA president. The board directed the executive director to poll the other state psychological associations to assess whether they have a president election track. Another idea was to amend the bylaws to include a position for First Vice President and Second Vice President so that there is a two-year track before ascending to the position of president. Another idea is to eliminate the immediate past president as a board role. There was also a discussion to consider amending the LPA bylaws to stipulate that the past president shall serve as the convention chair. This concept has been discussed by the EC in the past because the past president has greater experience about the inner workings of the Louisiana Psychological Association.

**Continuing Education Chair – Dr. Gail Gillespie**

Dr. Gillespie reported that all CE hours have been approved for the upcoming conference. She is still awaiting Jamie Monica’s feedback regarding how to claim hours for regional meetings. Dr. Costelloe updated the EC on the newly-formed group of industrial organizational psychologists, of which there are now over 65 members – about 80% who have MBAs. 15-20 percent of members are students. This group is reaching out to every university in the state. They created a mission statement, will have a central location for their meeting, and they all have a common interest in networking. Eight from this committee will be presenting in the IO track at the convention.

Ms. Bishop expressed concern that she and her staff were excluded from all the convention committee meetings. She said – in regard to the low convention rate for nonmembers - that it is important for the board to understand the importance on continuing to emphasize the value of LPA membership, indicating that the general rule is that associations should not provide something of value to a nonmember that a member isn’t entitled to. If non-members are being given free half year membership, it de-incentives people from joining LPA, or makes members question why non-members are getting a better deal than are members. The EC reviewed the 2017 convention fees and asked who has authority to determine the registration fees. Dr. Burchell made a motion that the executive director and a member of the finance committee be included in the convention committee and invited to participate in all convention committee conference calls. The motion was adopted with all but Dr. Costelloe, who opposed. Dr. Costelloe said that the convention committee recommended the fees. Dr. Burchell said that the finance committee should also be included in the Convention Committee discussion about the registration and sponsorship fees because these decisions have a financial impact on the LPA. There was a brief discussion about the unacceptable nature of hostile or unprofessional communication between board members, directed toward any other member of the board or toward staff.

**Diversity Chair – Dr. Fernando Pastrana**

Dr. Pastrana reported on his experience attending the 2017 APA Professional Leadership Committee as a diversity delegate representing LPA.  He suggested LPA conduct a survey to understand the ethnographic breakdown of the U.S. overall and compare it to that of licensed psychologists actively practicing in the U.S.  This would help LPA understand if the ratios are representative of the population, and if not, how they are skewed.  Dr. Pastrana also discussed what others state psychological associations are doing to engage the members of their respective associations.  Dr. Pastrana recommended LPA consider a bylaw change to elect the Diversity Chair (currently an appointed position) to the Executive Council to empower the Diversity Chair with a vote on association matters.  Dr. Pastrana also recommended that LPA consider presenting 2 diversity awards (one to a professional in the field of psychology and the other to a member of the community) for their efforts in advocating for equality, fair treatment, and the underserved/underrepresented.  Dr. Pastrana would like to write a position paper on the use of the word “minority” as a label used to describe people, the deleterious effects, and to suggest alternatives.

**Workers Comp Advisory Council – Dr. Joseph Tramontana**

Dr. Tramontana said he did not have anything to report. Even though Dr. James Quillin is not a member of the Louisiana Psychological Association, the governor re-appointed him to serve as the LPA representative on this council. Dr. Tramontana briefly reported on the Opioid Task Force recommendations.

**Public Education Committee – Dr. Lacey Seymour**

Dr. Seymour wascontacted to get involved with the PEC committee and speaker’s bureau. Dr. Seymour indicated that she has been in communication with another psychologist regarding the PEC committee who says this is a passion of hers and that she may want to get involved.

**APA Council of Representatives** **– Dr. Michele Larzelere.**

Dr. Larzelere reported that PTSD treatment guidelines were approved by APA. This is the first of a number of treatment guidelines. There are two coming in regarding the treatment of depression and childhood obesity, which are evidence-based guidelines. APA members get an apportionment ballot of 10 votes and can decide where they want them to go. APA will be asking membership to vote on an amendment which would provide all states, territories and divisions one guaranteed seat. Current apportionment rules provide that the total number of votes for states - versus divisions - is done first. Within the division, they apportion as to how many votes they get. Within the state allotment representation is determined based upon the number of votes received. There could be no representation for small states and territories if this continues. Divisions have lots of people, but state associations often don’t. Dr. VanGeffen usually gives all 10 of her votes to the state. Dr. VanGeffen suggested that LPA sends out to the listserv or enews a reminder to apportion votes to Louisiana, as Louisiana is at risk of losing representation completely unless we get enough votes.

Dr. Larzelere tried to send to the EC listserv regarding the summit on master’s level licensure. In August it will be dealt with, a recent report from APA indicated. APA’s workgroup recommends a nationwide standard for master’s level licensure. Dr. Pastrana suggested there should be a floor and a ceiling. The trend is that Ph.D.-level psychologists are moving into being supervisors to masters level folks. Several states have used this to say they need to start licensing master’s level people. Dr. Larzelere will send the work group document for our consideration, as well as the APA’s response. Dr. Larzelere has to take our vote in August to the APA COR. Dr. VanGeffen asked if there are any states that currently license masters level psychologists for independent practice, and Dr. Larzelere indicated there are only two or three, and several more with a supervision requirement. Masters’ being licensed decreases our reimbursement rate.

**Professional Affairs – Dr. Kim VanGeffen**

Dr. VanGeffen attended the Louisiana Board of Examiners of Psychologists Public Hour on 4/7/17, along with Ms. Bishop. At this meeting, Dr. VanGeffen proposed to LSBEP that they create a task force to discuss the complaints investigations and adjudications process. The Board responded favorably to this proposal but did not make a final decision. During this meeting, the Board also reviewed the requested changes to Senate Bill 37 which Dr. DeGrange, Ms. Bishop, and Kevin Hayes had proposed to the Board in their meeting with LSBEP executive director Jaime Monic, Dr. Jessie Lambert and Dr. Darla Burnett on 4/3/17. The Board will continue to review these recommendations and inform LPA of their decision regarding these revisions. There was also discussion of some of the other bills which have been filed and which may impact psychology. The Board reiterated that it cannot take an official position on, nor lobby, any legislation although they can disseminate information and issues pertaining to psychology. There were several bills in which it was recommended that the Board assemble information which can be provided to LPA which can then support or oppose legislation. LSBEP announced that they are continuing to search for individuals who are interested in serving on the School Psychology Advisory Committee. The Board discussed the possibility of creating a category of licensure for psychologists who are retired or who are no longer practicing in Louisiana but who wish to maintain their license. This category could be referred to as individuals having an “inactive license” who could become “active” again without having to go through the entire licensure process. This is in the discussion phase with no final decision having been made.

**Membership Committee – Dr. Bryan Gros**

In the absence of Dr. Gros, Ms. Bishop presented the membership report. Dr. Gillespie suggested that each EC member should talk to at least two psychologists to ask them to join, and talk individually to people who might be good fit for an EC position, and to make a point to reach out to people at the LPA convention and make them feel welcomed. Postcards were mailed to all licensed psychologists who are nonmembers. Ms. Bishop will give a list of whose postcards came back and who didn’t renew, so we can see if we know any of these individuals an can reach out personally.

**New Business**

The EC discussed concerns regarding the president-elect, Dr. Julie Nelson asking to be removed from the EC list serve, informing the board that she would not attend the EC board meeting because she needed a mental health break. Dr. Gillespie voiced concern that the highlights of the LPA convention was promoted in Psychology Times before the LPA staff had a chance to promote the information to the LPA through eNews or the website to the LPA membership. The EC agreed that information regarding the convention should initially be published in official LPA publications (LPA eNews or on the listserv) prior to it being published through other avenues. The EC also agreed that anything the president elect is developing for promotions for the annual convention needs to be sent to the EC for approval. Last week it was brought to the ECs attention that a convention promotion piece was sent out directly by Dr. Nelson from a mail chimp account that had links to the Psychology Times. The EC discussed situation in which the dual role agreement that Dr. Nelson presented to the EC in December may not have been adhered to, including publishing of information on Senate Bill 37 before the information was provided to LPA members. Dr. Burchell indicated that a communication should be sent to Dr. Nelson that she may have violated her agreement.

Dr. Gillespie made the suggestion – after having interviewed a number of candidates for outside assistance – that Dr. Courtland Chaney be hired for board mediation, to address problems relative to current challenges ongoing on the EC. The board was in unanimous agreement to authorized Dr. Gillespie to continue dialogue with Dr. Chaney for this situation. Once engaged, he can conduct interviews of all board and staff to assess the challenges and mediate and negotiate a resolution.

With no further business, the executive council meeting adjourned at 2:20 PM

Respectfully Submitted,

Gail Gillespie, Ph.D. LPA Secretary