

HAWAII PSYCHOLOGIST

NEWSLETTER



The mission of the Hawaii Psychological Association is to enhance the quality of life for the people of Hawaii by encouraging, integrating, applying, and communicating the contributions of Psychology in all its branches. HPA seeks to strengthen public relations, advocate for a psychologically healthy community, develop solutions for mental health care, be responsive to the multiple cultures in Hawaii, promote the highest standards of professional ethics and to diffuse psychological knowledge through meetings, conventions and publications.



**Jim Spira,
Ph.D., MPH,
ABPP
HPA President**

A MESSAGE FROM OUR PRESIDENT

ALOHA MEMBERS ♪ As I begin my term as HPA President, I, and your HPA Board, want to reach out to let you know what 2017 has in store for HPA members.

As a membership organization, we are here to serve your needs, so please let us know what you would like to see HPA doing for you. Please start a discussion on the listserv, or write directly to me. Either way, we want to hear from you.

Become an Active Member: We have a number of committees to help promote services for psychologists and the mental health community we serve. In the next several weeks, committee chairs will be reaching out to you to see if you would like to serve in some way on a committee. HPA Committees include public advocacy, student and early career issues, convention and CE programs, rural and neighbor island challenges, membership benefits, and many others. Any extent to which you can contribute will be appreciated by PA, those we serve, and hopefully be fulfilling to you as well.

♪ PLEASE SEE PRESIDENT'S MESSAGE CONTINUED ON PAGE 8



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Winter 2017

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HPA WEBSITE



CONVENTION/CE COMMITTEE

BY ROSEMARY ADAM-TEREM, PH.D.
CONVENTION/CE COMMITTEE CHAIR

WHAT WE DO AND HOW TO GET INVOLVED

It's 2017 and the Convention/Continuing Education Committee is gearing up for the year. We welcome new members to the committee. It is a very active and hard-working committee, so members really contribute their time and talents in invaluable ways. See below for how to be a part of the committee.

HPA ANNUAL CONVENTION ψ The Committee works closely with Ray Folen, our Executive Director, to create an annual event that serves two purposes: one, to provide quality educational programming that meets the needs and interests of our members, and two, to provide a meeting place for HPA members to connect or reconnect with colleagues, discuss ideas, and share the energy that comes from convening.

The Convention also houses three other important annual events: the Psychologically Health Workplace Awards, the HPA Awards, and the annual general meeting of the membership of HPA, otherwise known as the Town Hall Meeting.

At the 2016 Convention, HPA was able for the first time to broadcast some of the programming live to members off site. This was accomplished thanks to the initiative and technical acumen of Ray Folen. We will continue our growth in this area and extend it to other Continuing Education programming outside of Convention.

CONTINUING EDUCATION ψ The new requirement, starting with the 2016-18 license biennium, is for psychologists to obtain a minimum of 18 CE credits over the two-year period, and to produce evidence of participation in case of audit by the Board of Psychology. Attending the annual convention alone would more than fulfill this mandate, but HPA provides a range of other programming throughout the year so psychologists can obtain CE in other venues and at other times of year.

HPA is an APA-approved sponsor of Continuing Education for psychologists. HPA maintains a record of attendance at its sponsored CE programs, and provides certificates of attendance.

One workshop each year is devoted to topics related to Diversity. The Diversity Chair works with the CE committee to develop programming. This is usually in the Spring.

We also offer smaller workshops, many of them free to members, covering discrete topics.

CE SPONSORSHIP ψ HPA is able to provide sponsorship of suitable programming that meets the standards set by APA. Members of the committee review and consider requests for sponsorship. The guidelines are available in a presenters' toolkit on the HPA website <http://hawaiipsychology.org/page-1858892>, and more information is available on the APA website <http://www.apa.org/education/ce/index.aspx>.

INTEREST SURVEY ♪ Watch out on the listserv and in the Newsletter for the Survey of Members' Interests, which will be coming out soon. This is used to develop educational programming relevant to the needs of our members.

If you would like to be part of this committee, please e-mail Rosemary Adam-Terem at mindmatters808@gmail.com, and let me know your name, status (ECP, student, etc.), cell phone number, areas of interest/expertise, and best times for meeting.

COMMUNITY AND PUBLIC SERVICE DIVISION UPDATE

BY JENNA SYMONS, PSY.D.
COMMUNITY AND PUBLIC SERVICE DIVISION CHAIR

The State of Hawaii has initiated a Licensed Health Care Professionals Pilot Project in an effort to recruit and retain licensed healthcare professionals, including Clinical Psychologists, into state positions. The licensed health care professionals included in the project are Physicians, Dentists and Clinical Psychologists. Each of these disciplines are grouped into zones and pay bands have been developed around each zone rather than the traditional civil service pay schedule.

The Licensed Health Care Professional Pilot Project will allow the state to offer more competitive salaries to its current employees and offer flexible rates in the hiring process. The new salary matrix allows the hiring agency to offer a salary based on education, work experience and work performed. In particular, the Department of Health and Department of Public Safety have had significant difficulty in filling their forensics positions due to the lack of competitive salary with private paying positions. With the implementation of this pilot project, the state will hopefully be able to recruit psychologists into specialty positions that have been historically difficult to fill.

As a CAPS members who works for the state of Hawaii, I was happy to hear the state finally has made some effort to address recruitment issues. However, the pay adjustments provided in the new guidelines are not sufficient to bring psychology salaries anywhere near alignment with the private sector. The pay "zone" for psychologists is especially low in comparison to the pay zone for psychiatrists - about \$30,000 separates the top of the psychology range from the bottom of the psychiatry range. Furthermore, it seems unlikely the pilot project will address the arduous and lengthy process of having civil service positions listed and advertised which can leave vacancies open for nearly a year before the agency can begin the hiring process once a potential candidate has been found for the position. In developing the plan for the pilot project, it appears that neither the state Department of Human Resources nor the union that purportedly represents psychologists consulted with any of the state's psychologists or with organized psychology/HPA.

If you work for the state and are interested in working together to address this issue, please contact Jenna Symons at jsymons23@yahoo.com.



Pat DeLeon
Former APA
President

THE NIGHT THEY DROVE OLD DIXIE DOWN

The Board on Children, Youth, and Families (BCYF) of the National Academies of Science, Engineering, and Medicine recently held its fall meeting, following the election of our nation's 45th President, Donald J. Trump. His opponent, Secretary Hillary R. Clinton, has long been an outspoken advocate for children, working early in her career for the Children's Defense Fund and ultimately serving as chair of its board of directors. Members of BCYF were clearly "interested" in any indications regarding what the new Administration's first 100 days might entail. The President-elect had proposed repealing Obama Care (ACA); but what about the 32+ million Americans who, but for ACA, would not even be receiving necessary primary care? Hope was expressed that children's issues would remain truly bipartisan in appeal.

Under the leadership of Chair Angela Diaz, MD, MPH (former White House Fellow) and Board Director Natacha Blain (former APA Congressional Fellow), BCYF has/will continue its charge to convene top experts from multiple disciplines to analyze the best available evidence on critical issues facing children, youth, and families today. The underlying approach is to evaluate research simultaneously from the perspectives of the biological, behavioral, health, and social sciences and thereby shed light on innovative and influential solutions in order to inform the nation. All agree that critical to BCYF's future will be its continued ability to provide independent analyses of the available science. Some would suggest that this is especially important at this point in our nation's history. Two recent BCYF initiatives:

Supporting the parents of young children [July, 2016]. A national framework for strengthening the capacity of parents of young children (birth to age 8) was proposed. Efforts were made to identify a core set of parenting knowledge, attitudes, and practices (KAPs) tied to positive parent-child interactions and child outcomes, as well as evidence-based strategies supporting these KAPs universally, across a variety of specific populations. Concrete policy recommendations were generated, across private and public sectors, within the health, human services, and education systems, including the most pressing research gaps. Populations of interest -- fathers, immigrant families, persons with substance abuse and/or mental health issues, low income families, single mother headed households, and parents of children with disabilities. Contextual areas of interest -- resource poor neighborhoods, unsafe communities, rural communities, availability of quality health care and education systems and services (including early childhood education), and employment opportunities. The underlying vision is to serve as a "roadmap" for the future of parenting and family support policies, practices, and research.

The biological and psychosocial effects of Peer Victimization: Lessons for bullying prevention [May, 2016]. Three key questions were addressed: * What is known about the physiological and psychosocial consequences of peer victimization for both the perpetrator and target? Specifically, what is the state of research on the neurobiological and mental and behavioral health effects of peer victimization? * How are individual and other characteristics (e.g., cognitive and social skills and affective dispositions) related to the dynamic between perpetrator and target, and the subsequent initial signs and long-term outcomes for both? And, * What factors contribute to resilient outcomes of youth exposed to, and engaged in, peer victimization (e.g., safe and supportive school climate; relationships with adults and peers)? Key findings: * Bullying is associated with harmful short- and long-term consequences both for youths who are bullied and for those who do the bullying. Individuals who are both perpetrators and targets for bullying appear to be at greatest risk

LEGISLATIVE CORNER

~ QUARTERLY COLUMN OF THE HPA LEGISLATIVE ACTION COMMITTEE ~
 JULIE TAKISHIMA-LACASA, PH.D., CHAIR

DOES THE RECENTLY-PASSED LEGISLATION ON LICENSURE FOR BCBAS THREATEN THE SCOPE OF PRACTICE OF PSYCHOLOGISTS IN HAWAII?

GUEST AUTHOR CONTRIBUTION BY HPA PAST-PRESIDENT, LESLEY A. SLAVIN, PH.D.

A group of Hawaii Psychological Association (HPA) members has become concerned about recent legislation applying to treatment services for Autism and the licensure of Board Certified Behavior Analysts (BCBAs). The main problem is that recent legislation may be read as prohibiting psychologists and other licensed providers from supervising direct care workers providing behavioral interventions. This makes room for Insurance companies to refuse payment for such services and for state agencies to stop contracting with psychologists for these services.

Here is a little history:

- In 2015, the Legislature passed Act 235, also known as Luke's law. This measure requires insurance companies to cover Autism treatment services. For the first time, individuals with autism are guaranteed treatment. This law opened the way to developing licensure for Board Certified Behavior Analysts (BCBAs) as one of the groups qualified to provide the needed services in Hawaii.
- In 2015, the Legislature also passed Act 199 that provides for the licensure of BCBAs. In theory, this should have augmented the workforce available to provide behavioral interventions to youth with autism and other behavioral needs.

However, HPA members are concerned that Act 199 instead has made it very difficult for some well-qualified professionals to provide needed behavioral intervention services to youth with autism. It also potentially threatens our ability to treat other conditions using a behavioral approach. It does this by:

- Providing a very broad definition of Applied Behavioral Analysis (ABA)
- Allowing other licensed professionals (and specifically psychologists) to practice ABA but
- Apparently making it illegal for direct service workers, teachers, or even parents to provide ABA under the supervision of anyone except a licensed BCBA.
- The law apparently requires that paraprofessional treatment services be provided only by Registered Behavior Technicians (RBTs) who are supervised by BCBAs. This eliminates other appropriately trained paraprofessionals from providing services, and limits the workforce. There is no established evidence that RBTs are better qualified than other trained paraprofessionals.
- This effectively means that Psychologists, Psychiatrists, Clinical Social Workers, Special Educators and others with expertise in behavioral intervention cannot utilize any paraprofessionals



**June W.J.
Ching, Ph.D.,
ABPP**

APA COUNCIL UPDATE

BY JUNE W. J. CHING, PH.D., ABPP
APA COUNCIL REPRESENTATIVE FROM HAWAII

As APA's Council of Representative (CoR) from Hawaii, it's an honor to present an update report on the business of Council. The last Council meeting was held in Denver, CO on August 3-5, 2016. I will be attending an upcoming Council meeting held in Washington, DC on February 23-25, 2017.

APA CEO SEARCH & CONFIRMATION PROCESS ψ Hiring a new CEO to lead APA has been a high priority which started in February 2016. Finalizing the APA CEO search has been the first order of business this year in selecting a leader that had vision, leadership and could bring transformational change. The search was built on the implementation of a process in which a 14 member committee was selected; the Korn Ferry Search Firm was hired to assist with the process; and a matrix was developed after members were surveyed to obtain position specs. The search committee wanted a candidate that demonstrated commitment to diversity, multi-culturalism, ethics, human rights; clear commitment and respect for diverse viewpoints; was an accessible staff leader, with a demonstrated track record for attracting and developing strong talent.

A total of 54 individuals applied and candidates who did not meet basic criteria were excluded. In person interview protocols were developed, held at APA with 5 candidates, along with further in-depth dinner meetings. Three finalists were chosen. Extensive background and professional inquiries with over 10 references were obtained by the search firm on each candidate.

The 2016 Board of Directors unanimously chose a candidate which was introduced to Council via two confidential webinars this past week. After a confirmation vote following a review of the candidate's materials and opportunity to discuss the candidate, APA has just announced on January 18, 2017 that **ARTHUR C. EVANS JR.** will be the new CEO of APA. For the last 12 years, Dr. Evans has been commissioner of Philadelphia's Department of Behavioral Health and Intellectual Disability Service. Dr. Evans will assume the post effective March 20, 2017.

THE TRIAL DELEGATION OF AUTHORITY ψ The trial delegation of authority which was approved by Council in 2014 is up for review at the February 2017 COR meeting. CLT will offer two webinars at 5PM on Jan 30, and 12PM on Feb 2 for COR members to discuss and answer questions so that COR members can make a more informed decision at our Feb COR meeting.

APA BOD COMPOSITION AMENDMENT ψ The APA Membership approved changes to the Bylaws related to the composition and election of the Board of Directors. This Bylaws amendment passed since there was approval by two-thirds of all Members voting.

4489 (68.28%) approved

2085 (31.72%) not approved

The plan for implementation of those changes over the upcoming year can be found below.

MEMBER NEWS

TANYA D'AVANZO, PH.D., ABPP-CN has been appointed to the board of trustees for the National Academy of Neuropsychology Foundation.

COLIN B. DENNEY, PH.D. has returned to private practice after several years of service in the Federal Government (Tripler Army Medical Center, Schofield Barracks Health Clinic). He can be reached at emailppsc@gmail.com, through his website www.pacificpsychologyservicescenter.com, or at (808) 888-0378.

If you would like to provide an inclusion for the Member News section, please email your submission to the
HPA Newsletter Editor at:
kadooka.chu@gmail.com



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Art by Linda Rowell Stevens

PRESIDENT'S MESSAGE, CONTINUED FROM PAGE 1 ♪

Public Advocacy: HPA will continue to advocate for public policy issues that you have told us is important. The new legislative session is upon us. You will be hearing periodically from our Legislative and Public Advocacy Committees about various issues that are pending.

Membership benefits: We are greatly extending the benefits to being a member of HPA. You will be hearing about these in the weeks to come.

Continuing Education for Psychologists: HPA is dedicated to offering high quality Continuing Education programs throughout the year, and at our Annual Convention, at greatly reduced prices for members. One new offering will be a monthly Grand Rounds for HPA members that can be attended in person at a members home or through videoconferencing. We will send out a notice to HPA members. These meetings will be great for networking with your peers as well as keeping up with state of the art in psychology, and getting all the CEs you need!

HPA Convention: I think most would agree that the 2016 HPA Convention was the best ever, and we are looking to continuing to hear that feedback with each coming year. We want to hear from you about who you would like to see as Key Note speakers, and what topics you would like to see presented, as well as any other functions you think would be useful at the Convention. We are starting our planning now, so please let us know what would make this a great convention for you.

Web-site Overhaul: We are completely overhauling our website so that it will become a) a great resource for keeping up with the psychological community, b) finding updates of practice guidelines, articles of interest, and links to important websites; c) a repository of hot discussion threads on the listserve, d) easy access to listings for office space, new groups, etc; e) keeping up with the latest on insurance issues, public policy debates and laws, etc; f) an archive of previously recorded CE programs you could not attend at the time, but will soon be able to off our website (and for CE units); and g) very easy to use. Let us know what you'd like to see the website offer.

These are just some of what HPA is looking forward to in 2017. But this is YOUR organization, and so let us know what YOU would like to see HPA do for you and the community, and how you would like to contribute.

Wishing you the best year yet,

Jim Spira, Ph.D. MPH ABPP

2017 President, Hawaii Psychological Association

ALOHA FROM PAT, CONTINUED FROM PAGE 4 ♪

for poor psychological and social outcomes. And, * Emerging research indicates that some widely-used approaches, such as zero-tolerance policies, are not effective at reducing bullying.

Give an Hour: The increasing integration of mental/behavioral health into primary care has provided mental health professionals unprecedented opportunities to make a difference in the lives of our nation's citizens through venues which have heretofore been unrecognized. In September, 2005 psychologist Barbara Van Dahlen established Give an Hour, with the mission of harnessing the expertise and generosity of volunteer mental health professionals capable of responding to both acute and chronic conditions that arise within our society. To date, Give an Hour has provided over 210,000 hours of free mental health care (valued at over \$21 million) to our nation's active duty personnel, Veterans, and their families. The VA reports that every day 20 Veterans commit suicide; however, the Campaign to Change Direction recognizes that the need

for mental health care is not limited to our Veterans or to any particular subset of our population, and instead requires a fundamental change in the culture of mental health so that all in need receive the care and support they deserve. The five signs of emotional suffering are changes in personality, agitation, withdrawal, decline in personal care, and hopelessness.

This fall Barbara invited students from the USUHS to attend a special Sirius XM radio broadcast "Changing the Culture of Mental Health: It's Time" featuring, among others, Brian Duffy (VFW Commander-in-chief) and Dr. Jill Biden, addressing the importance of eliminating the historical stigma associated with receiving mental health care. Given her son's history, Dr. Biden was personally most appreciative of the services rendered by the National Guard and highly sensitive to the stresses which they might experience. Later on that afternoon, she presided over a Pentagon ceremony during which Give an Hour and the National Guard signed an historic Memorandum of Understanding (MOU) to work closely together.

"As one of the military students in the audience of Jennifer Hammond's broadcast and as one of the many future health care professionals working to combat suicide, I greatly appreciated the opportunity to meet with individuals from different professions to discuss this important topic. Until recently, suicide was viewed as a cowardly act and in some states, even a crime. Talking about suicide or suicidal thoughts and how they affect everyday people in different ways is instrumental for changing the culture. As noted during the broadcast, most individuals know the signs of a heart attack and the basics of what to do. Through normalizing the experience of mental health strain and thinking critically about what we can do to help ourselves and others, we can inspire change such that mental stress is as easily recognizable as outwardly physical ailments. Among suicide researchers, an important change is how we speak about those who are afflicted. The term 'commit' is defined as 'to carry out; to perpetrate.' It brings with it the connotation of the past, that those who experience these thoughts and feelings are somehow committing a crime. Changing the language, such that those who 'commit' suicide are now those that 'die by suicide' (akin to 'died of a heart attack') changes how we automatically characterize the people we aim to help. Little changes like these, Give an Hour's many collective therapy hours, and the support of recognized names such as Dr. Biden and Yashi Brown are what will create lasting cultural change. I am honored to be a part of it" [Hannah Martinez, 2LT, USA; psychology graduate student].

Dr. Jill Biden: "The Biden family is a National Guard family. So, it's incredibly special that my last event at the Pentagon as Second Lady is to witness this National Guard milestone. Eight years ago, our son Beau proudly deployed for a year to Iraq with the Delaware Army National Guard 261st Signal Brigade.... When Beau returned home – knowing that Mrs. Obama and I had begun to plan the work eventually known as Joining Forces – he asked that we especially focus on de-stigmatizing and addressing the wounds that could not be seen: such as PTSD and TBI. The length of those wars and multiple deployments had naturally taken its toll. And we needed to address the mental wellbeing of our military upfront with dignity and respect....

"Today, we have another incredible organization, answering the call in their own way. From the bottom of my heart, I want to thank Barbara and everyone at Give an Hour for your strength, determination and foresight. I always tell people: go to your strengths and Barbara, you have done just that. You leveraged what you knew into an incredible organization of thousands of mental health providers willing to donate their time to help our troops, Veterans and families. Thank you.... With this MOU, we will reach countless guard members across this country with the 5 Signs. We will be able to offer expanded mental health services to our guard members and families through a network of more than 7,000 Give an Hour providers.... As a proud National Guard mom, this is personal... Thank you, and God bless our troops and their families."

Exciting Opportunities for Change: The New Hampshire Psychological Association recently joined with Give an Hour to serve their state's Veterans and other underserved high risk populations. This would seem to be a particularly appropriate initiative for HPA, given the significant number of members of the Hawaii National Guard who have been deployed during the past decade. Kathy McNamara recently had the opportunity to visit with U.S. Senator Mazie Hirono, a member of the Senate Armed Services Committee, who proudly mentioned that her undergraduate major was psychology, so her personal interest in psychological services has been long-standing. "And all the bells were ringin'." Aloha.

LEGISLATIVE CORNER, CONTINUED FROM PAGE 5 ♪

in their work. In fact, the law can be read to mean we can't even supervise parents on using a behavior plan with their own child.

Evidence that the law is being interpreted in this way includes:

- An insurance company has refused to reimburse for the services provided by paraprofessionals under the supervision of licensed psychologists, and Medicaid has published guidelines that only allow BCBA-supervised Registered Behavioral Technicians (RBTs) to provide ABA services.
- On Kauai, the DOE has told contractors they will no longer pay for services by Clinical Psychologists providing ABA services, and has said that contractors must use BCBA's instead.
- Both the DOE and the Developmental Disabilities Division (DDD) have sought relief from the legislature in the form of a delay in the effective date of the licensure law until 2019 (2016 Act 107 and 2016 Act 123) – to gain time to try and increase the BCBA/RBT workforce. This by itself illustrates that Act 199 is being interpreted as disallowing paraprofessional services under other supervision.

What the HPA Has Been Doing to Address the Problem:

- The HPA task force on this issue consulted with American Psychological Association on the status of providing ABA for individuals with autism in other states. APA has been very supportive of these efforts and supports the view that many psychologists are qualified to provide and supervise ABA services and should not be required to obtain another credential to do so.
- The task force has met twice with Senator Roz Baker about this problem. Senator Baker has asked us to try and reach a consensus with important players rather than proposing an amendment to the original legislation.
- Members of the task force met with leadership of insurer HMSA about our concerns. They were supportive and willing to look at the issue, and they requested that HPA develop some guidelines regarding training and competencies for paraprofessional workers.
- The HPA task force met with the president and other members of the Hawaii Association for Behavior Analysis (HABA) to see if a consensus can be reached about how the BCBA licensure law should be interpreted. HABA members told us it is not their intention to limit our scope of practice. They are concerned about untrained paraprofessionals providing services with little or no supervision – especially in DOE. We agreed to work together with them to advocate for higher quality services with the DOE.

The HPA task force has drafted a consensus statement we hope to issue with HABA clarifying that the BCBA licensure legislation should not be interpreted to limit the scope of practice of other licensed professionals, including the supervision of appropriately trained paraprofessionals, students, and unlicensed therapists. We are working to schedule a follow up discussion with the HABA group about it. We are hoping this consensus statement will make further legislative action unnecessary; and we are prepared to submit a bill amending the current law if these discussions break down. The HPA task force also plans to work on the issue of paraprofessional training and competency in consultation with HMSA, HABA, and other stakeholders.

I would like to thank HPA members Linda Hufano, Sean Scanlan, Colin Denney, Jeff Stern, and Richard Kravitz, President-Elect Tanya Gamby, LAC Chair Julie Takishima, Executive Director Ray Folen, and our HPA lobbyist Alex Santiago for their excellent work as part of this effort.

The Legislative Action Committee (LAC) as a whole, and our BCBA task force in particular welcomes the involvement of more HPA members. If you would like to help, please contact me (Lesley.slavin@doh.hawaii.gov) or LAC Chair Julie Takishima-Lacasa (julie.takishima@yahoo.com).



HPA organized a group of psychologists who took part in the peaceful, positive, and powerful Women's March at our Capitol on January 21st.

APA COUNCIL UPDATE, CONTINUED FROM PAGE 6 ♪

Implementation of the Approved Bylaws Amendment on Changes to the Composition and Election of the Board of Directors

Council Leadership Team Seats on the Board

Effective immediately, the Council Leadership Team Chair (Jean Lau Chin, PhD) and Chair-elect (Joseph J. Coyne, PhD) are voting members of the Board of Directors.

Formation of the Needs, Assessment and Campaigns Committee (NASCC)

NASCC is responsible for conducting an annual needs assessment and developing the slates for the member-at-large seats on the Board, which are now elected by and from the general membership. The first NASCC will be formed this year and begin its work to develop the slates for the two members-at-large of the Board to be elected in 2017; to take office in 2018. At least one Board member needs to be an early career psychologist as required by the Association Rules, therefore, one slate in 2017 will be comprised solely of early

career psychologists. Members-at-large will continue to hold a three-year term on the Board. As the terms of service expire for each Board member-at-large currently elected from Council, a change will be made so that that the seat will be filled by an individual elected by the general membership.

NASCC will also solicit nominations and vet candidates for the public member of Board. The public member will be appointed by the Board this year and will take office in 2018 for a three-year term.

DIVERSITY WORKGROUP ψ Council supported the creation of a Diversity Workgroup (DWG) in Feb 2016. This DWG has been working on a tripartite approach to diversity – 1) Diversity Training and Culture, 2) Representation and Participation, and 3) Policy and Procedure. These subgroups are chaired by Melinda Garcia (SIP), Fred Millan (NLPA) and Karen Suyemoto (AAPA). They were charged with organizing the Diversity Training for our February COR. You will see a modified approach that attempts to address two concerns of prior diversity trainings—relevance to the work of Council, and the importance of diversity training not as a single one hour event, but a year-long cultural transformation initiative that will start with a survey of Council’s culture. The other 2 subgroups are continuing to develop its plan and will be providing COR with an update as to its progress in February.

WORKGROUPS RELATED TO THE INDEPENDENT REVIEW (IR) ψ Council The CLT and the board appointed several workgroups in response to the IR as central to the ethical concerns and structural issues about how APA and COR conducts its business. The Organization Policies and Procedures and Ethics Commission are continuing their work. The Conflict of Interest Workgroup and Civility Workgroup are ready for implementation, having presented their reports to COR in previous meetings. They will be presented to COR in February to approve an action item going forward for implementation. The Work Group on Guidelines for Task Force Selection has completed its work and will be requesting that Council receive its final report in February.

APPORTIONMENT BALLOT ψ The 2016 Apportionment ballot and Bylaws Amendments ballot were sent to voting member on November 1. The election closed December 16.

Attached are the results of the 2016 for LY2018 legislative year apportionment ballot election. The seats are first divided into two pools based on the percentages received for the Division pool and the SPTA pool. Divisions were awarded a total of 103 seats as a result of the percentage the group received and SPTA were awarded a total of 59 seats as a result of the percentage the group received. As a result of SPTAs only receiving 59 seats as a group, the Virgin Islands lost its seat by virtue of receiving the lowest number votes in the group. California, New York and Pennsylvania lost their second seats.

FRIENDS OF PSYCHOLOGY AMENDMENT ψ Membership was asked to vote on a new category for APA Membership – Friends of Psychology. Bylaws amendments will pass if approved by two-thirds of all Members voting. As such, the Friends of Psychology amendment was defeated.

4331 (65.23%) approved

2309 (34.77%) not approved

Mahalo for the opportunity to be of service to HPA and APA as your Council Representative.

Respectfully,

June W. J. Ching, Ph.D., ABPP



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The Hawai'i Psychologist

This newsletter is a publication of the Hawai'i Psychological Association. Chartered in 1962, the Hawai'i Psychological Association is the professional association representing over 300 Hawai'i psychologists. Its mission is to advance the science and practice of psychology while supporting excellence in education, training, research, advocacy and service.

HPA works to inform the public and the Legislature about psychology to ensure that quality health services, both public and private, are available to the diverse people of Hawai'i. HPA's parent group, the American Psychological Association, is one of the largest professional associations in the United States.