



# SPPAA

## STATE & PROVINCIAL PSYCHOLOGICAL ASSOCIATION AFFAIRS

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# President's Message



**By Lisa Grossman, JD, PhD**  
**Division 31 President**

It is an honor to be Division 31's 2005 President and to help move forward the work of our state, provisional and territorial associations. I am excited about the various projects we are continuing as well as my Presidential Initiatives for 2005. I want to thank Dr. Margy Heldring for the outstanding work she did as our Division's President last year. She led our division with grace and integrity, and she will be a hard act to follow!

### Presidential Initiatives

For my first Presidential Initiative, I have begun the process to formally change our division's name to finally reflect our inclusion of territorial psychological associations. The new proposed name is State, Provincial and Territorial Psychological Association Affairs. To change the division name, a bylaws amendment is necessary, which requires the full membership vote. The ballot also will include a bylaws amendment that will institutionalize a Convention Program Committee comprised of the Program Chair, Past Chair and Chair-Elect. The rationale for this change is to assure program continuity and to allow the Chair-Elect to gain experience before s/he becomes Chair, and also so that the Past Chair can help mentor the current Chair. An additional change will allow the President-Elect to choose the Program Chair-Elect that s/he will work with during his/her presidential year. You may have already received your ballots in the mail. Please vote on these bylaws amendment and send in your ballots as soon as possible.

Another Presidential Initiative in development is a Web site resource that will publish innovative and unique programs that various states, provinces and territories have created or wish to share with other associations. Thus, an association that has a unique diversity

program or model bylaws, for example, might publish them on our Division Web site as a resource to others.

A third Presidential Initiative is the creation of an Orientation Handbook that will help new Division 31 officers understand their roles and responsibilities as leaders in the Division. Finally, as another Presidential Initiative, I have appointed a Task Force of Licensing Board Issues that will explore topics such as due process, uniform sanctions, evaluator immunities and specialty training for members of licensing boards. It is my hope that the Task Force's result will be model proposals for these various areas of concern that may help other psychological associations in promulgating their own legislation.

Please look at our Web site for the completion of one of Dr. Heldring's Presidential Initiatives, the Primer for STPA Officers. The purpose of this primer is to identify five basic, key responsibilities and five of the most significant skill sets necessary to make effective leaders for each officer position in your state, provincial or territorial associations. Dr. Heldring also was awarded an interdivisional grant with Division 45 to create an Electronic Toolkit and Diversity Handbook for psychological associations. All of these new resources will be posted on our Division 31 Web site as they are developed, so please visit often.

### Awards

I am also pleased to announce that the 2005 Executive Director Award was given to Ms. Aline Holler from the Delaware Psychological Association (DPA).

Among her many achievements, Ms. Holler successfully organized Delaware's first convention in 2003 and 2004, helped DPA realize a 10 percent growth per year for the past two years and completely recreated their Web site

to make DPA more accessible to the public and its members.

This year's Division 31 Outstanding State, Provincial or Territorial Psychological Association went to the Louisiana Psychological Association (LPA). As everyone knows, LPA successfully won prescriptive authority for its psychologists in 2004. But LPA has done much more, including advocating in favor of freedom of choice and mental health parity legislation, both ultimately adopted into law in Louisiana. In addition, LPA advanced professional practice by promoting and securing the passage of laws allowing psychologists to serve on hospital medical staffs and to hospitalize patients when necessary with a psychologist's emergency certificate.

Congratulations to both DPA and LPA. At Convention this summer, Division 31 also will be awarding its SPTA Diversity Award and its SPTA Outstanding Psychologist Award. Please consider sending in your nominations so that we might have the opportunity to honor your SPTA. For those of you who are not yet Fellows of our Division, I strongly encourage you to consider applying.

### Fellowship

One advantage of Division 31 membership is that it is the best division to apply for APA Fellowship status for all of you who have worked so hard on state, provincial and territorial issues. Just click on the Fellowship link on our Web site for further information. We also have a strong membership drive continuing this year. We could double our numbers if each of you brought one new member to our Division!

If you have any thoughts, concerns, questions or ideas, please feel free to contact me directly at [LRGROSSMAN@aol.com](mailto:LRGROSSMAN@aol.com). I look forward to my presidential year and hope that together we can advance psychological associations and give them a strong voice on APA governance.

# Officer Nominations

The Division 31 Nominations Committee has announced the slates for Division Officer positions. There are two nominees for president-elect, two for member-at-large and two for treasurer. Election ballots are in the mail. Biographical information on each nominee follows.

## Nominee for President-Elect *Michael J. Murphy, PhD*

I am pleased to run for president-elect of Division 31 and welcome the opportunity to continue service to the Division. My participation in Division 31 began as an officer of the organizing group for the Advocacy Section and I served most recently as Division secretary. I have held the full range of governance positions in the Indiana Psychological Association, but my main focus has been on public policy and state and national political advocacy. However, as president and secretary of Division 42, my focus has been on membership and organizational effectiveness. I will bring my experience in all of these areas to my work as president-elect of Division 31.

As an early Heiser Award recipient, I was pleased that Division 31 assumed responsibility for the award. I believe that it is essential to ensure the continued endowment of the Heiser and to ensure that all past and future recipients of the Award are members of the Division.

The Division has developed excellent communication resources and strong initiatives in areas such as mentorship, membership and collaboration among states, provinces and territories. The Division also has promoted the development of multicultural representation in governance and provided a voice for student and early career psychologists.

I believe that organizational structures and procedures can advance these and other important efforts by ensuring they are continued, coordinated, promoted and systematically nurtured. I will bring knowledge, skills and a commitment to development of systems to organize and foster the work of governance. I would value the opportunity to serve as president-elect.

## Nominee for President-Elect *Michael D. Roberts, PhD*

I am honored to be nominated to serve Division 31 as its president. A fellow of the Division, I have previously served as its secretary, convention program chair, newsletter editor and as a member-at-large. I am a past chair of the APA Ethics Committee and past chair of the State Leadership Organizing Committee. In my home state of Mississippi, I have served as MPA treasurer, federal advocacy coordinator and president. I have also served a term on the psychology licensing board.

Division 31 is my primary and most important APA affiliation. I understand the issues of importance to state, provincial and territorial psychological associations and know that Division 31 is where our concerns are best addressed in APA. I will continue to advocate for "home front psychology" in APA, as the president of Division 31.

## Nominee for Member-At-Large *Virginia Theo-Steelman, EdD*

I am honored to seek the position of member-at-large and would appreciate your support. I am committed to the concerns of state associations, and I feel Division 31 should strongly advance states' agendas. My own focus as a clinician is on practitioner issues and advancing all aspects of diversity. For eight years, I have been on the board of the New Hampshire Psychological Association where I created and chaired its Human Resources Committee and have served on almost every other committee and as New Hampshire's Representative to APA Council for six years. I have also been on: BAPPI; Task Force on Membership, Recruitment and Retention; Executive Committee of several caucuses; Caucus of State, Provincial and Territorial

Representatives; Treasurer Association of Practicing Psychologists; and, Membership Coordinator, Committee on Rural Health Collaboration.

Follow through, passion and energy are qualities I bring to whatever I do. An important adjunct for me is to bring a sense of humor to my work. I welcome and appreciate your support.

## Nominee for Member-At-Large *Sallie Hildebrandt, PhD*

As a past president of the California Psychological Association, I am well aware of the problems facing State, Provincial and Territorial Associations. Division 31 mentors leaders from around North America in order to increase their knowledge about issues related to state, provincial, and territorial associations. As Member-at-Large, I will be committed to working on projects which increase membership recruitment and retention.

One of the greatest challenges for Division 31 is attracting and retaining new members. I will work with Division leaders to develop programs which attract and retain members with diverse backgrounds and interests. If elected Division 31 member-at-large, I will be committed to continuing the important services which Division 31 gives in such areas as advocacy and licensing board issues, as it serves as a bridge between SPTAs and APA. Thank you for voting for me for member-at-large of Division 31.

## Nominee for Treasurer *Bonnie Markham, PhD, PsyD*

What would I bring to this position? As a result of my work as Treasurer and Finance Chair of Division 42, I've been named 2005 Distinguished Psychologist of the Year. For more than 20 years my activities in the New Jersey Psychological Association have included serving on many of its committees, task forces, and boards. I have been elected treasurer, secretary and member-at-large. As a solo independent practitioner, I bring knowledge of running a business to the fiscal management of a division.

How do I see the job of treasurer? The treasurer assures that members' dues support the priorities, that there are sound fiscal procedures, a good investment plan and communication with the leadership and membership on these issues. My commitment is to use my experience to benefit associations representing states, provinces and territories. Our voice is important in APA and good fiscal management will make it possible for our voice to be strong and effective. Thank you for your vote. It would be a great honor to be your treasurer.

## Nominee for Treasurer *John Northam, PhD, ABPP*

For nearly 20 years I have been actively involved with governance and leadership in psychology at the local, state and national levels including:

- President, New York State Psychological Association (NYSPA) (2001): initiated process for clearly identifying organizational priorities and corresponding budget; guided NYSPA's response through 9/11 tragedy
- Legislative Chair, NYSPA (1994-2000):
- Federal Advocacy Coordinator (2002-present): NYSPA representative to APA
- Member, NYSPA Ethics Committee (2002-present);
- Member, APA Integration Group for the Diverse Practice Constituencies (2000-present);
- President, Academy of Family Psychology (2004-present).

As a full-time practitioner, I have a strong understanding of practice issues. As an experienced leader in state association governance, I know the importance of strong, effective state associations. I ask for your vote.

# The State of the Budget 2005

**By C. Gerald O'Brien, PhD**  
***Division 31 Treasurer***

Division 31 once again begins a new year in a sound fiscal position, with total assets of \$31,215.79. Our investment performance was not as good as we had hoped in 2004, and as a result we are making some changes in our portfolio held by APA. We also incurred some expenses in 2004 that should have been previously posted in 2003, such as our annual APAGS Award, which kept us from exactly hitting our budget projections.

For 2005, the Division's leadership once again strives to achieve its goal of 100 percent organizational membership by all State, Provincial and Territorial Psychological Associations. I am pleased to report that at the end of February, we

have already received payments from 51 of the 60 organizational members, and the checks continue to arrive. Those SPTAs that have not yet renewed are encouraged to contact me directly.

The Division also just received \$1,000 in an interdivisional (with Division 45) CODAPAR grant, thanks to the efforts of Past President Margy Heldring. See the President's Message for more details.

The 2005 budget will see only minor changes from last year. On the income side we project adding at least 30 new members, with the able leadership of Sallie Hildebrandt, membership chair.

On the expense side we are instituting new reimbursement guidelines to help hold the line on those expenditures.

The Division 31 APA Heiser Award fund was again well supported in 2004, with donations exceeding expenses and a current balance of nearly \$9,000, as we continue to build a self-sustaining fund to support continuing recognition of outstanding leadership in psychology advocacy. If you have not yet made a contribution, please contact Jeff Barnett or me for more information.

I have now completed the first year of my two-year term as treasurer, and have learned a great deal.

I would like to particularly commend President Lisa Grossman, Past President Margy Heldring and Executive Officer Michael Ranney and his able staff in our central office for their assistance and support in 2004.

## Scenes from the Division 31 Meeting



*Above: Some of the Division Board at the Annual Executive Committee Meeting.*

*Left: Division 31 President Lisa Grossman, JD, PhD, presented a plaque to Margaret Heldring, PhD, honoring her services as 2004 Division 31 President during the Annual Executive Committee Meeting.*

*Below Right: President Lisa Grossman, JD, PhD, presents the Outstanding Executive Director Award to Ailine Holler of Delaware.*

*Below Left: The Louisiana Psychological Association won the 2004 SPPA Award. Shown is LPA Linda R. Upton receiving the award.*



# APA

## Council Representative Report

**By Elena Eisman, EdD, ABPP**  
**APA Council Representative**

There were several items of interest to SPTPA during the February 18-20 Council session. They included:

### **Division 31 Name Change**

Division 31 has proposed adding "Territorial" to its name to become the "Division of State Provincial and Territorial Psychological Association Affairs." Council has until April to respond, and concurrently there will be a vote of the membership of Division 31. If there is no opposition and the vote prevails, the name change will take place.

### **Funding for Council Representatives for Council sessions**

Council voted to fully fund council representatives for the February meeting of Council and to expand the reimbursement for the August meeting to two night's hotel expense. The rationale for this was that other organizations fund their governing council for meeting expenses, and APA funds its Board and Committee members for full expenses for meetings, so the APA governing council should also be funded. This issue was brought to Council because some of the smaller SPTPAs and Divisions were finding it impossible to fund their reps, and these people were paying out-of-pocket for their own participation. Funding will be available starting the February 2006 meeting of Council. There is work being done to find some way of continuing to incentivize the election of a diverse Council of Representatives.

**Funding for Psychology Archives** APA agreed to give funding of \$60,000 annually to the Archives of the History of American Psychology in Akron Ohio. This archive includes material representing the history of psychology and the Director David

Baker has agreed to let SPTPAs and Division 31 know how materials from SPTPA history can be archived. This might be a particularly important opportunity for small SPTPAs who do not have dedicated office space for storage and maintenance of their archives.

### **Revision of APA Sponsor Approval System Criteria**

The Continuing Professional Education Committee reviewed and modified its criteria for APA CE sponsorship. These criteria had been examined and modified based on feedback from CESPPA and the SPTPAs. Major changes involve requirements for presenting the evidence basis for techniques and materials presented, some changes in co-sponsorship, and the recognition of the CE-worthiness of training on ethics and other professional issues.

### **Presidential Initiatives**

President Levant presented four of his Presidential Initiatives. They include:

- Making psychology a household word. He plans to do training to get out the message about the many applications of psychology in everyday life. His aim is for 1,000 presentations nation-wide, approximately 10 per constituency, with public service announcements in major markets.
- Evidence Based Treatment: Dr Goodheart is heading this effort to reframe the concept of EBT to include factors such as relationship, patient choice, cost-effectiveness and outcomes.
- Healthcare for the Whole Person: This initiative, headed by Dr. Heldring, will focus on mind-body integration in psychological practice.
- The Task Force on Enhancing Diversity will be led by Dr Suinn and will look at broad diversity issues for psychology.

### **By-Laws changes**

Two changes will be presented to the membership. One would allow elected members of Boards and Committees to be removed for cause if they fail to attend meetings. The other change is to add gender identity to the list of basis for discrimination prohibited in the APA Bill of Rights. Both items will be sent without pro-con statements.

### **Policy and Planning (P&P) Five Year Report**

P&P, under the leadership of Sandra Tarrs, presented a thought-provoking description of psychology as it could be in the near future.

One of the key elements was the role of SPTPAs in this future and the recognition of issues like supporting joint APA-SPTPA membership. Kudos to P&P and to Division 31 President Lisa Grossman, for keeping active recognition of SPTPAs prominently in the document.

### **Finances**

APA is doing well, having turned the corner after a couple of deficit years into a healthy surplus. The real estate has appreciated significantly and the subscriptions for electronic media have taken off. All this allows APA to defray the cost of membership dues.

### **Diversity Awareness Training**

Council participated in training which led to every representative making plans to bring ideas back to their constituency to create diversity across APA.

Thank you for allowing me to represent you on APA Council.

Please give me feedback by e-mailing [eisman@masspsych.org](mailto:eisman@masspsych.org) on any of these or any other issues you want addressed on Council.

## Welcome New Members!

Division 31 welcomes its new members:

Philip Cooker  
Harriett Kaley  
Jane Harmon-Jacobs  
Judith Patterson  
Holly Mattingly

Jennifer Cornish  
Abiola O. Dipeolu  
David Lechuga  
Charles Rodgers  
Marvin Hoss

Samuel T. Gontkovsky  
Allison From  
C.G. O'Brien, Jr.  
Thomas Wallace

Gilbert Newman  
Jana Martin  
Nancy Moore  
Pat Ingram

# Why Join Division 31?

**By Sallie Hilderbrandt, PhD**  
**Membership Co-Chair**

Why join Division 31?

Because all politics are local.

Highlights of Division 31 membership include:

- providing a vehicle to connect with like-minded psychologists from across North America to deal with issues such as advocacy and licensing board issues.
- enabling small associations to build capacity.
- creating a sense of community outside state, provincial, and territorial boundaries.
- drawing on other associations' ideas so as not to reinvent procedures, such as Washington State Association's policy for endorsement of APA candidates for president-elect.
- developing a network to explore APA governance positions.
- assisting SPTPA leaders and

members to advance their SPTPA more effectively and to contribute to the public interest and the profession of psychology.

- access to online resources through the Division 31 Web site, such as articles from other SPTA newsletters.
- Participating in a listserv to connect student leaders and early career psychologists across the country and help them learn about advocacy and network with other professionals and attract this group of young leaders to local associations.
- creating a place for leaders to obtain fellow status in APA.
- recognizing SPTPA leaders for their contributions with awards including the Heiser, Diversity, Outstanding Psychologist and Outstanding Executive Director Awards.
- participating in a mentoring program.
- access to a Primer for SPTA Officers.
- access to a handbook which includes a stepwise approach to getting involved with APA governance through boards and committees.

Division 31 has set a goal to increase membership 10-20 percent this year. The membership committee is proposing a bold, new membership campaign, called "One for One and 31 for All." With the unveiling of this campaign, we are asking that each Division 31 member bring in one new member, thereby increasing membership by 100 percent.

Urge your colleagues who are state, provincial and territorial association leaders to join Division 31. You can access the website at [www.apa.org/divisions/div31/](http://www.apa.org/divisions/div31/). Membership brochures are at: [www.apa.org/divisions/div31/Membership.htm](http://www.apa.org/divisions/div31/Membership.htm) or e-mail Sallie Hildebrandt at [sehphd@cox.net](mailto:sehphd@cox.net).

We also urge you to join the Division 31 listserv by sending an e-mail [eisman@masspsych.org](mailto:eisman@masspsych.org). Tell us that you a Division 31 member, list your APA number and your full name.

## SPTPA Diversity Briefs

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### Nevada

The Nevada State Psychological Association (NSPA) has demonstrated its commitment for the promotion of competent psychological services for diverse populations by scheduling a two-day conference focused on building cultural competency within its membership and beyond. In addition, the NSPA Board will vote on formalizing the position of a diversity delegate as a voting member on the Board.

### Pennsylvania

The Committee on Multiculturalism (COM) is presenting a workshop at the Pennsylvania Psychological Association's (PPA) 2005 Annual Convention titled, "Multicultural Assessment and Issues in Schools." Dr. Beatrice Salter wrote an article about the workshops being offered at the 2005 PPA Annual Conference for the February 2005 "Pennsylvania Psychologist." A home study CE program is scheduled to be released this year, containing readings about diversity and multiculturalism. The Multicultural Resource Guide continues to be available on PPA's Web site for access by the public. This guide includes over 100 pages of resources divided into 24 chapters.

### Virginia

The Virginia Psychological Association (VPA) Cultural Diversity Committee was voted unanimously to be become a VPA standing committee and is no longer an ad hoc committee. The fall conference incorporated a series of workshops and presentations on diversity that were well attended. Beverly Colwell Adams, diversity delegate 2001-03, was reelected Secretary of the state association. Adelaide Simpson, the current diversity delegate, is now chair of the membership committee. The president of the Virginia Association of Black Psychologist conducted "diversity sensitive training" with the executive board of VPA and there are plans to look at ways to coordinate conferences and memberships.

# SPTPA News Briefs

## Idaho

The word "collaboration" would best describe the recent activities of the Idaho Psychological Association. Over the past several months, IPA's members and staff have worked closely with the Washington State and Montana Psychological Associations to plan the first-ever Tri-State Psychological Convention in northern Idaho. This event will be held April 29-30 at the luxurious four-star Coeur d'Alene Resort. APA President Dr. Ron Levant will be one of the guest speakers.

IPA's members have served on a coalition task force with the Idaho Medical Association and other health-related organizations in Idaho. The mission of the task force was to provide recommendations to the state legislature on improving the mental health system in Idaho.

## Iowa

Iowa Psychological Association participated in Mental Health Fairness Day in Des Moines on February 22, 2005. A delegation of 11 IPA members and leaders attended and advocated for Mental Health Parity along with IPA lobbyists who scheduled meetings with five legislators and the Governor's Health and Human Services Policy Advisor.

The annual spring conference of the IPA will be April 8-9, 2005 in Ames. This two-day conference *What Works: A Look at Evidence-Based Practices* will feature Saturday keynote presenter Carol Goodheart, EdD.

## Kentucky

The Kentucky Psychological Association Foundation has launched an innovative public health education campaign called "Heads Up Kentucky! Psychology Promotes Healthy Living." The project focuses on the psychological components of overall health and wellness. The project will dovetail with the new APA PubEd Campaign on the Mind Body Connection. In an effort to capture the imagination of a broad segment of the population, the project will pair educational material with eye-catching and accessible public art, in the form of larger-than-life heads. Each of the 25 or so heads will be mounted on a pedestal to which there will be two posters affixed with easy-to-read information on psychological components of heart disease, cancer,

diabetes, obesity and other chronic illnesses; role of sleep in health; health benefits of forgiveness; stress management, etc.

The art will be auctioned in October, and the proceeds will be used to continue the Foundation's mission. More information about Heads Up can be found at [www.kpa.org](http://www.kpa.org).



## North Carolina

The Division of Independent Professional Practice of the North Carolina Psychological Association is presenting eight continuing education workshops throughout the state on the Legal and Ethical Issues in Implementing the HIPAA Security Rule. Director of Professional Affairs Dr. Charles Cooper and Executive Director Sally Cameron have developed a power point presentation and a notebook for attendees. It is anticipated that more than 350 psychologists will attend these trainings.

Psychologists in North Carolina became eligible to see both adults and children as independent providers under Medicaid on January 1, 2005. Until that time, psychologists could only see children. A referral from a pediatrician, family practice physician or psychiatrist is required for children; adults may self-refer. NCPA has worked closely with the NC Division of Medical Assistance on implementation aspects of this service.

## West Virginia

The American Psychological Association has chosen Delegate Bonnie Brown (D-Kanawha) as the 2005 State Legislator of the Year. Delegate Brown is being recognized for her leadership in

sponsoring a law creating a presumption of good faith for court-appointed psychologists and psychiatrists conducting child custody evaluations in West Virginia (House Bill 4250) during the 2004 Legislative Session. The presentation will be made at a special Awards luncheon during the APA State Leadership Conference.

## Wyoming

The Wyoming Psychological Association (WPA) introduced a prescriptive authority bill in the legislature. Unfortunately, it was assigned to an "unfriendly" committee that had two of the strongest opponents from 2003 on the committee.

On the advice of our lobbyist, we withdrew the bill, knowing that we couldn't win in committee. We will try again in 2007.

We were invited to take part in a joint reception hosted by about 20 health care providers including the WY Medical Society. A number of psychologists from around the state were able to meet legislators in an informal setting and lobby them on a number of issues including RxP.

## Manitoba

Manitoba participated in the first Psychology Month in Canada, titled "Psychology is for Everyone." The idea was to advance a number of areas of health concern, embedding in those statements of concern the message that psychologists had key roles to play in their solution. Manitoba focused on psychology in the school, spousal relationships, the mind and physical health and childhood obesity.

It is too soon for a formal evaluation of the February effort. However, certainly the level of involvement of members, the level of awareness of the media and the level of interest from community members was amazing and far exceeded our expectations. Perhaps one of the greatest boosts came when provincial government volunteered to proclaim February as Psychology Month in Manitoba. The text of the proclamation made several declarations about the value and effectiveness of psychological services in specific life areas.

# Nominations Wanted!

## Nominations invited for Division 31 Annual Awards

Send nominations and supporting materials to Division 31 Awards Chair  
Margaret Heldring, PhD, at [mheldring@aol.com](mailto:mheldring@aol.com) before June 1, 2005.

### Outstanding Psychologist Award

The award for Outstanding Psychologist honors a psychologist whose distinguished contributions may include:

- a) Demonstrating outstanding leadership in state, provincial or territorial psychological association(s) SPTPA
- b) Advocating for psychology through state, provincial or territorial psychological association(s)
- c) Impacting psychology and our clients through distinguished service
- d) Serving as a role model for active participation in organized psychology
- e) Being a volunteer SPTPA member (required)

### Karl F. Heiser APA Presidential Award for Advocacy

The Karl F. Heiser APA Presidential Award for Advocacy is presented at the APA Convention each year by the APA President to those psychologists who have given voluntarily of their time to define the discipline of psychology statutorily by state and federal laws through advocacy. Division 31 now administers this prestigious award, which is coordinated by Jeffrey Barnett, PsyD. Please plan on attending the ceremony during the APA Convention this summer.

### State, Provincial and Territorial Psychological Association Diversity Award

This award will recognize innovative, creative and significant contributions by a State, Provincial and Territorial Psychological Association to advance diversity for its members, in its leadership and for the public. Such contributions may include:

- a) Sponsoring CE workshops to enhance multicultural competencies and awareness.
- b) Planning community forums to address issues of diversity.
- c) Recruiting new members into the Association and increasing the diversity of the Association's membership to include students and early career psychologists.
- d) Increasing representation of diverse groups in the Association's leadership.
- e) Mentoring programs for psychologists of diverse backgrounds.
- f) Educating members through newsletters and other publications on topics of diversity.
- g) Developing new and innovative programs contributing to increased knowledge of issues of diversity.

This award recognizes innovation, accomplishment and ongoing activities related to diversity in membership, governance and leadership and programming.

## Editor's Note

Beginning with this edition, the *Bulletin of APA Division 31, State, Provincial, Territorial Psychological Association Affairs*, will accept advertising. The *Bulletin of APA Division 31* is published three times annually and mailed to members of the Division. Articles and items of relevance should be e-mailed or sent via disk to the editor. Publication of an article, an ad, or an announcement does not imply that it represents the policy or position of Division 31 and does not constitute endorsement of the articles or products advertised.

The Division reserves the right to edit all materials submitted for publication. Classified and display advertisements are accepted subject to editorial approval.

### Advertising Rates

Classified Ads: \$10 per line, minimum three lines. Type the ad on your letterhead as it should appear in the newsletter and mail or email it to the Editor. Please specify one of the following ad categories: Job Market, For Sale, Office Space, and Miscellaneous.

Display ads: Ads must be in digital format or high quality laser print. The following formats are accepted, with a minimum of 300 dpi: .eps, .tif, .pdf and Adobe PageMaker (include font and graphics).

8X10 Vertical: \$250; 3X5 Vertical: \$100; 3X2 (Business Card): \$50; 16X10 Vertical, 2-page spread: \$500

Division 31 reserves the right to decline ads or typeset ads to fit the newsletter's format. Deadline for the next issue: June 15, 2005



# APA Division 31: State and Provincial Psychological Association Affairs

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