



IPA During the First Decade of the 21st Century

by Philip R. Laughlin and Carmella Schultes (*)



Y2K was all the rage in 1999 as billions of dollars were spent, successfully as matters turned out, to prevent a meltdown of the computer world as the 21st century began. For IPA, it was the first year that the Division dues ceased; regular dues substantially increased. The executive director, Maureen Rank, resigned relatively late in the year and the current executive director, Carmella Schultes, did not begin her responsibilities until August 2000. Interim executive office support was provided, but no end-of-year report for 1999 appeared as a result, and a number of association records were lost. The membership

numbers at the end of 1999 are not known. Membership numbers are available for 2000 and beyond. Full membership numbers from 1998 to 2000 dropped approximately 30% and another drop of approximately 8% occurred by the end of the first decade of this century. A commensurate drop in dues income occurred from 2000 to 2005 until an advocacy assessment was added to the income ledger for the association. Fortunately, association reserves had grown significantly from the beginning of 1987 when there were essentially zero dollars in the coffers. The reserves were tapped periodically for the association to meet its financial obligations until the advocacy assessment kicked in. After that, the association restored the funds to the reserves and has balanced the budget.

WHO WE NOW ARE

IPA remains a strong, vibrant association that is well-managed by the executive council and the executive director. The membership includes approximately 50% of Iowa licensed psychologists and a smaller number of unlicensed psychologists. Significant attention to recruitment and retention is ongoing. Net losses over the decade are most likely associated with substantial increase of dues at the time Division I and Division II were discontinued. More on this topic can be reviewed in some of the earlier history articles on the website. In addition, the 2005 instituting of the advocacy assessment contributed to the net losses. Very difficult economic times most likely played a role as well. On occasion, the position taken by the governance on a particular issue, e.g. gay marriage, influenced decisions made regarding membership retention. The association has very aggressively pursued overseeing its financial circumstances including

the operating budget and the investments. There are extensive procedures followed in the monitoring of every aspect of managing the financial resources. The membership now has access to the Governing Monitors page in the Member Resources section on the IPA website. These provide historical data on membership numbers and budget experiences. The Public Education function of the association took on a greatly expanded role over the decade especially through its interface with the American Psychological Association. Association members invite requests from the various publics for visitations, consultations, presentations, and so forth at the community level. Via the website the public may access the APA Help Center, You Tube's Psychologically Healthy Workplace Program, a list of books that psychologists recommend for various issues, Live Healthy Iowa website, and the APA Mind-Body blog. The public also has access to an online directory of IPA members. The giving away of psychology directly also relates to the association's Disaster Relief function wherein psychologists, along with many others, have provided services to disaster victims including those from Katrina and the severe floods of Iowa. There continue to be attractive, vibrant, spring and fall conventions. They consistently provide quality cutting edge, and cost effective, continuing education for Iowa psychologists. Many see this as a significant strength for IPA. They present professional psychology to the public in a most positive manner.

COMMUNICATIONS

The IPA Website was created in the late 1990's. The first webmaster was Rex Shahriari and the server was provided free by Central College in Pella, Iowa. Rex took a sabbatical in 2002. He was followed by John Kvapil from the Quad Cities area. Approximately four years later Chris White in Ames, Iowa, became the webmaster. She upgraded the site and this was maintained by her successor, Scott Graham, also of Ames. Scott resigned in 2010 and passed the baton to Cyndi Schaefer, of Wauwatosa, Wisconsin. She worked energetically with the IPA Website Committee to significantly overhaul and update the web site; she continues to maintain it at present. Membership utilization of the website is evolving. The IPA Facebook site is directly accessible on the website.

The Iowa Psychologist (TIP) has had three excellent editors over the decade: Roberta Casko from 2000-2005; Suzanne Zilber from 2006-May 2008; and David Christiansen from June 2008- April 2011. 2005 saw the "greening" of the newsletter as it became a completely online document thanks to the efforts of its first graphic layout editor Chris White, the same person referenced above as the third association webmaster. The transitions from Roberta to Suzanne and subsequently from Suzanne to David were very smooth and collegial. Jason Walker, Minneapolis, Minnesota, is the current graphic layout editor having assumed the responsibility in 2008. Back issues of TIP are now available on the website in the Member Resources section.

In between TIP issues, our abbreviated way to stay in touch is the Psyche-E. Distribution of this has moved from snail mail, to fax, to our ListServe over the Internet. Back issues are available in the Member Resources section of the website. Jim Marchman created the ListServe in the late 1990's and he continues to maintain it at present. This is relatively well utilized. We use the ListServe frequently, observing rules of courtesy, and the executive director is ever vigilant to assure we avoid potential anti-trust issues.

GRAYING AND GREENING OF IOWA PSYCHOLOGY

The graying of Iowa Psychology became evident during the decade. Carole Kazmierski thoroughly researched the topic and chaired a committee that assisted in the process. The gist of the matter is that the average age of Iowa Psychologists has been steadily advancing. We need to invite participation by the younger generation of psychologists, both inside and outside our Iowa boundaries. Michele Greiner was hired as the association's first post-doctoral internship training director and chairs its training committee. She oversees the funds that provide support to psychologists who are obtaining their one year of supervised post-doctoral training, which is required for licensure in Iowa. The training occurs at one of the sites that has signed a contract with IPA. The funds are outside the operating budget of the association and come from successfully submitted grants and awards from the state of Iowa. The awards from Iowa resulted from state advocacy efforts by the membership with leadership provided by the association's state advocacy chair. These were coupled with outstanding efforts by our lobbyist. The ongoing work of our lobbyist can be closely monitored on the Legislative Matters page in the Member Resources section on the website. Federal Advocacy efforts are effectively coordinated by the states federal advocacy chair. Ongoing activities can be followed on the Federal Advocacy page in the Member Resources section on the website. The greening of Iowa Psychology is referenced above with developments in our communications activities. Also, this includes the increasing utilization of teleconferencing/Skype for some meetings. This saves transportation/fuel expenses and travel times for participants.

HAPPY BIRTHDAY IPA

IPA celebrated its 60th birthday in 2009 at the annual spring convention. In addition, TIP featured the history in an issue with a number of articles prepared related to the history through the 20th century. The History Page within the Member Resources section of the web site was created. This houses the articles that have been written about IPA's history up to the present. This will also be the future repository of end-of-year reports by association presidents.

IOWA PSYCHOLOGICAL FOUNDATION

The Iowa Psychological Foundation (IPF) evolved into a separate organization and hired Carmella as its executive director, separately from her responsibilities with IPA. The foundation remains closely aligned with the association and has a page on the website featuring its activities. It has provided funding in support of the annual student posters at the spring conventions as well as assisting with the Iowa Psychology Healthy Workplace awards that IPA has presented since early in the decade. It also has sponsored some continuing education activities and has a close interface with the Iowa State University Extension, specifically regarding the science of parenting.

GOVERNANCE

For much of the decade we have better integrated the defined duties and responsibilities of each member of the executive council in addition to creating specific tasks and missions for its numerous committees and liaisons. We now update the policy and procedures manual at the end of each calendar year. It is

posted on the website in the Governing Documents page of the Member Resources section. Likewise, we routinely review and update changes to the bylaws as circumstances dictate and these are voted upon each year at the annual business meeting that takes place at spring convention. The bylaws may also be found on the Governing Documents page. There are many individuals who have served IPA well. You know who you are. Suffice it to say that a number have served the association both prior to and after their terms on the executive council. Some have served more than one role on the executive council, each one in outstanding fashion. The governance of the association has expanded to include the APAGS student representative as a voting member of the executive council.

RECOGNITIONS

Our association recognizes individuals and organizations for outstanding services. Two of these, The Meritorious Achievement Award (for IPA members), and The Service Award (for public individuals) were created in the 20th century and have been continued into the new century. The Psychologically Healthy Workplace Award (for employers) was created in the early 21st century, in conjunction with initiatives from the American Psychological Association, with the first award presented in 2002, and the most recent award in 2010. The Ann Ernst Public Service Award was created in the middle of the first decade and was originally intended to honor those psychologists, who had retired, but who still provided extraordinary services on a voluntary basis. The award has since been amended to honor either retired or active psychologists who have provided outstanding public services. To date, four psychologists have been presented the award.

CHALLENGING ISSUES

Challenging issues addressed by the association over the decade include: Prescription Privileges for psychologists. This remains an open issue for the association, dating back to the beginning of the new century. Time has been spent on the issue of Resequencing. This addresses the current requirement that eligibility for licensure requires one year of post-doctoral supervised experiences. Some are proposing that eligibility require only the awarding of the doctorate. The Iowa Board of Psychology Examiners has considered the issue for a number of years. Most recently it appears that the board has chosen to take no action on the matter. IPA is continuing to consider its options as this article goes to press. In 2010, the association contributed to the legal defense fund of a practice that had been sued by a parent for its records on a child client and the case had ended up with the Iowa Supreme Court. The court ruled in favor of the practice's position that such records, in the particular case at hand, should remain confidential. Prior to the association's monetary support, the practice had received financial support from the American Psychological Association and the National Association of Social Workers. Several years of effort went into considering the development of a Jurisprudence Manual to assist psychologists applying for licensure in Iowa in preparation for the jurisprudence portion of the licensing examination. This effort was no longer required when the licensing board did away with that portion of the examination, replacing it with a requirement for 6 hours of continuing education in ethics, mental health laws and regulations, or risk management each biennial period in order to meet requirements for license renewal. The association now assures the availability of such training each biennium via its training activities. A host of other

significant issues have confronted the association over the decade including Evidence-Based Practice, Release and Availability of Psychological Test Data, Mental Health Parity, and Licensure. All of these remain active, to one degree or another, up to the present.

STUDENTS OF PSYCHOLOGY

Psychology students continue to be the future for the association and the profession in general. The association's strong support for students has been visible throughout the first decade. The mentoring program remains viable and continues to be used on a variable basis. The student web site was augmented during the past year with information about various supports for repaying student loans. Student poster sessions are part of every spring convention, with awards presented. The IPA post-doctoral internship training program was established within the past several years. As noted above, the student representative on the executive council is now a voting position. In 2011, IPA was recognized by APA with the APAGS award for an association's inclusiveness of students.

WHAT'S NEXT

The above is an extremely brief sketch of the activities of the association during the first decade of the current century. It was created to provide a supplement to the other history articles that have been written and now reside in the association archives. We would like to invite you to go to the website to review the previous articles as well as the contributions from our presidents throughout the current century. The search remains on for an association historian. Are you the person with the interest, skills, and time for such service?

(*) Carmella Schultes has been the Executive Director of IPA since 2000. In 2007 she was awarded the APA Division 31 Outstanding Achievement Award.

Phil Laughlin is a lifetime member of IPA. He joined the association in 1971, served as its Treasurer for the second half of 1986, and was then its Executive Director from 1987-1993. In 2010 he became chair of the association's Web Site committee.