



IPA's 70th Birthday: Reflecting On Our Last 10 Years

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*Diane Shelton, a longtime member of IPA, offers an account of what stood out in her mind as she reviewed IPA's last ten years. Diane reviewed the content of the IPA website, the quarterly issues of *The Iowa Psychologist*, and the Executive Committee meeting minutes, along with a few conversations with colleagues. This report simply reflects what stood out in her mind; she apologizes in advance for any glaring errors or omissions.*

Over the last 10 years, the necessity for financial stability, which led to changes in IPA's governance, certainly stands out. Reflecting about our members, as well as our advocacy efforts, broad and deep, demonstrate who we are and what we stand for. The work of the Executive Council, including educational opportunities; The Iowa Psychological Foundation (IPF); *The Iowa Psychologist* (TIP) and the opportunities and challenges brought on by new technologies all contributed to the successes of the last decade. Finally, a look at the challenges we face as we grow into our eighth decade deserve some thought from each of us.

SEEKING FINANCIAL STABILITY

A growing recognition of the need to strengthen our financial position ultimately led to the resignation of Carmella Schultes, who served as our Executive Director (ED) for 16 years, resigning at the end of 2016. Carmella's contributions to IPA were significant. Every issue of TIP contained a column written by Carmella, offering not only information, but more importantly, offering inspiration and ideas. Her regard for the profession of psychology, as a nonpsychologist herself, was unparalleled. To that end, Carmella met frequently with prospective members, was a key player in supporting our legislative efforts, and

kept us on track with all of our activities. Carmella did not sugar coat our need to be a member driven association. Nor did she fail to remind us of our need to either increase membership or dues in order to maintain our operating and advocacy funds. At one point, Carmella froze her salary for a year. Ultimately, although Carmella had served IPA well, the association's need to stabilize the budget necessitated a reduction in the ED's responsibilities and salary. This change led to Carmella's resignation. IPA was without an ED for a year as a search was held for Carmella's successor. During this time, the process of moving to a member driven association proceeded. With strong leadership and support of the members, this transition was a successful one.

Suzanne Hull accepted the position of Executive Director in 2017. Her responsibilities and salary are in line with a sustainable budget. Suzanne brought her many strengths to the position, stepping right up to the plate. As we begin our eighth decade, the ED and the Executive Council (EC) are functioning smoothly.

We need to document the forces that led to our transition from one model of ED to another. IPA had ended the year in the red seven times in the decade preceding the current one. Additionally, we were actually in the red for five of the last 10 years. It might have seemed IPA could weather another financial crisis; this was not to be so.

What had changed? Historically, only about 40% of licensed psychologists in Iowa have been IPA members. In the last decade, our membership had declined by 36 members, and perhaps more importantly, the categories of dues had changed significantly. As the members of IPA aged, more of us took advantage of lifetime status (paying no dues). Our commitment to "Early Career" Psychologists led to offering these members reduced membership fees. Our respect for academic psychologists, who derive less benefit from our advocacy efforts, resulted in offering them lower membership fees. Encouraging student members increased our expenditures without adding to our income. These were all value driven decisions that affected our bottom line but also hopefully ultimately could benefit both IPA and the citizens of Iowa by offsetting the effects of "graying" IPA members.

The transition was not an easy one, and, at this point, we need to step back a bit, and give credit to some of the members who helped IPA on its path to fiscal stability.

In 2014 as awareness of our financial situation grew, Treasurer Dr. Betsy Altmaier called for an outside audit, as well as a change in accounting methods. On more than one occasion, Betsy acknowledged Carmella's cooperation, especially in learning to use Quickbooks, a better system than the one we had been using. Carmella's assistance in understanding our finances, along with some savvy financial minds, facilitated this process.

When Dr. Catalina D'Archiardi-Ressler became president in 2016, she called upon the EC to develop a Strategic Plan for the next three years. This plan provided a myriad of straight forward ways to increase our commitment to our profession, ourselves, and our community.

Also, in 2016, our new Treasurer, Dr. Benge Tallman, along with outside financial advisors, made it clear that we could not continue along the same path without eventually draining all of our resources. As is usually the case with major change, there was fallout, and the association lost the leadership of some very vital and valuable people. Regardless, Betsy, Catalina and Benge, as well as the entire Executive Council, deserve much credit for addressing our financial concerns, and setting a course to financial sustainability.

REFLECTING ON OUR MEMBERS

As a member driven association, it seems only right to highlight some of our members' achievements, acknowledge measures IPA has taken to enhance opportunities for those entering our profession, and memorialize the passing of distinguished IPA members.

Dr. Mike Rosmann (Winter 2011) and Dr. Margaret Koch (Summer 2011) are two IPA members who were interviewed in TIP in the last decade. Both are also published authors. Mike wrote a memoir, "Excellent Joy: Fishing, Family, Hunting and Psychology," and Margaret is the author of a series of mystery novels involving a fictional psychology practice. Our talents are not limited to our chosen profession.

In 2014, Dr. Jerrit Tucker, a student member at the time, co-authored IPA's position paper "The Importance of Psychological Assessment," in conjunction with Dr. Derek Grimmell. A link to this paper is provided on our website's homepage. Go to the website's member directory and check out his website to see how Jerrit has embraced the scientist-practitioner model.

In addition to the longstanding IPA Meritorious Achievement Award, the IPA Service Award and the Ann Ernst Public Service Awards, the Michelle Greiner Early Career Psychologist was added in 2016. To date, three members are recipients of this award: Drs. Kayla Davidson, Amanda Johnson and Jennifer Kauder.

In 2016, three of the seven prestigious APA Karl F. Heiser Awards for Advocacy went to Drs. Bethe Lonning, Brenda Payne, and Greg Febbraro for their legislative work. In addition, APA's Division 31 honored Dr. Lonning as Psychologist of the Year.

Dr. Mike Rosmann received the APA State Leadership Award in 2012 for his role in advancing rural mental health. Mike has been a resolute advocate for rural mental health, not only at the state level, but also nationally.

EXPANDING OUR MEMBERSHIP

Our commitment to the future of our profession is well documented. IPA provides opportunities for students to be an active and significant part of IPA. The Executive Council includes a voting student member. During the years 2009-18, no fewer than 44 articles in TIP were authored by students. During the Spring Conference, students are encouraged to participate in poster presentations, a friendly competition that nonetheless provides financial compensation for the winning entries. Although student membership has

fluctuated from a high of 44 students to a low of 16, students are always encouraged to participate in IPA. In 2010, Dr. Warren Phillips hosted a “Speed Mentoring” panel at a conference. IPA made an effort for mentor/mentee matches, with 18 available mentors, resulting in seven matches. The reduced annual membership fee of \$50.00 for student members also includes a waiver for all conference fees.

Not surprisingly, in 2011, IPA received The American Psychological Association of Graduate Students (APAGS) Outstanding State, Provincial and Territorial Association Award for our exceptional level of commitment to graduate student development. Paul Ascherman, a very active student member and now our State Advocacy chair, nominated IPA for this honor. One only need take a look at his TIP report (Spring 2018) “Persistence in Postdoctoral Issues Pays off” to realize how bright IPA’s future will be with Paul, and the other “young” psychologists who are taking up the mantle of leadership.

The Membership Committee is involved in finding ways to attract new members and enhance the experiences of existing members. IPA worked successfully in the past to reduce membership fees for Early Career Psychologists (ECP) and academics. Based on a 2018 survey, it appears the majority of members who responded are satisfied with the three areas they deem important: opportunities for training, networking with peers, and advocacy.

HONORING PAST MEMBERS

And finally, death is inevitable, and the grieving process is painful. In the last 10 years, we lost 17 long time members who were memorialized for their accomplishments in TIP, our archival newsletter.

VAMC psychologists have a long history of serving in important roles in IPA. Drs. Tom Linde, Mike Gaffney and Joe Hineman served both our veterans and our association well. Drs. Jerry Beckman, Thomas Sannito and Thomas Hannum advanced our profession through teaching and practice. For Dr. Peter Nathan’s distinguished career, go to the Summer 2016 TIP and read about what a difference one person can make. Dr. Jacob Sines will forever be remembered for his teaching and research contributions. Drs. Joyce Keen and Jane Bibber both enjoyed long careers in psychology, as did Drs. Thomas Wilson, Mark Peltan and Janet McDonough. Dr. Melville Finklestein’s memorial deserves a rereading to get a flavor for how diverse our backgrounds can be. Although Mel once attended a one room school house, he graduated from a prestigious boy’s prep school. Perhaps the most personal and informative memorial was that of Dr. Herb Roth, a mover and shaker for psychology starting in the 1950’s, written by Allan Demorest, himself a very distinguished early force in shaping psychology in Iowa.

The association was rocked by the untimely deaths of Dr. Michelle Greiner in 2015 and Dr. Greg Febbraro in 2016. Both were seasoned practitioners who donated a great deal of their time to advancing psychology. Michelle developed the Training Task Force and worked with the Iowa Department of Public Health to secure funding to support post doctoral positions in Iowa’s rural areas. Michelle interfaced with several agencies, worked tirelessly on behalf of young psychologists, and kept members informed through her frequent articles in TIP. Greg worked tirelessly as State Advocacy Chair and was posthumously awarded APA’s Karl F. Heiser Award for his service.

ACKNOWLEDGING OUR ADVOCACY EFFORTS

IPA's advocacy efforts comprise a significant amount of our time and the association's capital, and involve not only working to gain and maintain our status as independent health providers, but also to facilitate entry into the profession. Advocacy efforts are also directed toward ensuring affordable, appropriate and geographical access to our services, and to advocating for our patients' rights.

Arguably the most significant legislative success began in 1997 with a survey and ended this year when the administrative rules for Prescription Privileges for Psychologists (RxP) were finally adopted. Iowa became the fifth state to legalize this additional opportunity for psychologists in our state to serve their clientele. Credit for this twenty-one-year effort goes primarily to Dr. Bethe Lonning, who, along with Drs. Brenda Payne and Greg Febbraro, was recognized by the American Psychological Association for their advocacy efforts.

In 2009, Drs. Sam Graham and Michele Greiner began an effort to work with the Iowa Board of Psychology Examiners (IBPE) on training resequencing, a change that could improve retention of psychologists in Iowa. Ultimately, through legislation passed in 2014, and intensive work with the Iowa Department of Human Services (IDPH), and the Iowa Medicaid Enterprise (IME), nine years after this effort started, IPA was finally rewarded for its hard work. The result: A Doctoral Degree is now the standard of care, and Post Docs can now be provisionally licensed to practice and receive reimbursement from Medicaid, when under the supervision of a licensed psychologist.

Dr. Michele Greiner served as Director of IPA's Training Task Force (TTF) for close to eight years, from April of 2008 until her untimely death on November 20th, 2015. With a mission to find ways to provide psychological services to rural and underserved populations in Iowa, and an ultimate goal of retaining more psychologists as practitioners in our state, Michele took "the bull by its horns" and became very involved with the Iowa Legislature and the Iowa Department of Public Health (IDPH). Michele worked to develop postdoctoral internship sites and potential candidates. IPA, along with IPF, IDPH and the Telligen Community Initiative have all contributed to the funding of this project.

Dr. Brenda Payne became director of the TTF after Michele's passing. This training program not only provides funding for post-doctoral internships in Iowa, but also provides formal and informal opportunities for networking, additional education and training. After a year in the training program, participants are already integrated into the culture of psychology in Iowa, and many choose to remain here. Dr. Payne reported that over 80% of the psychologists who participate in this program stay in Iowa and become active members of IPA. Given the "graying" of psychologists in Iowa (in 2010, 53% of the psychologists in Iowa were 55 years of age or older) retention of a new generation of psychologists is imperative.

The Early Career Psychologist's Committee conducted a panel discussion on issues related to the Enhanced Examination for Professional Practice of Psychology (Enhanced EPPP), designed to be an examination for skill-based competency, complementing the current knowledge-based competency examination for licensure. Education on this issue, along with discussion and ultimately feedback on the decision to

implement this additional exam in 2020 proved effective in State Psychological Associations as well as APA. The Association of State and Provincial Psychology Boards voted to rescind implementation of this exam until issues such as timing in sitting for the exam, costs associated with the exam and the efficacy of content of the exam could be studied further.

When it became necessary to protect a minor, the psychology firm Anderson, Arnold and Partners successfully argued before the Iowa Supreme Court that the rights of parents to confidential information can be restricted under certain circumstances (The Harding Case). IPA's Executive Council voted to provide \$2000 to the firm to help with the expense of this successful advocacy effort. This case law is often cited in cases involving children at risk.

Although IPA's advocacy work can be frustrating at times, those dedicated to these efforts persist in spite of the longterm nature of changing law or institutional prejudice. In 2009, after 10 years of working for parity in mental health care reimbursement, Representatives in the Iowa House failed to pass this legislation by just one vote. Ten more years have passed and still mental health issues are not reimbursed on par with other medical conditions.

REFLECTING ON THE EXECUTIVE COUNCIL

All of IPA's presidents have served the association in ways too numerous to mention. That said, the presidents in 2016-2017 faced IPA's most severe challenges of this decade.

In 2016, Dr. Catalina D'Archiardi-Ressler, working with at least 20 other members, led the effort that resulted in a comprehensive Strategic Plan for 2017-20. Catalina also led the Executive Council through a contentious but necessary restructuring of the Executive

DIRECTOR (ED) POSITION IN ORDER TO ACHIEVE FINANCIAL STABILITY.

Dr. Molly Nikolas, president in 2017, was faced with the challenge of leading the association without the benefit of an ED, and without a presidential triad. By the end of her presidency, IPA had welcomed a new ED. As Molly graciously acknowledged in her final presidential column in TIP, the strong support and assistance of the EC as well as other members of IPA, made this possible.

Two other presidents helped negotiate IPA through this transitional time. Dr. Sam Graham, president in 2006, accepted the position again in 2018. Technology made his valuable contribution possible, as Sam now resides in Florida and Utah. Regardless, his commitment to psychology in the state of Iowa has remained strong.

Additional acknowledgment is due Dr. Phil Laughlin, who stepped in to provide leadership during the recent transition, as well as assistance in so many ways throughout his career and in retirement. Phil was ED from 1987-93, serving as a volunteer for the first two years because IPA had no money.

Although much of the association's work is directed toward advocacy, IPA provides opportunities for training and networking. We continue to hold Spring and Fall Conferences, providing an opportunity for members and nonmembers to spend time in a professional but relaxed setting with colleagues, while also earning CEUs. Dr. Susan Enzle, who organized and ran the most profitable conference in recent IPA history, noted these conferences involve the contributions of many, thanking a total of 30 volunteers for their help with the Spring 2010 Conference (Summer 2010 TIP).

The every other year Trust Workshop and the annual Legislative Breakfast continue to be successful. Dr. Greg Gullickson initiated Salons in 2012. These small gatherings are designed to facilitate members' opportunities to share their expertise in a setting designed to enhance collegiality. In 2014, Dr. Amanda Johnson launched the PSYowa Blog to provide education to the public. IPA also gained status as an APA CE provider in 2018, a move that will hopefully lead to increased attendance in conferences by a wider range of health service providers.

And finally, given the need for awareness and education regarding diversity, the Committee on Diversity and Social Justice was reactivated in 2017. IPA members presented on this topic at our Spring 2017 Conference, and the committee hit the ground running. The wide range of diversity issues that psychologists need to take into account include, but are not limited to race, gender, cultural and religious identity, geographical location and socioeconomic status.

ACKNOWLEDGING A VALUABLE PARTNER: IOWA PSYCHOLOGICAL FOUNDATION

Perhaps IPA's most significant relationship is with the Iowa Psychological Foundation (IPF). IPF celebrated its 25th anniversary in 2017. In keeping with its mission "to promote awareness and application of psychological principles to enhance the quality of life and healthy behavior for all Iowans," IPF previously sponsored The Iowa Psychologically Healthy Workplace Award. IPF also provides funding to the Student Poster Contest at IPA's Spring Conference. In addition, IPF provides financial assistance to Early Career

Psychologist to assist with licensing fees. In 2014, IPF donated \$10,000 to IPA. IPF also partnered with IPA to secure a \$100,000 two-year grant from the Telligen Community Initiative. Both were used to support IPA's Post-Doctoral Training Project.

In 2018, Carmella Schultes, our Executive Director from 2000-2016, extended her commitment to psychology by joining IPF's Board of Directors. As the former ED of IPF, Carmella will be a valuable asset in the upcoming decade.

ACKNOWLEDGING OUR ARCHIVAL PUBLICATION: THE IOWA PSYCHOLOGIST

One of the association's enduring features is the quarterly edition of TIP. Delivered electronically now, older members will remember the blue covered booklets that used to arrive in our mailboxes. Dr. David Christensen began the last decade as editor and Dr. Stewart Ehly took over in 2011. Although it's impossible to mention all of the significant articles published in TIP over the last 10 years, what follows is a small sampling from the many worthy of review.

- Dr. Joyce Goins-Fernandez's account of her personal experience with racism, "A Disturbing Experience of Systemic Racism," (Winter 2018) demonstrates how terrifying everyday encounters can be for persons of color.
- Dr. Suzanne Zilber's "Helping: The Original Ethical Dilemma" (Fall 2011) offers a thoughtful examination of how she, a person of white privilege, tries to balance her life in keeping with the ethics we all proclaim as psychologists.
- In his article "Ethics for Therapists" (Spring 2010) Dr. Ellery Duke raises important questions about how we treat patients who need long term care in the age of managed care, in addition to other barriers psychologists face.
- Dr. Sam Cochran's "Managing Multiple Relationships" (Fall 2010) addresses issues that psychologists face as they interact with current and former patients in everyday life.
- "Do it well, or don't do it" (Winter 2009-10) by Dr. David Beeman argued for quality in psychological assessments and prudence in the use of formal assessment tools. David provided an excellent summary of best practices in assessment.
- For an excellent history of IPA's advocacy efforts, refer to "Advancing Professional Psychology in Iowa: IPA and Advocacy" by doctoral students Chi W. Yeung and Erin Cannella (Winter 2016).
- Dr. Robert Hutzell's article "Reflections Upon Receipt of Ann Ernst Award" (Winter 2018) could have easily been titled "The opportunity just put itself out there." Although Bob was IPA's president back in 1987, his valuable contributions to the association extend from before to way beyond 1987.

Arguably, choosing seven articles written over 10 years and 40 issues of TIP is a bit presumptuous. Hopefully, though, these articles underscore the dedication of our members to sharing their expertise and unique perspective with fellow psychologists.

ADDRESSING TECHNOLOGICAL ISSUES

Dr. Rex Shahriari initially developed our website in the late '90's. However, over the years, Dr. Phil Laughlin has provided invaluable assistance in maintaining and updating it. Currently, Dr. Molly Nikolas is converting the website to state of the art under the umbrella of APA.

In 2010, Dr. Susan Enzle vowed to make IPA a "greener" association, holding some Executive Council (EC) meetings via Skype. That effort carries on. The EC moved from more costly and time consuming in person meetings, to meeting via Zoom when possible. This move proved key in being able to call upon Dr. Sam Graham to reprise his role of president in 2018. Suzanne Hull, our ED, created a Facebook Fan Page in order to market our profession to nonmembers and other mental health professionals.

In 2009, Dr. Ron Nelson, wrote an article on “Detecting and Disarming Ethical Landmines in the New Terrains of e-Psychology” articulating the challenges new technology presents to our profession. He wrote that the use of technology “raised more questions than answers.” Not surprisingly, questions raised with each advance in technology persist.

Following a workshop presented at IPA’s Spring Conference in 2014 and subsequent discussions with professionals knowledgeable in psychology, technology and cybersecurity, Drs. Sam V. Cochran, Karen Nelson and Tina Hoffman authored “Confidentiality 2.0: Digital Dilemmas.” (Summer 2014 TIP) IPA’s Spring Conference will feature a workshop presented by Dr. Dan Florell who will offer training on cyberbullying and education regarding telepsychology.

GROWING INTO OUR 8TH DECADE

Although no one can predict IPA’s challenges over the next 10 years, this much is true: There will be challenges and IPA will meet those challenges. As Dr. Phil Laughlin wrote in the Winter 2017 TIP, IPA experienced a major upheaval 30 years ago and again 15 years ago. The years 2016-2017 saw another upheaval arise and then settle down. In an effort to achieve and maintain financial stability, IPA articulated the need to create a liaison between the Membership and Finance Committees, and to create a workable balance between benefits and affordability for all of our members and prospective members. We have a membership willing to take ownership of the business issues that come with managing a professional association.

As evidenced by IPA’s ultimately successful twenty plus years effort to legalize prescription privileges for psychologists, our persistence and hard work does bring results that enhance our profession and help our patients. Efforts to diminish our role as independent health care professionals remind us that we must be ever vigilant of the forces that would cripple our profession. In 2014, IPA successfully advocated to expand Medicare’s definition of “physician” to include psychologists, in order to practice without supervision. It is remarkable that barriers such as this one still exist.

IPA is now represented on the Medical Assistance Advisory Council and the Patient Centered Health Advisory Council. IPA members and our lobbyist continue to develop relationships with legislators. We are working to achieve recognition of psychologists as primary caregivers in an integrated health care system.

Our common goals will hold IPA up throughout. Dr. Suzanne Zilber called IPA’s recent years a renaissance, and she promises we WILL have fun as we work hard. We have a playbook in the Strategic Plan developed under Dr. Catalina D’Achiardi-Ressler’s leadership. We have sound working committees. Simply stated: We have a bright future!