

## **Frequently Asked Questions (FAQs) – APA Reorganization (November 2024)**

*This FAQ was prepared by staff leadership in consultation with the Board of Directors in response to Council members questions.*

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## DECISIONMAKING AND PROCESS

Q: Broadly, what are the respective roles of Council, the Board of Directors, and the staff?

APA’s success is based on all three entities working together. Council’s role is to set Association policy. The Board of Directors approves the budget and has general supervision over the affairs of the association. The CEO develops and implements operational and personnel policies and procedures and determines staffing necessary to ensure that APA’s strategic priorities can be met.

The membership informs agenda setting through formal and informal mechanisms, such as boards and committees, task forces, focus groups, etc. Council assesses how proposed policies align with the organization’s mission and strategic plan, debates and decides whether to adopt proposed policies brought before it. Then the staff operationalize adopted policies by translating them into specific actions, such as federal advocacy, education/accreditation criteria, etc.

Q: Why was the possibility of a reorganization not discussed with Council at the August 2024 meeting or at an emergency meeting of COR?

The decision to reorganize staff was driven by the need to address institutional challenges and better align our structure with the organization's evolving needs. The plan that was ultimately executed was not in the works in August. While staffing decisions are the sole responsibility of the CEO in consultation with executive staff, we acknowledge that open communication is essential to foster trust and transparency. Therefore, we agree it is important to keep Council informed about significant organizational shifts.

Going forward, the APA CEO and executive staff will strive to more explicitly discuss the broader challenges and strategic needs that may necessitate such changes. This approach will provide Council more context and rationale behind major decisions, without delving into specific personnel matters. Moreover, it will help to surface the perspectives and feedback of the many constituencies that Council members represent. This should provide greater clarity of communications, while respecting the discrete roles and responsibilities of the management team, the Board of Directors and Council.

Q: Was the current Board of Directors briefed on the reorganization?

Over the course of the year, the CEO and the Board of Directors have discussed conceptually the need for APA to re-envision how the organization works to accomplish our mission and support our members most successfully. The Board of Directors has been supportive of re-envisioning APA. Beginning in early October 2024, the Board of Directors was briefed three times on what a reorganization might look like structurally, although the Board of Directors did not have the names of specific people who would be impacted. Importantly, the approach to implementing the reorganization and the specific staff

termination decisions, including non-renewal of expiring employment contracts, were not directed by the Board of Directors. All operations and personnel decisions were made by the CEO—in consultation with APA executive staff—as is his purview.

## APA BUDGET AND FINANCES

**Q: What is APA’s financial position and what is APA doing to protect against future shortfalls?**

APA’s financial position remains strong. The Association rules describe multiple methods to measure long-term financial health, including maintaining the APA Long-Term Investment Portfolio equal to 30% of total annual operating expenses. The portfolio for 10+ years has maintained a balance significantly above this requirement. Other methods of determining a healthy financial position include clean financial audits (which APA has had for 15+ years), healthy net assets (APA averages \$50M+) and a good S&P credit rating.

While the organization continues to be fiscally sound, improved operations are critical given the financial headwinds APA faces in the years ahead, which include changes to scholarly publishing, a softening Washington real estate market, and increasing costs of operations due to inflation and other factors. The current staff restructuring is intended to facilitate more coordinated efforts to better meet the ongoing and evolving needs of the profession and discipline within our existing resources.

In 2024, APA reduced expenses by 8% in most areas, and managers focused on trimming and tightening without negative impact on members or the Association’s strategic priorities. APA’s leadership team and Board of Directors will continue to evaluate expense reduction options to better support the strategic priorities identified by Council in February 2024.

Going forward, APA will continue to safeguard our strong financial position through fiscal discipline and strategically managing the Association’s resources. This will allow us to withstand the projected future headwinds, while enabling the Association to move forward in achieving its mission and supporting its members.

In addition to reducing costs, APA is simultaneously implementing strategies to develop more diverse revenue streams, including through the 2024 creation of an Office of Business Innovation & Growth, led by a professional with a strong record of accomplishment in this area.

**Q: When and how often is Council briefed on APA finances?**

Beginning in 2014, as a result of recommendations from the APA Good Governance Project, Council agreed to delegate most of its financial approval authority to the Board of Directors, so that it could focus their meeting time on policy issues for the public, discipline, and profession.

Financial updates are provided by the Treasurer and Chief Financial Officer via multiple webinars (which are recorded and stored in Council’s Dropbox) before each Council meeting. There is an opportunity for Q&A at those webinars and input to the Treasurer. The Treasurer also gives a brief update at the Council meeting but encourages all Council members to review materials provided in the Dropbox, which usually includes mid-year and end of year updates, information on approved budgets, and other relevant

information depending on current financial status. During 2024, briefings to Council (occurring prior to the in-person meetings) were held on February 12 and 20, and July 22 and 25. These regular updates will continue and will include updates on proposed work to develop new revenue streams.

### Q: Were the three chief positions eliminated to save money?

These types of personnel actions are challenging to make and are done with a great deal of consideration. Please note that while reducing the Executive Leadership Team by three people will ultimately lower administrative costs, the major benefit is to improve effectiveness with a less siloed organization that emphasizes performance. This is part of APA's ongoing effort to increase collaboration among APA staff. Over the term of the CEO's tenure, a number of functions have been centralized to improve operational efficiency, with some notable successes including Communications and Advocacy, where Association performance has dramatically improved as the result of consolidation.

### Q: What percentage of APA's annual revenue is derived from member dues?

Member dues are approximately 7% of total APA revenues in FY 2024 (approximately \$130M). Total membership dues revenues are split between APA (a c3 organization) and its companion professional association for psychologists, APA Services Inc. (APASI, a c6 organization). Every year, APA's Finance Committee recommends, and the Board of Directors determines, what percentage of member dues go to APA and to APASI. The current division of dues is 40% to APA and 60% to APASI. In 2024, total membership dues were \$8.7M, with APA receiving \$3.8M of dues revenues and APASI receiving \$4.9M. APASI revenues support advocacy efforts on behalf of all our members.

## APA REAL ESTATE

### Q: What has APA done to assess our real estate position?

APA owns two large office buildings in Washington DC. Built in 1992, the APA headquarters building is located at 750 First Street, NE. This 11-story building is approximately 385K square feet with a large conference/event center on the roof. APA also owns an investment property located at 10 G Street, NE (one block from the headquarters building), which was built in 1997—an 8-story building that is approximately 275K square feet.

Before the global COVID-19 pandemic in 2020, these buildings had very low vacancy rates compared to the average vacancy rates in DC and were helping support APA's operations. Since 2002, these buildings have been contributing to the APA operating budget annually and, overall, have contributed approximately \$114M to support APA's mission.

In response to the continued softening of the commercial real estate market and the anticipated large departure next year of a major tenant (Amtrak, who currently occupies 39% of 10 G Street, NE), APA hired CBRE, a global leader in commercial real estate investments and sales, to:

- evaluate APA's two real estate holdings (APA headquarters at 750 First St NE and APA investment building at 10 G St NE),
- assess anticipated tenant demand for the space,

- project likely capital investments that will be required by APA over the next 15 years to properly maintain the buildings,
- explore capital market lending availability,
- analyze APA’s own commercial real estate needs, and
- recommend options for APA moving forward.

The next steps include a task force that will report to Council, more details of which are below.

### Q: What did CBRE find? When and how was Council brought in?

In October 2024, CBRE presented their initial findings to the Board of Directors and Finance Committee. Given that any decisions to address Association real estate must be approved by Council (see [APA Rule 210-2.3](#)), the Board of Directors concluded that it was important that Council members, working with CBRE, lead this review and analysis and evaluate the full range of options available to the Association. Therefore, a group of Council members was identified, including recommendations from the CLT Chair and Chair-elect, to form a work group that would take a deeper dive into the data CBRE had compiled and make a recommendation to Council about whether to move forward with any of CBRE’s identified options. Given that items headed to the February Council meeting must be completed in November and given that the issues raised by the real estate assessment are highly confidential, a public call for nominations was not conducted to populate the work group. Group members needed to be available in the next 4-6 weeks to participate in nearly 15 hours of meetings and review. Outreach to those members was conducted and initial members to the group were approved at the Board’s November 5, 2024, meeting. Council members were also invited to apply to participate in the Real Estate Work Group during a Council Town Hall held on November 12, 2024, which yielded three additional volunteers.

*NOTE – given that the CBRE data and analysis are contingent on currently uncertain future market projections and options, and that Council has mandated that APA opt into Standard & Poor’s financial ratings (APA Rule 210-3), confidentiality of this review must be maintained. Public disclosure of contingent and uncertain predictions could negatively impact possible future tenants, the value of the buildings, and APA’s S&P credit rating.*

### Q: What are the next steps with a Council work group?

The members of the group, as identified by the Board of Directors and CLT, are Council representatives Dr. Zeeshan Butt, Dr. David Goode-Cross, and Dr. Justin Karr, Council representative and Finance Committee member Dr. Mira Jourdan, and former APA President Dr. Frank Worrell, with APA Board of Directors Public Member Lindsay Patterson, CPA, as the group’s chair. The group’s meeting dates have begun and will conclude at the end of November. The group is evaluating the CBRE report, deliberating on possible outcomes, and providing a recommendation in advance of the Board of Directors’ December meeting to ensure timely consideration for the February 2025 Council meeting.

During the second town hall meeting with Council, it was noted that if additional Council members wanted to join the group, they should email Lindsay Patterson, APA Board of Directors Public Member and work group chair and/or Michelle Aslan, CFO, expressing their interest and ability to commit to the meeting schedule. Three new members were added because of this – Dr. James Bray, Dr. Arlene “Lu” Steinberg, and Dr. Mark Sirkin.

## DETAILS OF THE REORGANIZATION

### Q: What positions were eliminated as part of the reorganization?

The reorganization involved three members of APA's executive leadership team, Dr. Jared Skillings, Dr. Cathi Grus, and Mr. Ian King.

Among both staff and members, there is strong appreciation for the years of service these individuals gave to the association and the many ways their leadership helped to advance not only the organization itself, but the profession and discipline of psychology.

### Q: How did APA support the employees whose positions were eliminated?

While employment actions, including the timeframe in which they are completed, are confidential, we can say that staff who left APA received a generous severance package, which included a severance payment plus payment of unused PTO; payment of premiums toward the continuation of employee health insurance benefits (COBRA), the continuation of APA's substantial mental health benefit, and continuation of APA's employee assistance program (EAP); and employment outplacement assistance.

### Q: What is the rationale for moving three of the program directorates – Practice, Education, and Science – into a single department? Why not just leave the structure as it was?

This reorganization is designed to enhance the crucial work of Practice, Education, and Science by fostering greater internal collaboration and support. All directorate staff continue in their positions, ensuring the continuation of the important work they did prior to the reorganization.

Members in different areas of psychology have unique needs and the new structure allows for the traditional focus on these areas to continue, while also fostering the collaboration that is necessary for the issues the field and the broader society face. Some administrative reporting lines have changed, but the focus and work in Practice, Education, Science, and Applied programs all continue.

APA has successfully integrated staff in this way before. In 2019, for example, federal government relations and advocacy staff from across APA came together under a unified Advocacy Office. This restructuring enabled APA to advocate more effectively for psychologists and psychology, utilizing federal and state expertise to influence congressional and regulatory outcomes. Like these previous efforts, the aim is to enrich the Association's work and have greater impact by integrating APA's work across the breadth of the field—practice, science, education and applied.

We appreciate that members have strong collegial relationships with staff and how difficult such decisions are for some members. However, APA's staff structure must continually evolve to meet the changing needs of the organization and the context in which it operates. The goal is to strengthen both the discipline and the profession through the Association's work and to ensure that APA can continue to effectively fulfill its mission.

Q: How is this reorganization expected to impact members who rely on the programs and services provided by these staff?

Programmatic staff continue to do the work they were doing prior to the reorganization, and no programs were reduced or eliminated. While organizational reporting structures have changed, members will continue receiving consistent support and service, through established and consistent communications channels.

Q: Did the Practice and Education directorates change while the Science directorate stayed the same? Are Practice and/or Education now organized hierarchically under Science?

No. With the exception of the change in executive leadership, Practice, Education, and Science staff remain in their entirety. They, along with Applied staff, are now part of a unit of co-equals that is designed to enhance collaboration among these areas. All work in Practice, Education, Science, and Applied continues to progress, with all staff and their functions remaining active. Science does not sit above the others. Dr. Prinstein is no longer the Chief Science Officer and now plays a new role aimed at coordinating and strengthening the connection between these four areas in innovative ways to advance the work of the Association.

Q: Specifically, I heard there is no more Practice directorate. Is that true?

No. Practice remains central to APA's work. While we are moving away from the "directorate" terminology, the Practice staff and the important functions they serve remain. The Practice staff will now have enhanced opportunities for leadership and collaboration with Education, Science and Applied colleagues to more holistically support the important needs of practitioners.

APA remains committed to amplifying the voices and unique contributions of practitioners, highlighting the pressing challenges they face in this rapidly changing world, to ensure that practitioners have the resources, support, and recognition needed to elevate their work and address evolving needs effectively.

Key practice leaders on staff continue to work together and are now more thoughtfully infused across the organization. The Health and Health Care Financing staff are bringing their technically complex Practice work to the Advocacy Office to ensure more support for key issues practitioners are facing, especially with respect to reimbursement. Existing Advocacy staff will become more closely integrated with and knowledgeable about these issues to better support this important work on a day-to-day basis. The attorneys and staff from the Practice Legal and State Advocacy office will continue their important work, but with increased support through more routine contact with other APA attorneys and with Advocacy staff. We also have a strong team of experts in Communications who will continue to work to advance practice-related issues and content with the goal of supporting practitioners and the field.

Q: Who will lead the work of Practice?

Dr. Lynn Bufka serves as head of Practice. APA is extremely fortunate to have a deep bench of leaders in practice on staff, including Drs. Vaile Wright, Marnie Shanbhag, Robin McLeod, and Raquel Halfond, who directly report to Dr. Bufka.



Dr. Bufka has been at APA since 2002 and during her tenure has been a key collaborator with staff across APA on critical issues in governance, science and education, and a sought-after APA spokesperson. The professional focus of Dr. Bufka's career has been on utilizing clinical science to inform programs and policies relevant to psychology practice with the goal of supporting and improving the quality of care and ensuring psychologists have the resources needed to thrive. Recognizing the full range of theoretical perspectives among practitioners, she is a strong advocate for science to support practice, and for practice-based evidence and knowledge to inform research and policy. Current areas of emphasis include population health, evidence-based practice, guideline development, dissemination, and implementation, integrating practice-based evidence in ongoing decision making, and defining the direction of the future of psychology education for professional practice.

Dr. Bufka maintains an active license and board certification and she is affiliated with a large private practice on a limited basis. Before joining APA, Dr. Bufka served as associate director of the doctoral clinical training program and director of practice training at Boston University's Center for Anxiety and Related Disorders, with expertise in delivering and evaluating cognitive behavioral therapy for anxiety disorders.

Dr. Bufka will continue to work with staff across APA, focusing on issues related to practice and practitioners such as licensure, guidelines, scope of practice, technology and innovation, and reimbursement. The senior team for Practice will continue to advocate for psychologists and their valuable contributions within and beyond health care, and will create opportunities for psychologists so that they can maintain successful, innovative practices and continue to positively impact the well-being of their communities. The team will continue to serve as a vital link between practitioners, APA and APASI, contributing knowledge and expertise to sophisticated federal and state strategies that both advance the profession and protect hard fought policy gains.

**Q: Why are the titles for Drs. Bufka, Butler, Orsillo, and Stolle listed as "Acting"?**

As of November 20, these four leaders are no longer acting and have all accepted the roles as permanent heads for their respected areas. Given that these individuals could not be informed well in advance, it was important to give them time to decide about accepting their new role, without presuming they would accept. This was true for all four leaders: Dr. Dennis Stolle, Dr. Lynn Bufka, Dr. Sue Orsillo, and Dr. Adrienne Stith Butler.

**Q: Just like Practice and Science, Education is fundamental and foundational to psychology. How will Education be supported within APA going forward?**

APA will continue to put substantial resources toward supporting the education and training of psychologists. There remains a strong set of experienced professionals in Education who will directly report to Dr. Sue Orsillo, head of Education, including Drs. Nicole Barnes, Karen Stamm, Jennifer Taylor, and Wendy Williams.

Dr. Orsillo is a licensed clinical psychologist who joined the APA staff in 2021. Before that time, she worked as an educator, clinician, and researcher in several settings. Most recently, she was a Professor of Psychology at Suffolk University where she held several administrative roles including Director of Clinical Training (APA accredited Clinical Psychology Doctoral Program) and Director of Undergraduate Studies and Curriculum. Previously she was on staff at the Women's Health Sciences Division of the National

Center for PTSD in Boston. Across these settings, Dr. Orsillo has taught, trained, and supervised undergraduates, doctoral students, interns, and post-doctoral fellows. Before joining APA, Dr. Orsillo also had a small private practice. She led an active, funded clinical research portfolio focused on studying the nature, causes, prevention and culturally responsive treatment of anxiety and related clinical problems.

Dr. Orsillo and her colleagues in Education will continue to work on supporting the development, dissemination, and implementation of APA education policies, addressing the challenges related to the anticipated demographic shift and other changes impacting education, collecting and analyzing education and workforce data for the profession, facilitating the process for organizations to become approved CE sponsors, reviewing doctoral and postdoctoral education and training programs seeking designation in psychopharmacology for prescriptive authority, and maintaining an equitable and navigable accreditation process. They remain committed to continuing APA's work to elevate psychology education, support educators and students, and broaden and enrich pathways into psychology from precollege through continuing education. Dr. Orsillo and her colleagues in Education will continue to support the full education landscape, from PreK-12 to lifelong learning in multiple ways—for instance, continuing to support APA governance groups like the Committee of Teachers of Psychology in Secondary Schools and the Committee on Associate and Baccalaureate Education, among others, and continuing to prioritize the contributions of students', educators', and early career psychologists' input into all of APA's activities.

#### Q: Where does accreditation fit in the reorganization?

The director of the Office of Program Consultation and Accreditation, Dr. Aaron Joyce reports to Dr. Mitch Prinstein. The relationship between the Commission on Accreditation (CoA) and APA is unchanged regarding the CoA's independence in decision-making, as described in Implementing Regulation (IR) A.2.

#### Q: Just like Practice and Education, Science is fundamental and foundational to psychology. How will Science be supported within APA going forward?

APA remains steadfast in its commitment to use psychological science and knowledge as a foundation for its work. As an Association, APA will continue to support psychological research and the broad needs of scientists and scientist-practitioners. There remains in place a strong Science staff that will directly report to Dr. Adrienne Stith Butler, who is head of science, including Dr. Kim Boller, Dr. Ludmila Nunes, and Shandol Hoover.

Dr. Butler has a PhD in clinical psychology and has been at APA since 2021. Before joining APA, she served as director of the Board on Behavioral, Cognitive, and Sensory Sciences (BBCSS) at the National Academy of Sciences after providing oversight of projects within BBCSS for two years as the associate director. Previously, Dr. Butler directed numerous studies and other convening activities at the National Academies, within BBCSS and the Institute of Medicine (IOM). She also served as the James Marshall Public Policy Scholar, a fellowship cosponsored by the Society for the Psychological Study of Social Issues and APA, during which she focused on policy analysis and legislative issues related to ethnic disparities in health care and health research, racial profiling, and mental health counseling provisions in the reauthorization of the Elementary and Secondary Education Act.

Dr. Butler will continue to work closely with Science Advocacy staff to protect and advance federal science policy and funding, and to enhance the role of psychological science across APA advocacy priorities. Bringing forth valuable subject matter expertise, the Science team has had great success in collaborating with APA's advocacy, communications, and legal teams over the past few years and will continue to improve coordination with colleagues in education and practice as part of this new structure.

### Q: How does this reorganization impact the Association's work around applied psychology?

This restructure affords an important opportunity for APA to better foster and promote the application of psychological science, and to create community and engagement among the diverse group of psychological and behavioral scientists who apply psychological research methods and findings in their work.

Formerly the Senior Director of APA's Office of Applied Psychology, Dr. Dennis Stolle, now serving as head of applied psychology, has been tasked with elevating applied psychology across the Association. Dr. Stolle, who has both a PhD in Social & Personality Psychology and a law degree, currently oversees initiatives focused on applying psychological science across a variety of work settings and subject areas, including legal psychology, workplace culture, economics, human-technology interaction, climate change, and others. Before joining APA, Dr. Stolle was a capital partner in an AmLaw 100 law firm, Barnes & Thornburg LLP, and a co-founder and president of a private consulting firm, ThemeVision LLC, where he applied psychological science and methods to advise corporate clients on strategies relating to legal and business issues. Dr. Stolle has also published widely in both academic journals and popular media on the application of psychological science to solve real-world problems.

### Q: What is Dr. Prinstein's role?

Dr. Mitch Prinstein's position is designed to work closely with the leads of all the teams and the DCEO in forging opportunities for collaboration and developing strategies to address challenges that cut across the Science, Practice, Education, and Applied psychology domains. Over time, the Association is expected to benefit from less-siloed interactions, in much the same way the transformation of our advocacy and communications offices enormously benefited APA by moving away from disjointed work across the Association.

Mitch Prinstein, Ph.D., ABPP is a board-certified clinical psychologist, psychological scientist, and has served as a leader in psychology education over the past 25 years. He received his doctorate in clinical child and adolescent psychology from the University of Miami, completed his predoctoral internship and postdoctoral fellowship at the Brown University Training Consortium in Clinical Psychology, and received his board certification in clinical child and adolescent psychology. He is an APA fellow in divisions 12 and 53. Dr. Prinstein has been licensed to practice in three states.

Dr. Prinstein's research examines interpersonal models of internalizing symptoms and health risk behaviors among adolescents, with a specific focus on the unique role of off- and on-line peer relationships in the developmental psychopathology of depression and self-injury. He has had continuous NIH funding for more than 25 years and has published more than 200 scientific manuscripts and 12 books.

Dr. Prinstein's clinical expertise is in clinical child and adolescent clinical assessment and treatment, particularly in youth suicide. He co-edited graduate textbooks on the assessment and treatment of child and adolescent psychological disorders and co-wrote/edited guides on admission to predoctoral internships in health service psychology. He regularly consults around the world regarding community-wide screening of suicidal youth, the treatment of acute suicidality in schools, hospitals, and in outpatient settings, and the training of clinicians on youth suicide. Through professional service, he has represented psychologists as a liaison to ABPP and ASPPB.

Dr. Prinstein is an award-winning teacher and mentor of undergraduate and graduate students in psychology. He served as the Director of Clinical Psychology at UNC and Yale University, the Director of Graduate Studies in the Department of Psychology and Neuroscience, and the Assistant Dean for the undergraduate honors college at UNC. He served as a long-standing board member for CUDCP, and has been a liaison to COGDOP, APPIC, and CCTC. He co-edited a volume on professional development for psychology undergraduate, graduate, and postdoctoral students interested in careers as scientists, practitioners, educators, and in public policy.

For the past four years, Dr. Prinstein has served as APA's Chief Science Officer. He has represented psychology and all psychologists for numerous government entities (e.g., White House Office of Science and Technology Policy, Centers for Disease Control, Federal Trade Commission, US Surgeon General's Office, US Supreme Court), international entities (e.g., Organisation for Economic Co-operation and Development, World Economic Forum, World Health Organization), nonprofits (e.g., Common Sense Media, The National PTA), institutes (e.g., National Institute of Mental Health, National Academies of Science), as well as for-profit industries (e.g., Google, Apple, Johnson & Johnson), and the entertainment industry (e.g., David E. Kelley Productions, Impact Guild).

Dr. Prinstein has served APA for over 25 years through various roles, including serving as APAGS Chair, APAGS Consultant, the chair of the ad hoc committee for early career psychologists that became CCEP, and serving as the first APAGS Chair on the Board of Directors. He also has served on the Council of Representatives, as a member of the Good Governance Group, and later its Implementation Work Group. He represented APA as a member of the international Psychology Executives Roundtable, on various committees and task forces for the Board of Educational Affairs and Membership Board, and as president of Division 53. Most recently Dr. Prinstein served again on the APA Board of Directors as a member at large.

### Q: Where is Health Psychology represented in the reorganization?

Health psychology – which has historically cut across Practice, Science, Education, and Applied areas of APA – will continue to be thoroughly represented in all of APA's work, including cross-organizational priority to advance population health. The Office of Health and Health Care Financing is now situated with the Advocacy team, where they will continue their focus on the important work of advancing psychology's impact in physical and mental health areas; identifying, promoting and supporting delivery of care models; and working within multiple arenas to increase the visibility and value of psychology within health care systems and in the community.

### Q: Are the SPTAs losing APA and APASI's support?

Not at all. APA recognizes the importance of thriving State, Provincial, and Territorial Psychological Associations (SPTAs) and the benefits of continuing to focus on growing psychology leadership within SPTAs. With that in mind, APASI will continue to lead on federal and state advocacy and offer critical support through legislative and operational grants, as well as work in partnership with SPTAs to retune state-level advocacy, ensure necessary sophisticated strategies, and support state level champions to meet the changing political landscape. SPTAs will continue to have legislative and regulatory experts available to them to consult on scope of practice and licensing issues. One of the changes made in the last few years is to broaden support for SPTAs to staff across APA, growing that effort so SPTAs get support that is tied to APA, not just one person.

In addition to the considerable support to SPTAs in the form of staff expertise and resources, APASI continues its 2022 commitment to the states of increasing direct funding by an additional \$180,000 over the following three years, bringing FY 2025's direct operational and legislative funding to state associations to \$474,000. In addition, APA/APASI supports state association networking and professional development through its convening of the annual Practice and SPTA Leadership Conference.

### Q: Will the Division Engagement Office continue to support Divisions and will procedures surrounding policy review remain in place?

Yes. APA's commitment to Divisions remains strong, and although Division Engagement will be situated differently within the organization, the staff providing support will continue to do so. The shift of this team from the membership portfolio to be part of the governance office staff will better situate division engagement staff with other staff who support our elected and appointed leaders and will be an opportunity to enhance the ways APA supports its Divisions.

### Q: I see EDI is in one department instead of organization wide. What is the philosophy behind that?

EDI is infused throughout the organization, consistent with APA's core values, and is guided by the EDI staff who function as internal consultants and strategic architects of APA's EDI agenda. Although staff are technically housed in one office, the team collaborates with staff in all units, including across APA's leadership and member work groups, providing guidance, frameworks, and tools to integrate EDI principles into all of APA's work. This collaborative approach ensures that EDI is not siloed but is woven into our organizational culture, shaping APA's decisions, policies, and practices to advance its mission and strategic priorities.

*If you have additional questions regarding the staffing and organization of the association, please feel free to direct your questions to our CEO directly at [aevans@apa.org](mailto:aevans@apa.org). If your questions are related to the Board of Directors or governance, feel free to reach out to our APA President at [cdelasfuentes@apaboard.org](mailto:cdelasfuentes@apaboard.org).*