



Michigan  
Psychological  
Association

SCIENCE • EDUCATION • ADVOCACY

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# 2020 ANNUAL REPORT

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Prepared by:

Valencia L. Montgomery, PsyD MPA Treasurer

Joy Wolfe Ensor, PhD MPA 2020 President

## MISSION STATEMENT

The mission of the Michigan Psychological Association is to improve the mental health of the people of Michigan and the discipline of psychology by advancing the science, education and practice of psychology at all levels of training.

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THE 2021 BOARD OF DIRECTORS

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YEAR IN  
REVIEW

2020





# YEAR IN REVIEW

Joy Wolfe Ensor, PhD  
2020 MPA President

At our planning retreat in November 2019, I led the Board in a meditation that included this appeal to our MPA ancestors: “Please protect us so that we have the health, faith and joy to continue our work.” When our Past Treasurer Deb Smith first read those words at our retreat a year earlier, we had no way of knowing how prescient they would be.

We were only a few months into 2020 when the novel coronavirus swept into our country and created upheaval in every aspect of our lives. As COVID-19 touched altogether too many members of our Board and committees, we not only maintained MPA’s core functions but also transformed our processes to meet the challenges of these unprecedented times. Our purpose, in 2020 as always, was to provide uninterrupted support to our members and our communities alike. I am happy to report our successes, as evidenced by the following achievements:

- A nimble response to the COVID-19 crisis, most notably in advocating successfully for access to and reimbursement for telehealth services
- A remarkable 20% one-year increase in our membership (including successful recruitment of graduate student and early career members), thus building a solid foundation for intergenerational continuity in our membership and leadership ranks
- Enhanced use of technology, such as shifting CE programming to Zoom and making recordings of these programs accessible for viewing on the MPA YouTube channel
- Active efforts, spearheaded by our Master’s Committee, to address barriers to Michigan LLPs’ achieving independent practice privileges on a par with those granted to other master’s-prepared clinicians in our state
- Tireless advocacy by the Insurance Committee and Integrated Care Committee to recognize psychologists’ uniquely important role in the integrated health care space
- Improved visibility of our activities via our new website, social media presence, and public-facing communication between MPA and our communities in presentations, interviews, and position papers
- Continuous self-assessment and improvement in our Board practices, including near completion of a new policy manual to provide a road map for future generations of leadership
- Redoubling our commitment to address the pandemic of systemic racism via programming, outreach and advocacy



# YEAR IN REVIEW

During 2020, we experienced significant transitions in MPA leadership:

- **Early Career Psychologist Committee (ECP):** Dr. Lisa Vroman Stokes, a rising star in MPA, stepped away as Chair of the ECP Committee. The Board appointed Dr. Lisa Woodcock-Burroughs to succeed her. An honors graduate of Wayne State University's Ph.D. program in Educational Psychology, Dr. Woodcock-Burroughs has extensive clinical, school psychology and teaching experience to offer in addressing the needs of early career psychologists.
- **Program Committee (PC):** Dr. Chris Sterling was the face of MPA at countless CE events over the years. He worked closely with our Executive Director in MPA's transition to Zoom programming, in the process making programs more broadly accessible. MPA's 2021 President Dr. Antú Segal stepped in as interim chair pending the appointment of a permanent chair.
- **APA Council of Representatives (CoR):** Dr. Susan Silk's term on the APA Council of Representatives was the capstone of a long and distinguished record of service to MPA and to the people of Michigan and beyond. Michigan psychologists who were members of both APA and MPA voted in Dr. Jennifer Peltzer-Jones as our new CoR representative. Dr. Peltzer-Jones, an Emergency Department psychologist at Henry Ford Hospital, was the founding chair of MPA's Integrated Care Committee and initiated MPA's hugely successful annual Health Psychology Symposium.
- **Integrated Care Committee (ICC):** With Dr. Peltzer-Jones' move to the CoR, the Board appointed Dr. Andrew Champine as the new ICC chair. Dr. Champine is a graduate of the Michigan School of Psychology doctoral program and of MSU's master's program in Healthcare Management, with a concentration in Leadership and Strategy. Currently he is the Director of Behavioral Medicine Education—Internal Medicine at McLaren Flint/MSU and is an Assistant Professor in MSU's departments of Internal Medicine, Family Medicine and Psychiatry.



# YEAR IN REVIEW

- **Federal Advocacy Coordinator (FAC):** Dr. Jo Johnson served MPA (as well as APA and her community) with distinction for decades, holding every imaginable position of leadership and earning every imaginable award. In her more than 20 years as MPA's FAC, she taught countless MPA members how to engage with our elected representatives to speak on behalf of psychology and the public good. The MPA Board appointed Dr. Molly Gabriel-Champine, the outgoing chair of the Membership Committee, to succeed Dr. Johnson.
- **Membership Committee:** With Dr. Molly Gabriel-Champine's move to the FAC role, the Board appointed Dr. Kristen Votruba to succeed her. A graduate of Wayne State University's doctoral program in Clinical Psychology/Neuropsychology, Dr. Votruba is a Clinical Associate Professor and Neuropsychology Program training director in the Department of Psychiatry at Michigan Medicine.
- **Children, Youth, and Family Committee (CYF):** In Fall 2020, the MPA membership voted in CYF Chair Dr. Brittany Barber Garcia as our new 2021 President-Elect. The Board appointed Dr. Sarah Witherell to succeed her. Dr. Witherell earned her PhD in Clinical Psychology (with

specialization in Child Clinical Psychology) at Wayne State University and is currently a staff psychologist at The Children's Center of Wayne County in Detroit.

- **Presidential Trio:** As of January 1, 2021, Dr. Antú Segal transitioned to President, Dr. Brittany Barber Garcia came in as President-Elect, and I moved to Past President. Dr. Elissa Patterson, MPA's 2020 Past President, transitioned off the Board. Dr. Patterson became active in MPA as soon as she moved to Michigan from Massachusetts, joining the Insurance Committee and then assuming its chair when Dr. Louis Post left the committee temporarily to serve as MPA President. She was elected to serve as President-Elect in 2018, only to assume the President role midway through her term when then-President Dr. Jared Skillings moved to his job at APA. Dr. Patterson was the leading edge of culture change in the MPA Board, helping us align our practices to our values, and ushering in an era of mutual accountability that continues and grows to this day. Her guidance, mentorship and example were invaluable to me during my own term, and her legacy will serve us all well in our new era of growth.
- **Executive Director:** At the end of 2020, the Board accepted the resignation of Mr. LaVone Swanson, who served MPA with devotion for seven years. Per our Executive Succession policy, an Executive Director Task

*Joy Wolfe Ensor, PhD*

**Joy Wolfe Ensor, PhD**

MPA 2020 President

A blue steel truss bridge spans across a river. The bridge's structure is composed of interconnected steel beams forming a series of triangles. In the foreground, a stone pier made of large, rectangular blocks supports the bridge. The water below is dark and turbulent, with white foam from the current. In the background, a modern, multi-story building with a grid of windows is visible under a cloudy sky. The entire scene is overlaid with a semi-transparent blue rectangle.

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# FINANCIALS

2020

## Treasurer's Report

Valencia Montgomery, PsyD  
2020 Treasurer

- MPA moved to a accrual (from cash) basis accounting. In the past, "next years dues" were reported in the current budget, this shift caused our operating profit to be lower, but we were still in the black!
- Our investment portfolio was up 17% from the previous year despite all of the COVID-19 financial fallout.
- The shift from in-person to virtual was instrumental in keeping costs down this year.
- We increased the amount in our primary checking and savings by 48%.

# \$108K

### INVESTMENT PORTFOLIO

### ANNUAL FINANCIAL REPORT MICHIGAN PSYCHOLOGICAL ASSOCIATION

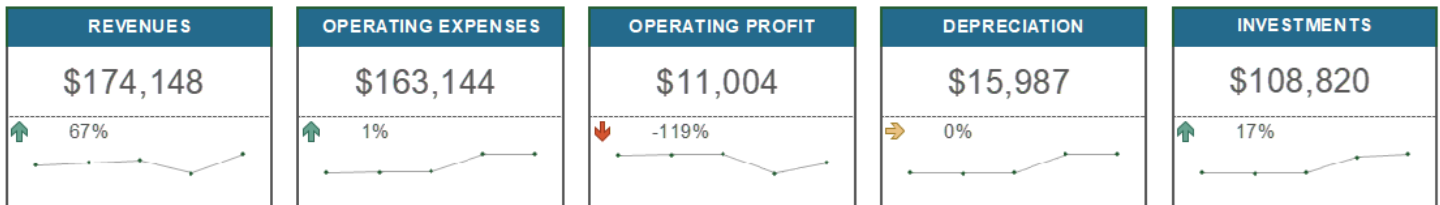


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2020

#### KEY METRICS



#### ALL METRICS

METRIC	REPORT YEAR (2020)	PREVIOUS YEAR (2019)	% CHANGE	5 YEAR TREND
REVENUES	\$174,148.10	\$104,494.80	↑ 67%	
OPERATING EXPENSES	\$163,144.10	\$161,652.89	↑ 1%	
OPERATING PROFIT	\$11,004.00	-\$57,158.09	↓ -119%	
DEPRECIATION	\$15,987.11	\$15,987.11	→ 0%	
MPAC	\$1,183.41	\$1,178.23	↑ 0%	
PRIMARY CHECKING/SAVING	\$160,450.19	\$108,532.71	↑ 48%	
INVESTMENTS	\$108,819.67	\$93,150.02	↑ 17%	
RESTRICTED DONATIONS	\$3,701.21	\$3,701.21	→ 0%	



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# ADVOCACY

2020



# ADVOCACY

Joy Wolfe Ensor, PhD, Molly Gabriel-Champine, PhD, and Judith Kovach, PhD



## FEDERAL ADVOCACY

- Our delegation to APA's March 2020 Practice Leadership Conference included MPA Executive Director LaVone Swanson, President Joy Wolfe Ensor, President-Elect Antú Segal, ECP delegate Molly Gabriel-Champine, Diversity delegate Sarah Domoff, and Graduate Student delegate Ted Allaire.
- We experienced a very different Hill Day visit due to COVID-19 restrictions, but still met with Senators Debbie Stabenow and Gary Peters and with aides to Reps. Fred Upton and Tim Walberg to advocate for:
  - Avoiding the projected 7% cut in Medicare payments for psychological services in 2021, as a result of changes in how evaluation and management services are paid.
  - Enacting the Medicare Mental Health Access Act (H.R. 884/S. 2772), to remove the outdated physician oversight requirement for psychologists' services provided to Medicare beneficiaries in certain treatment facilities.
  - Establishing Medicare coverage of audio-only telehealth services. Millions of Americans lack the broadband access needed to use audio-visual telehealth services; they should not be denied access to help during the current crisis.
- Supporting an increase in funding for the Graduate Psychological Education and Minority Fellowship Programs as part of the appropriation process.

# ADVOCACY

Joy Wolfe Ensor, PhD, Molly Gabriel-Champine, PhD, and Judith Kovach, PhD



## APA'S ADVOCACY SUMMIT

- The move to virtual meetings yielded unexpected opportunities for additional advocacy efforts throughout the year. In the fall of 2020, Dr. Molly Gabriel-Champine and Ted Allaire took part in APA's Advocacy Summit. They met with the offices of Senators Debbie Stabenow and Gary Peters and Representative Dan Kildee to advocate for issues related to:
  - Protecting access to loan forgiveness for public servants during the COVID-19 pandemic
  - Student loan forgiveness for frontline health workers
  - The Bank on Student Coronavirus Emergency Loan Refinancing Act
- As a result of these efforts, Representative Kildee, who had already cosigned one of the bills, agreed to cosign the other two measures. Thank you, Representative Kildee!

## STATE ADVOCACY

Please click [here](#) to find our 2-year legislative cycle 2020 state advocacy report.

# INSURANCE RELATED CONCERNS

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- Ongoing engagement with Blue Cross Blue Shield of Michigan to address the structural inequities in the Physician Group Incentive Program (PGIP) as it applies to psychologists
- Advocating for integrative care models that are inclusive of health psychologists
- Improving psychologists' access to reimbursements for H&B codes
- Obtaining approval by Michigan Medicaid for psychologists to perform pre-bariatric surgery evaluations
- Protecting reimbursement for telehealth post-COVID
- Track barriers that might have arisen from the enactment of the auto no-fault insurance law to authorization/reimbursement experienced by psychologists who provide neuropsychological services to auto accident patients.

## SCOPE OF PRACTICE

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- PSYPACT: MPA advocated effectively for PSYPACT in the Michigan Legislature, which supported the bill by a large bipartisan margin. Unfortunately the Governor vetoed this legislation. (Click [here](#) for more information )
- LLP issues:
  - The Master's Committee embarked on revising and updating MPA's position paper on LLP practice
  - Committee and board members were involved in APA initiatives to define psychology as a multi-tiered profession
  - MPA engaged LARA and the Board of Psychology around EPPP equity issues
- Recognition of psychologists as eligible to diagnose ADHD for the purpose of special education certification
- LPC issues: Tracking LARA's administrative rules emerging from the new LPC legislation



## CHILDREN AND YOUTH

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- Addressing the allowable age for incarceration of youth
- Developing juvenile competency guidelines (Dr. Jack Haynes represented MPA in that work group)

## BLACK LIVES MATTER INITIATIVES

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- MPA member (and past DISR chair) Dr. Ellen Keyt was on the State of Michigan work group that promulgated rules and curricula for mandatory implicit bias training
- MPA engaged in building alliances with other organizations that share our anti-racism commitment (e.g., the Detroit branch of the Association of Black Psychologists)
- MPA engaged in discussion of how to address anti-racism in ongoing programming



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# COMMITTEES, TASK FORCES, AND APA- APPOINTED POSITIONS

2020



# CHILDREN, YOUTH AND FAMILY COMMITTEE (CYF)

The Committee on Children, Youth, and Families (CYF) ensures that the mental health needs of children, adolescents, and families receive attention from MPA. It interacts with and makes recommendations to the MPA Board, MPA committees, state organizations, health care organizations, and state legislature surrounding the mental health needs of youth and families.



*Brittany Barber Garcia, PhD*  
2020 CHAIR

"The CYF Committee has been busy with regard to programmatic planning and review of position statements for MPA. In addition, we have provided consultation to MPA Members regarding state-wide recommendations of screening for mental health concerns in youth while in school."

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## EDUCATION!

Our Committee Chair was interviewed by the Detroit Free Press and Grand Rapids news media outlets regarding the impacts of COVID-19 on children and adolescents and how parents can recognize mental health concerns in their children. The Committee is exploring the possibility of a child- and adolescent-focused CE event for 2022. Our Graduate Student Member has taken the lead at developing content for the public, for graduate students, and for psychology practitioners for the MPA website.

## ADVOCACY!

Although we have had some delays due to COVID-19, we have made good progress toward our primary goal of advocating for psychologists' diagnosis of ADHD to be accepted by schools for educational planning. We have a plan to work with the state Department of Education with MPA's Legislative Advocate for next steps and are hopeful this new direction will be effective.

# COMMUNICATIONS COMMITTEE

The Communications Committee works to increase communication with MPA members, and to increase MPA's brand visibility, by using various modes (i.e., social media, listserv) to provide information about what the MPA Board is doing to further psychology in Michigan.



*Christina Limke, PsyD*  
2020 CHAIR

"MPA strives to disseminate relevant psychological information to the membership in innovative ways! We look forward to interacting with you on the web."

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## 2020 HIGHLIGHTS!

- Regular posting on social media to facilitate member engagement, promote MPA events, and share MPA statements
- Updated Fridays with MPA and newsletter templates to make them more modern and reader friendly
- Launched new website and regularly updated website content (including a blog)
  - Collaborated with Regional Disaster Response Network in Ohio and planned educational opportunities on disaster response to members
  - Successfully recruited and hired a new Communications Specialist
  - Continued to have a representative on the list serve moderation committee

## 2021 GOALS!

- Have a more robust and targeted social media presence with the help of the new Communications Specialist
- Gather metrics on website use to inform improvements
- Promote the member section of the website to facilitate member engagement
- Pursue PR relationships and opportunities to make MPA more visible in the community





Our goal for BRAND VISIBILITY is to improve MPA's optics in our various communities. As part of our efforts to refocus and encourage membership across professional levels, we have chosen to freshen up our image and accentuate some of our primary missions.



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MPA has launched a new logo and website to bring in a new look for a new era in MPA! We encourage MPA members to follow MPA on social media:

*Find us  
here...*



@pureMPA



@michiganpsychologicalassociation



@michiganpsychologicalassn

# DIVERSITY, INCLUSION AND SOCIAL RESPONSIBILITY COMMITTEE

The mission of the Diversity, Inclusion, and Social Responsibility Committee is to engage MPA in advocacy and support for multi-cultural diversity within mental health and the larger community, as well as improving psychologists' professional competence. To further this mission, the committee will collaboratively develop and implement professional training and outreach to psychologists and communities on the basis of diversity (i.e., race, culture, age, ethnicity, gender identity, gender expression, sexual orientation, physical or mental disabilities, religion or spiritual beliefs, socio-economic status, national origin, veteran status, region or site of practice).



*Sarah Domoff, PhD*  
2020 CHAIR

"The MPA affirms that being LGBTQ represents normal human variation and does not imply or constitute a mental health disorder."

## 2020 HIGHLIGHTS!

- Participated in PLC and received guidance on conducting a DEI assessment.
- Wrote/co-wrote/adapted: (1) the Statement in Support of Black Lives Matter; (2) the Statement against the Executive Order to Restrict Diversity Training; (3) a letter supporting the changes being considered by the Michigan Supreme Court regarding restraining youth (MCR 3.906); and (4) a Statement Against the Violent Insurrection Attack at the Capitol.
- Created a liaison position between MPA/DISR and MD-ABPsi.
- Drafted survey for psychologists in Michigan to assess perceptions of members and non-members about diversity-related topics.

## 2021 GOALS!

- Identify diversity-related barriers to joining MPA and participate in MPA-sponsored programming via a program evaluation.
- Successfully re-apply for CEs for postponed biennial conference on Cultural Competence, a partnership with the Grand Traverse Band of Ottawa and Chippewa Indians.

# EARLY CAREER PSYCHOLOGIST (ECP) COMMITTEE

The purpose of the ECP committee is to understand the needs of early career psychologists in the State of Michigan, as well as increase engagement with, and advocacy for, early career psychologists within the state.



*Lisa Vroman-Stokes, PhD*  
2020 CHAIR

"MPA has been effective at recruiting new Early Career Psychologists to join the organization, which has resulted in a robust growth in membership!"

## 2020 HIGHLIGHTS!

- Gained support and funding for the first annual ECP specific conference to be held in 2020 (now postponed to 2021 due to the pandemic).
- Hosted four virtual talks on topics of particular interest and relevance to ECP's with attendance from across the state.
- Selected a new committee chair for 2021 with committee membership otherwise remaining stable (total of 7 committee members).

## 2021 GOALS!

- Successfully host the first ECP specific conference (to be held virtually in spring of 2021).
- Continue to hold quarterly virtual discussion forums on topics of interest for students and ECPs to continue engagement and advocacy efforts.
- Collaborate with MPAGS to launch a new mentorship initiative, which aims to connect graduate students, ECPs, and established psychologists throughout the state to facilitate mentorship relationships.

# ETHICS COMMITTEE

The Ethics Committee provides ethics education, outreach and leadership development. We educate MPA members, non-MPA Michigan psychologists, and the public to adjudicate ethical concerns for MPA members and the public as is necessary. We address concerns from the public regarding ethical practice of MPA members. We participate in planning CE programs to meet the Ethics requirements. We provide on-call service for MPA members.



*Alan Lewandowski, PhD*  
2020 CHAIR

Our Ethics Chair has just completed a chapter on "Ethics in the ICU" to be published in 2021 by Oxford Press and edited by Kirk Stucky and Jennifer Stevenson-Jutte titled *Psychology in Critical Care: An Emerging Role in Rehabilitation*.

- Met monthly to educate Michigan psychologists and adjudicate ethical concerns for MPA members and the public as necessary. Concerns were addressed for psychologists and non-psychologists in Michigan. The Committee continues to emphasize education over adjudication for resolutions of conflicts.
- Developed a more formal process for screening possible candidates for the Committee that is consistent with that of APA Ethics Committee and the direction and philosophy of the MPA Executive Committee. Prospective members are now required to demonstrate support of, and leadership in MPA by participating in conferences, developing new members among colleagues, and developing and volunteering for local ethics presentations.
- Continues to revise the Committee Bylaws.
- Coordinated with Program Committee for the Ethics Conference.
- Provided an on-call service for MPA members. Each member addresses both psychologist and non-psychologist concerns.
- Continues to support the Membership Committee by following up each telephone contact for non-MPA by encouraging MPA membership.
- Continues to establish guidelines and clarification for ethical standards of practice (ESOPs) that are not addressed by MCL.

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# FINANCE COMMITTEE

The focus of the Finance Committee was on growing board members' financial literacy. The Finance Committee recognized that not every board member had a deep appreciation for, or familiarity with the line items on the budget. The Board recognized their fiduciary responsibilities for a financially healthy organization. Together our goal was to increase the Board members' financial literacy by reducing the mystery of the overwhelming numbers on a spreadsheet. This was achieved in several ways:



*Valencia L. Montgomery, PsyD*  
2020 CHAIR

"The Board recognized their fiduciary responsibilities for a financially healthy organization."

- The Board utilized significant time to go through each line item of the budget and ask questions and get clarity
- Explanations for decisions to use one type of budget method or another were fully explained to the board
- Implementation of committee budgets was approved and will go into effect in 2021
- We trialed a financial dashboard to make it easier for the board to track the association's financial status
- Presentations during Board meetings were included to help identify what was clearly understood by board members and what was murky
- The acquisition and management of restricted donations was discussed, and a policy was submitted for review of the board
- Information defining financial terms and recommendations for sub-committees were provided to the board
- Kyr Mariouw, PhD was appointed Vice-Chair to the finance committee to provide additional redundancy and continuity in case of emergency

# INSURANCE COMMITTEE

The MPA Insurance Committee engages with insurance entities across the State of Michigan to advocate for psychology and the mental health needs of the public.



*Louis Post, PhD*  
2020 CHAIR

"The Insurance Committee has made vast strides for Michigan psychologists by establishing a strong working relationship with Priority Health and maintaining existing strong relationships with other major insurance providers in the state of Michigan."

## 2020 HIGHLIGHTS!

- Substantially improved access to mental health care for Priority Health subscribers
- Removed roadblocks impeding psychologists from becoming Priority Health participating providers
- Successfully advocated that Priority Health waive copays and deductibles during the COVID emergency
- Successfully advocated that Priority Health reimburse telehealth mental health services at the same rate as in office services
- Addressed Priority Health concerns pertaining to the increased utilization of procedure code 90847
- Held a successful Insurance Conference
- Recruited new committee members
- Strengthened a collaborative working relationship with the Integrated Care Committee
- Kept membership up to date on changes in insurance coverage during the COVID public health emergency
- Provided information and assistance to individual MPA members seeking help with insurance related matters
- Maintained a strong working relationship with BCBSM
  - Successfully advocated that BCBSM waive copays and deductibles during the COVID emergency
  - Successfully advocated that BCBSM reimburse telehealth mental health services at the same rate as in office services
  - Successfully advocated that BCBSM explore supporting integrated care models which utilize health psychologists practicing at the top of license
  - Began challenging BCBSM's process for retrospectively evaluating behavioral health providers
  - Continued to challenge BCBSM regarding the inability of many psychologists to join Physician Organizations, a requirement for joining the PGIP

# INSURANCE COMMITTEE (Continued)

## 2021 Goals

- Address the work process of the committee so that committee members have better defined area of responsibility
- Recruit additional committee members
- Begin planning for the 2022 Insurance Conference
- Continue to address with insurers the implications for patient access to care, of the increase in baseline demand for mental health services, secondary to the impact of the COVID pandemic
- Address the level of reimbursement offered by Priority Health for the provision of mental health services
- Facilitate the use by psychologists of Health and Behavior procedure codes
- Reduce the adverse impact of the BCBSM PGIP on the incomes of psychologists who are not able to join the program because they cannot become members of Physician Organizations
- Address with BCBSM the content of their communications to physicians and patients, regarding mental health services
- Continue to advocate that BCBSM cease sending letters to providers regarding their respective utilization of procedure code 90837

# INTEGRATED CARE COMMITTEE

The goal of the ICC is to improve the accessibility of quality psychological care for the residents living in Michigan who face health challenges.



*Jennifer Peltzer-Jones,*  
*Psy.D., RN*  
2020 CHAIR

"The ICC is proud to have successfully hosted it's 3rd annual (though 1st virtual!) Michigan Health Psychology Symposium in 2020, with over 110 attendees!"

## 2020 HIGHLIGHTS!

- In partnership with the Insurance Committee, met with BCBS to promote the value of integrated psychology models
- Hosted the 3rd annual Michigan Health Psychology Symposium virtually in which:
  - 110 participants attended
  - 15 trainee Poster Submissions included
  - Trainee Break out Panel Open Conversation offered for student participants
- Participated in and supported specialty MPA projects (Pain Task Force)

## 2021 GOALS!

- Increase diversity across all ICC endeavors, including the 4th Annual Michigan Health Psychology Symposium
- Increase Student/Trainee Engagement via membership on committee, potential "Guest Lectures" for Michigan Universities
- Continue to drive advocacy for the role of integrated psychology in the State with various payors
- Partner with the Insurance Committee to continue to focus attention on reimbursement for HBAI Codes within Michigan Medicaid and Medicaid HMOs, thereby increasing access to Health Psychologists for Michiganders
- Supply health related education materials for patients and providers to MPA's website and social media sites
- Leverage technology to improve connectedness of Psychologists working in Integrated settings in Michigan



# LICENSING COMMITTEE

The mission of the Licensure Committee is to serve as a liaison with the Board of Psychology (LARA) to advocate for licensing rules and regulations for psychologists which promote the ethical practice of psychology and meet the mental health needs of the public. The Committee monitors changes in legislation and rules which impact the scope and nature of the practice of psychology. Through collaboration with the MPA legislative advocacy staff, the Committee promotes legislative initiatives which the MPA Board of Directors identify as necessary for the professional practice of psychology. The Committee is responsible for educating MPA members regarding licensure issues, including changes to licensing rules and requirements as well as addressing specific licensing concerns of MPA members.



*Jeffrey Andert, PhD*  
2020 CHAIR

"The Licensure Committee and MPA Board has a strong history of advocacy for licensure-related issues which promote the ethical practice of psychology with consideration of the mental health needs of the public."

## 2020 HIGHLIGHTS!

- Maintained a positive, respected relationship with the Board of Psychology and LARA
- Was routinely consulted by LARA regarding changes in rules and regulations impacting the practice of psychology in Michigan
- During the COVID-19 pandemic MPA has provided education regarding licensure issues
- Consistently monitored legislative changes which may impact licensure for psychologists
- Actively involved in the establishment and revisions to continuing education requirements for psychologists

## 2021 GOALS!

- Monitor and educate members regarding licensure considerations associated with COVID-19
- Monitor Administrative Rules changes by the Board of Psychology and advocate for the professional practice of psychology
- Educate members regarding licensure issues in coordination with MPA public relations structure
- Educate members regarding Continuing Education requirements and assistance available through MPA for meeting requirements
- Explore the successful establishment of state associations in assuming responsibility for managing CE credits/requirements
- Monitor scope of practice changes for other professions which impact psychologists
- Participate in the promotion of legislation which impacts licensure issues

# MASTER'S COMMITTEE

The mission of the Master's Committee is to represent Limited Licensed Psychologists within the scope of the Michigan Psychological Association in order to maintain quality of psychological services and care for residents of Michigan.



*Jeff Toepfer, MPA*  
2020 CHAIR

"The Master's Committee formation and growth within MPA represents MPA's strong commitment to being the professional home for psychology practitioners at all levels."

## 2020 HIGHLIGHTS!

- Reviewed APA draft of accreditation standards for master's graduate programs in Health Service Psychology, offered changes and suggestions, and returned it to consideration to MPA/APA.
- Developed a cohesive, diversified, and motivated committee of (now) 8 members.
- Published communication about the committee's formation and goals to the MPA website
- The committee met regularly and presented notes and concerns to the Board of Directors. Having a "seat at the table" has been helpful and fruitful for the committee and for MPA.
- Completed research and drafted an updated MPA position paper on Master's issues. Dr. Ensor was able to meet with us during two of the committee meetings to offer assistance with what the committee needed to produce so that the paper covers all the needed information.
- Made contacts with UMMP (United Michigan Master's Psychologists) to communicate the purpose and function of the Master's Committee, and to seek common ground to pursue our common goals.

# MASTER'S COMMITTEE (Continued)

## 2021 GOALS

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- Interface with committees, such as Communications, Membership, and Licensing, to help promote the role of the LLP. Consider inviting a member of each of those committees to meet with our committee on a regular schedule to brainstorm ideas of how we can be helpful to each other.
- Develop procedures, utilizing targeted emails to Michigan licensees, whereby the Master's Committee can communicate with the 3800 Master's LLPs in Michigan.
- Continue to write a quarterly "News and Notes" update on the Master's Committee for the MPA website. Getting out the information about who we are and what we are doing is critical to gain support and understanding from the LLPs in Michigan.
- Continue to reach out to other LLP groups in Michigan to address mutual goals and concerns.
- Initiate or support legislation that involves the LLP licensing and Mental Health Code issues in Michigan. A top priority is to remove the career-long supervision clause in the Mental Health Code which is the major stumbling block to LLPs' practice, income and opportunity. Career-long supervision has hindered LLP practice for over 40 years and it is time for this to end.
- To continue to interface with APA as it promulgates accreditation standards for master's clinical psychology programs on a national level, as well as discussions about scope of practice and title.

# MEMBERSHIP COMMITTEE

The MPA Membership Committee works to promote membership in the organization. We represent the interests of psychologists by:

- Advocating for providing benefits, services and opportunities of value to psychologists and coordinating with other committees within the organization for the provision of such.
- Advocating for organizational membership and participation by those engaged in the practice of psychology at various psychological practice licensure levels, or as academic professionals or graduate students in the field of psychology.



*Kristen Votruba, PhD*  
2021 CHAIR

"We represent the mental health needs of the public by developing and implementing membership policies that promote adherence to ethical standards for the profession and of practice in the community."

## 2020 HIGHLIGHTS!

- Membership committee goals for 2020 were to increase membership by 100 people with a free membership promotion for graduate students and Early Career Psychologists. We exceeded this goal by almost 200 new members, resulting in 842 members in early 2021.
- We also intended to improve the collaborations with other MPA committees, especially the Communications Committee, Early Career Psychologist Committee, and Graduate Student Committee (MPAGS) and met this goal by working closely with these committees to advertise our new member promotion and plan to continue this collaboration in order to retain new members.

## 2021 GOALS!

- Gain a better understanding of the demographic characteristics of our membership in order to assure that we are appropriately representing our group of diverse professionals.
- Streamline our membership categories and associated membership fees to be more consistent with other state organizations.
- Collaborate with other MPA committees in order to demonstrate the value of membership at various stages of careers in order to retain new members.

# MPA GRADUATE STUDENT (MPAGS) COMMITTEE

MPAGS Committee represents the interests of students in psychology graduate programs throughout Michigan. The committee provides support and guidance for students at all stages of their graduate school career. MPAGS is passionate about involving students in learning practical skills as they advance in the field of psychology and prepare to become active members in professional psychology.



*Megan Pejsa-Reitz, MS*  
2020 CHAIR

"MPAGS is pleased to have been able to work with the Membership Committee in 2020 to strongly grow graduate student membership in MPA."

## 2020 HIGHLIGHTS!

- The MPAGS committee welcomed four new student members and appointed Vice-Chair, Jasmine Morigney, B.A.
- Together, MPAGS represented the needs and interest of graduate students by outreach to graduate student programs during the COVID-19 pandemic, solicitation of participating from graduate students throughout the state, and investing in the development of innovative projects.
- In addition, MPAGS joined the MPA inter Committee Task Force to provide a voice for graduate students throughout MPA

## 2021 GOALS!

- MPAGS will re-launch the MPA Mentorship Program, connecting graduate students, early career professionals (ECPs), and established psychologists out of the state of Michigan.
- MPAGS will continue to invite new members that represent psychology graduate students throughout the state and develop projects including a listserv, a podcast for graduate students, and a student spotlight to highlight graduate student achievements.
- MPAGS will invest in projects that meet the specific needs and interest of graduate students.

# PROGRAM COMMITTEE

The purpose of the Program Committee is to oversee continuing education conferences for the MPA. This includes the development of conferences that serve the needs of the MPA membership and the sanctioning of conferences developed by other MPA entities and committees. The Program Committee aims to present a variety of educational offerings, including conferences that will satisfy state licensing requirements for the practice of psychology, as well as conferences that reflect topically important content areas for the many forms of psychology practice, in accord with our national affiliate, the American Psychological Association.



*Chris Sterling, PsyD*  
2020 CHAIR

"The MPA Spring Annual Convention was held virtually for the first time with 129 attendees! The conference focused on chronic pain management and intervention for three CE credits in pain, as well as an afternoon focused on the changing landscape of healthcare."

## 2020 HIGHLIGHTS!

- MPA presented a variety of continuing education programs and one-hour seminars full of relevant topics for all MPA members.
- The Insurance Committee Conference was successful with great attendance.
- The Health Psychology Symposium presented topics including 'Future of Psychology,' 'Disparities in Bariatric Surgery,' and 'Barriers to Health for Transgender Individuals'.
- The ECP Committee hosted one-hour seminars on topics relevant to graduate students and ECPs such as 'Mastering the EPPP', 'Considering a Post-doctoral Fellowship' and 'Navigating Early Career Milestones while Balancing Personal Life Changes'.
- The MPA Pain Psychology Task Force began a Pain Psychology Grand Rounds series covering 'Pain Psychology Competencies'. Participants earned one continuing education credit in pain, part of the licensing requirement in Michigan.

## 2021 GOALS!

- Develop programming to address the needs of the MPA membership for continuing education.
- Focus on cultural diversity and COVID-19 during the 2021 Spring Annual Convention.
- Present the first ECP Conference tailored to the needs of ECPs.
- Return by popular demand, the 4th Annual Health Psychology Symposium.

# REGIONAL MEMBERSHIP GROUPS COMMITTEE

The purpose of the Regional Membership Groups Committee is to develop, support, and sustain regional subgroups of MPA within the State of Michigan, and by so doing to provide MPA members with opportunities for networking, peer consultation, mentoring, and CE credits near to members' place of residence or employment.



*Elizabeth Imbesi, PhD*  
2020 CHAIR

"GRAPA and WPS, two of now three MPA regional groups, quickly adapted to the COVID-19 pandemic by shifting to an online model for gatherings and presentations, which allowed for continued networking and professional development at a critical time for psychologists."

## 2020 HIGHLIGHTS!

- In 2020, RMGC continued to support the development of its two regional groups, Washtenaw Psychology Society (WPS) and Grand Rapids Area Psychological Association (GRAPA).
- Chairs of WPS and GRAPA joined the RMGC and we added a Vice-Chair.
- Membership in RMGC grew to five members!
- A third regional group was implemented, Upper Peninsula Psychological Association (UPPA).
- RMGC has been working with MPA to further develop the Regional Groups policy.

## 2021 GOALS!

- RMGC will continue to support its existing groups
- RMGC will promote the development and growth of UPPA.
- RMGC will explore other areas for the development of a regional group such as the Detroit Metro area and Northern Michigan.

# MPA Federal Advocacy Coordinator

The primary goal is to cultivate and strengthen relationships with each Member of Congress from Michigan. The Federal Advocacy Coordinator serves as an essential key contact on mental health issues before the Congress, and works to develop and maintain an effective grassroots network of psychologists within Michigan.



*Josephine Johnson, PhD*  
2020 FAC

Dr. Johnson has been a critical link between APA and MPA for over 20 years, and we are deeply grateful for her service.

The American Psychological Association Services, Inc. Practice Leadership Conference (PLC) was held March 7-10, 2020. MPA Executive Director LaVone Swanson, President Joy Wolfe Ensor, President-Elect Antú Segal, ECP delegate Molly Gabriel-Champine, Diversity delegate Sarah Domoff, and Graduate Student delegate Ted Allaire attended. Details of that conference can be seen in the Advocacy section (pages 9-10) of this report.

Perennial federal advocacy efforts focused on developing a grassroots legislative contact network. Key goals are to identify lead contacts for each House member, especially those on the targeted legislative committees. Ideally this should be a psychologist who lives and/or works in the district of the congressperson.





# APA COUNCIL OF REPRESENTATIVES



*Susan Silk, PhD*  
2020 APPOINTEE

Dr. Silk represented MPA on the CoR from 2018-2020 and shared that, particularly in this last year, resolutions and actions were adopted on long-standing issues regarding social justice, human rights, diversity, inclusion, and the global environment. We are grateful for her service and representation of MPA on these important issues!

I appreciated the opportunity to serve as MPA's council representative from 2018-2020. The 2020 sessions of COR were unique and not just because we met virtually because of the Pandemic. Our meetings and discussions assumed a sense of urgency and an acute attention to this moment in American life. Discussions were less protracted and more focused. Resolutions and actions were adopted on long standing issues regarding social justice, human rights, diversity, inclusion and the global environment.

Of particular interest for us at MPA, APA proposed a Bylaws change which would grant voting rights to master's and doctoral students by creating a new membership category.

# PAIN PSYCHOLOGY TASK FORCE

J. Bruce Hillenberg, PhD, Chair

The Pain Psychology Task Force has 15 members, including graduate students, early-career and long-term practicing psychologists. We have been meeting for about two years. We have grown from an original membership of about five five members. Our mission is to enhance the competency of our psychology workforce in evidence-based pain psychology knowledge and guidelines.

## 2020 ACCOMPLISHMENTS

Created a pain-psychology landing page on the MPA website (this contains articles, descriptions of core-competency areas in pain psychology, research and guidelines)

Sponsored pain psychology presentations at our MPA-sponsored conferences (Spring and Fall MPA conferences, Annual MPA Health Psychology Symposium)

Developed grand round topics for 2021

Sponsored and planned the first ever pain psychology virtual grand rounds (1-hour of CE credit) on the topic of Core Competencies in Pain Psychology and have planned to make this a quarterly recurring series in 2021

Explored community education options for individuals and family members

Supported a new podcast series on pain care being developed by the Midwest Pain Society

## 2021 GOALS

Forming links with the Midwest Pain Society and state psychological associations (Ohio, Illinois, Minnesota, Wisconsin) to share information of value to our members

Sharing information about APA and national continuing education programs on pain care

Sending updates to Jennifer Kelly, PhD, APA President, on the work of the task force

*We continue to grow and identify ways of being of value to our community.*



# INTER- COMMITTEE TASK FORCE

**Antú Segal, PsyD, ABPP, Chair**

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"The ICTF has made significant progress in 2020 to help MPA committees work together on MPA goals, and this will continue in 2021!"

The Inter-Committee Task Force (ICTF) was created in 2020 to facilitate clear communication among MPA committees regarding novel initiatives and strategic goal-related activities.

The ICTF comprises members from the Program, Communications, Membership, Early Career Psychologist, Graduate Student, and Diversity, Inclusion, and Social Responsibility Committees.

Throughout 2020, the ICTF met several times to discuss a variety of topics consisting of:

- Creating interconnectedness among committees
- Infusing diversity in all MPA programming
- Involving graduate students and post-doctoral fellows in MPA programming
- Continue to support growth in membership via increasing visibility of MPA in the community, universities, and training institutions
- Having a graduate student representative at each university with a psychology program
- Built out the demographic section of member portal on MPA website

The Task Force proposed the following:

- When MPA committees join together to work on an annual event, a clear task list will be created
- Create liaison positions between ICTF and other MPA committees
- Create a liaison position between the Executive Committee and MPA Committees
- President-Elect to report back from ICTF to the Executive Committee

# POLICY & PROCEDURE TASK FORCE

**Joy Wolfe Ensor, PhD, Chair**

The purpose of the Policy and Procedure Task Force has been to codify the Association's best practices and to provide an archive to guide MPA's practices in the future. Last year's annual report noted that in 2019, the Board had approved 12 newly written or revised policies. In 2020, another 14 were approved in the following areas:

## Governance

- Policy Development and Review
- Board of Directors Job Description
- Leadership Succession
- Confidentiality
- Nepotism and Dual Relationships
- Relationship Between MPA Board and MPA Public Policy Consultant and Lobbyist
- Michigan Board of Psychology Representative Nomination
- Executive Succession
- Intra-Board Conflict

## Board-Executive Director Relationship


- Executive Director Job Description
- Monitoring Executive Director Performance

## Executive Limitations

- Staff Treatment

## Administrative Policies

- Membership Categories
- Representing MPA in Public



The Task Force's 2021 goal is to complete the last few outstanding policies and to support the Board in its new annual policy review process with a calendar developed by Task Force member Dr. Jeff Andert.

MPA's policy manual can be found in the Members Only section of the MPA website.



5

INTRODUCING  
THE 2021  
BOARD OF  
DIRECTORS

2020

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Grand Rapids Public Museum - ArtPrize Venue - An open art contest based in Grand Rapids Michigan, the world's largest Art Competition.



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Psychological  
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