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2020 ARPA BOARD

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Constitution/Bylaws: Amy Seay, Ph.D.
Diversity: Donala Jordan, Psy.D.
Ethics & Professional Practice:
 Lisa McNeir, Ph.D.
Fellow Status Review:
 Lisa McNeir, Ph.D.
Membership: Sally Browder, Ph.D.
Professional Development:
 Khiela Holmes, Ph.D.
Public Education:
 Kristin Addison-Brown, Ph.D.
Government Relations:
 Tisha Deen, Ph.D.
Early Career Psychologists:
 Tisha Deen, Ph.D.

2020 REPRESENTATIVES

APA Council Rep:
 Courtney Ghormley, Ph.D.
Federal Advocacy Coordinator:
 Patricia Walz, Ph.D.
Disaster Response Network Coordinator: Kevin Rowell, Ph.D.
Rural Health Liaison:
 Lisa McNeir, Ph.D.

SAVE THE DATES

EC Meetings – 12:30pm-2pm

June 5
 September 4
 December 4

Board Meetings – 12pm-2pm

August 7
 October Convention

CONTACT US

PO Box 21220
 Little Rock, AR 72221



President's Report

Kamra Elizabeth Mays, PhD, President, ArPA



Greetings Arkansas Psychological Association (ArPA) Members:

Oh, how critical a time this Spring 2020 has become for psychologists, given all of the challenges relate to human behavior! This COVID-19 has dominated our attention in more ways than expected. While most are concerned about actual exposure and then having medical deterioration leading to death, the truth is that the psychological challenges will linger well after the pandemic. The present environment with its uncertainty and unpredictability is triggering significant psychological distress that is unprecedented. Interestingly, if you are not having increased negative emotions, your system is definitely malfunctioning. Fear is what increases your likelihood to engage in prevention behaviors that reduce your risk. So, while there are gains when fueling this anxiety properly, having these constant thoughts, feelings 24/7 is detrimental to your well-being. Once these natural experiences of vulnerability pass, depression is likely to occur. The strategies that reduce our concern include social distancing, social withdrawal, not getting to be at work sites, and lack of pleasurable group activities. Sounds like the recipe for how to maintain depression. My simple solutions of managing this distress during this time are stimulus control (limiting your exposure to the media and then only selecting reliable resources), affirming the resilience in humans, contributing your part locally that helps the world globally, and accepting the losses within our lives so we can move on and figure out creative ways to cope. Some ideas are using Zoom video chats; FaceTime; Netflix movie parties (you can now watch movies and video chat with others at the same time!); handwritten letters; video games; virtual exercise classes; texting; online forums; online support groups; virtual game nights; hugging a stuffed animal; purchasing long distance friendship lamps (you and a loved one can purchase lamps and when one is touched, the other emits the same glow); and, yelling across the street to your neighbors.

Despite these major issues, ArPA is still committed to supporting the American Psychological Association's (APA) goals or strategies adopted by the APA Council: utilizing psychology to make an impact on critical societal issues, elevating the public's understanding of psychology, preparing the discipline and profession of psychology for the future, and strengthening APA's standing as an authoritative view of psychologists, and supporting both psychologists and society overall. The field of psychology is viable, functioning at a high level, being more sought out than ever. There still continues to be obstacles in reaching our rural areas (lack of adequate internet and sometimes phone service) with our valuable psychological services. APA has made significant impact in fighting for all psychologists in regards to telehealth and coding issues. Some of the benefits have included insurance reimbursement for videoconferencing and phone sessions, small business loans, HIPPA relaxation, audits lifted, removal of originating sites, some interstate practice, rapid Medicare enrollment, and a 50-State advocacy strategy with state associations. If you are interested in the most up-to-date information and guidance for psychologists, go to the [APA Practice Update Newsletter page](#) or the [APA Practice Resources page](#).

Now, for a brief report on the current status of ArPA. Ending 2019 with outstanding debts was not the ideal situation financially but with the proactive nature of our Past President Dr. Amy Seay convening a Presidential Task Force, movement toward financial responsibility and solvency became reality. Our *best* days ended April 20, 2020. ArPA is now exceeding the level of only being able to pay bills timely but to having some extra money to support continuing education programming and legislative advocacy. With that said, ArPA proudly welcomes our new Executive Director (ED), Eric Doray.

Executive Director Report



Mr. Doray began his quest to having ArPA optimize functionality efficiently by attending ArPA's annual Leadership Retreat in January 2020 and Practice Leadership Conference in March 2020. He participated in planned activities designed to explore the culture and operating/managing styles of State, Provincial, Territorial Associations nationwide and established a mentor in the ED from Missouri. Since then, he has been observant, creative, and the fire needed to propel us to meeting our Association's immediate goals: to provide comprehensive competent resources for this COVID19 in terms of coping strategies and effective treatments as well as guidance on appropriate use of telehealth procedures, to continue advocating for both psychologists and consumers, to increase and maintain the membership and committee involvement, and to work through this transition from management company to individual ED smoothly. I recently interviewed Mr. Doray to help introduce

him to ArPA members.

Tell me about your professional experience.

I currently provide non-clinical support services in a private practice in Midtown Little Rock (Doray Psychological Services, PLLC). This practice specializes in the treatment and assessment of children, adolescents, and their families. Contact with our practice is generally from either custodian or non-custodial parents of therapy clients, participants in court psychological or child custody evaluations, and from attorneys. We are not a typical Psychological practice.

I graduated with a BA in Computer Science in 1989 and was involved with Software Development projects of all sizes until 2004. From 2004 until 2014, I worked in the Human Resources Department of Arkansas Children's Hospital. For most of that time, I was the Director of HR Operations that included Compensation, HRIS and Recruitment of the non-Nursing staff.

Tell me about you personally.

Before college graduation, I grew up in the Philadelphia area and hate the cold and even more snow. I've been married for 25 years (in October). Both Dawn and I have traveled internationally both before we met and since being married including Iceland, France, French Polynesia and Canada. Within a year of being married, we moved from Atlanta to South Florida and I was told "you won't get the four seasons down there". My response, "I don't like three of them anyway." We visited Key West where a landmark sign identified it as the "southern most point of the continental US" and I thought "well I won't be moving more South". But, I was wrong as we did Dawn's post-doc year in Honolulu, Hawaii.

What do you like best about Arkansas?

It's the natural state. It has mountains, rivers, hiking trails, crystals, caves, and hot springs which we enjoy exploring.

What are your goals for ArPA?

Balance the needs of ArPA members with the need to maximize efficiency of the central office while best implementing the strategic direction and objectives of the ArPA board. To the best of my ability, I will always attempt to accomplish my goals by:

- Offer maximum transparency
- What you see is what you get with me
- Keep processes and procedures as simple as possible
- Tasks are planned and acted upon in a proactive not reactive manner

Welcome to ArPA, Mr. Doray. We are grateful to have you.

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Treasurer's Budget Report

Kristin Addison-Brown, Ph.D., ArPA Treasurer

As many of you know, we had a budget shortfall in 2019. This was the result of several co-occurring factors including decreased funding from “big APA” in the form of grants and programs, decreased membership both nationally and at the state level, and decreased participation in our biannual conferences. Toward mid-2019, then-president Amy Seay convened a task force to evaluate our situation and choose a better way forward. The task force ultimately decided to opt for hiring of an executive director instead of the management company model ArPA has had for many years.

Going forward, ArPA leadership is better informed and prepared to manage the new challenges facing us. We are off to a good start in 2020, with receipt of a larger APA grant than expected

and an already successful Concerned Psychologists fundraiser (scheduled for April 16). Our new Executive Director Eric Doray has been brainstorming ways to save money while optimizing functionality. Send us a message for questions on how you can get involved and help ensure the continued viability of Arkansas Psychological Association and psychology in Arkansas (office@arpapsych.org).

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Government Relations Committee

Tisha Deen, Ph.D., Government Relations Committee Chair

ArPA members, the Government Relations committee has been busy working with the Board and Executive Committee to advocate for psychologists during this time of uncertainty and transition. Earlier in the year, Dr. Deen, Dr. White, Dr. Morias and Dr. Silber met in person (back when that was thing) to discuss the upcoming goals for the committee. Our primary mission is to ensure that ArPA members, psychologists, mental health professionals and the mental health and well-being of Arkansans’ is a priority and a consideration in the laws and rules and regulations in Arkansas. We are also working to build a strong coalition of health professionals across the state to increase our voice in areas that concern the practice and education of psychologists and the creations and dissemination of psychological science.

The committee is preparing for the 2021 general session by writing a legislative grant and requesting funds to continue to protect the right of Arkansas psychologists to be governed by a licensing board of their peers and consumers. It is hoped that the grant will assist in funding another psychologist to serve as a lobbyist for ArPA, much the same way that Dr. White served that function in the 2019 session. The committee is also preparing for the 2021 session by continuing to work with Government Solutions to identify potential legislation that ArPA can support or that may require some response from the organization or our membership.

The Government Relations committee worked with the ArPA Executive Committee, especially our new Executive Director, Eric Doray and our President, Dr. Kamra Mays to send a [letter to the Governor’s office](#) and a [letter to the Insurance Commissioner](#) outlining the needs of psychologists in the use of video and telephone technology and the reimbursement of services during this time. We will continue to send resources and advocate for psychology as the situation evolves.

We are grateful to serve this community and look forward to collaborating this year.

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Professional Development Committee

Khiela Holmes, Ph.D., PDC Chair

In the midst this unprecedented and uncertain time, ArPA is showing up! I am so grateful to be a part of such a wonderful and compassionate group of people. As you know, due to COVID-19, the Professional Development Committee (PDC) had to cancel the in-person Spring conference that was originally scheduled for April 24th, 2020. PDC members rallied and brainstormed how to remain engaged with members and the broader community of students and psychologists! Kamra Mays (President), Amy Seay (Past-President), Betty Everett (President-Elect), Kristin Addison-Brown (Treasurer), Pat Griffen, Tisha Deen, Jan Church, Estefany Soto, and Paddy Walz are all a part of this wonderful team!

The PDC also circulated a call for undergraduate and graduate students to submit a YouTube link to a 3 to 5-minute video that summarized their research. This was an excellent opportunity for students to share their research!

In addition to providing an alternative way for students to display their research, the PDC wanted to provide support to psychologists during this time by organizing a Continuing Education (CE) opportunity focused on telehealth. We know there are numerous webinars, tips, and resources out there right now about telehealth; however, we wanted to provide a resource that is unique to Arkansas! In that, there was a virtual CE event on Friday, April 17th entitled “ArPA COVID-19 Response: Legal, Ethical, and Practical Considerations for Telehealth.” The panelists (Drs. Adam Benton, Tisha Deen, and Joyce Fowler) focused on legal and ethical issues, technology, and implementation. Dr. Khiela Holmes served as the moderator. A recording of the event is also available [at this link](#).

We hope to be able to have an in-person conference in September 2020 that focuses on ethics. We are in communication with a representative from The Trust regarding a speaker. We are also in the planning stages for the Fall conference. Details are pending. We anticipate that both in-person conferences will be packed with helpful and practical information. We also look forward to being able to network and see everyone in person!

The PDC meets regularly to plan these events. Feel free to e-mail me at khielaj@yahoo.com if you have any ideas for topics you would like to see covered at these events. The PDC is increasingly exploring ways to expand participation at our events beyond ArPA members but anyone from other disciplines who might be interested. Please let your colleagues in other disciplines know about our events!

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Diversity Committee

Donala K. Jordan, Psy.D., LP, Diversity Committee Chair

I am honored to have been selected to serve as the 2020-21 Chair of ArPA’s Diversity Committee. I would like to thank ArPA’s president, Dr. Kamra Mays for nominating me to be ArPA’s Diversity Delegate to APA’s 2020 Practice Leadership Conference (PLC). And again, I would like thank Dr. Mays for making APA aware of ArPA’s Diversity Committee’s joint collaboration with the Arkansas Association of Black Psychology Professionals (AABPP) “Centennial Commemoration of Historical Contributions of African American Psychologists from Arkansas.” While at PLC, APA’s Division of State, Provincial and Territorial Psychological Association Affairs (Division 31) honored ArPA with their Diversity Award.

I would especially like to thank Dr. Patricia Griffen for her leadership and fastidiousness for facilitating the collaboration between ArPA’s Diversity Committee and AABPP.

ArPA and AABPP presented the rich and remarkable contributions of African American Psychologists from Arkansas including Dr. Francis Cecil Sumner, a native of Pine Bluff, AR. Dr.

Francis C. Sumner was the first African American to earn a PhD in Psychology and is known as “the father of African American Psychology.” Another noteworthy psychologist was Dr. Mamie Phipps Clark, a native of Hot Springs, AR. She was the first African American woman to her PhD in psychology. Of note, while studying at Columbia University, she met her husband Dr. Kenneth Clark, a graduate student of Dr. Francis C. Sumner. Dr. Mamie P. Clark’s seminal “Doll Study” was integral for Brown vs. Board of Education ruling that desegregated schools predominantly in the South.

Additional psychologists of renown included Dr. Robert Williams, a native of Little Rock, AR. He was the first African American psychologist to be licensed in the state of Arkansas. He is also a founder of the Association of Black Psychologists (ABPsi). And Dr. William S. Hall, a native of Scott, AR earned his doctoral degree in psychology from the University of Chicago. He published



widely in the areas of language and cognitive development, developmental neuroscience, and neuroanatomy in peer-reviewed journals and books.

The contributions of these African American Psychologists from Arkansas are outstanding. They are worthy of being celebrated. Their contributions to psychology and American history should be taught in psychology classes from Arkansas high schools to Arkansas graduate schools. These psychologists dogged perseverance, intellectual curiosity, historical significance, and contemporary relevance affected the trajectory of psychology for African Americans in the United States. As a fellow psychologist, Arkansan, and African American, I am proud to honor and share in their legacy.

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Ethics Committee Report

Lisa McNeir, Ph.D., Ethics Committee Chair

It is fair to say that most psychologists are motivated to help people by providing competent services, using skills attained through extensive training. Competence entails performing in our professional capacity within established standards of practice and includes the ability to identify when one is not performing adequately. Knowing what one doesn't know is essential in navigating the complexity of providing competent care. Highly competent psychologists may find themselves accused of ethical misconduct because a person has been harmed by their actions or perceives they have been harmed. Graduate training in psychology is designed to prepare psychologists who may work as clinicians, researchers, and teachers to function with a high level of skill in those areas and to deliver those services with a sensitivity to the impact they have on others. That is why coursework and supervised training is embedded in a code of ethics that attempts to guide clinical, research, and teaching practices. We are given guidelines, case studies, and continuing education opportunities to prepare for challenges we may face in the practice of our profession. What we find, ultimately, is that the application of the skills and training we received is often far more complex than anticipated. Our profession can be fairly isolative with direct collegial contact often limited throughout our work day. It may be more straightforward to seek consultation with a colleague or supervisor when a problem with a case is dramatic and clearly related to specific ethical guidelines. More nuanced questions may be dismissed in the course of a busy day or assumed to be a conflict we should be able to resolve on our own. The very nature of our work as psychologists is to confront what is challenging to be human, work that exposes vulnerability on both sides of the professional relationship. Questions we are asked to weigh in on our constantly changing. We may be asked to apply our knowledge and skill to social as well as therapeutic issues, to clarify what it means to be an expert and under what circumstances, to change the setting of service delivery to one that is less traditional, or incorporate technology into our practices. Isolation does not support competence. The members of the ethics committee reflect a range of interests, years of experience, and work experiences. We share a deep commitment to our profession and to our colleagues who strive for competent and ethical practice. Too often issues of competence and ethics and practice receive attention when there are real perceived violations. This committee is investigating ways to be more proactive with our colleagues and members of ARPA by setting up a safe platform that provides access to discussions about ethical dilemmas, changing standards, and best practices as well as direction to helpful resources. We welcome input from our membership about how we might best serve you.



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Practice Leadership Conference Report

Tisha Deen Ph.D.

I had the privilege to represent our psychological association as an early career delegate for this year's Practice Leadership Conference in Washington D.C. As our membership may have heard, I was chosen to participate in the inaugural [APA Leadership Development Fellowship](#) and as a part of the Fellowship, APA funded my travel and hotel to the conference. It was great to get to spend time with our delegation and have some good meals and conversation about the future of ArPA. I was also able to connect with a fellow Arkansan living in Tennessee and an incredibly active Tennessee Psychological Association (TPA) member and other early career psychologists around the country. We participated in leadership workshops and specific social opportunities for early career psychologists and meet and greets with APA leadership.

One of the great ideas that I brought back from PLC is the development of a Leadership Development program in ArPA. I attended a workshop that included presentations of leadership programs from SPTA's across the country. Several states are doing some really great things to build a leadership pipeline and ensure that their leaders have the skills and knowledge needed to succeed. I hope that we can build something similar in Arkansas to create a sustainable leadership pipeline and to support those who are interested in leadership as psychologists.

Thank you very much for the opportunity to represent you!

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Federal Advocacy Coordinator Report

Paddy Walz, Ph.D., Arkansas Psychological Association Federal Advocacy Coordinator

Hi all, I'm back in the role of Federal Advocacy Coordinator after a 2-year hiatus to serve as President and Past President. This year, we had a great group of people who bravely travelled to Washington DC in spite of fears about Corona virus. We had Kamra Mays, President, Betty Everett President Elect, Tisha Deen, Early Career and Donala Jordan minority delegate. We had a great time with good food, good people and we learned a lot. We had appointments with both our senators (Boozman and Cotton) and all 4 representatives (Womack, Hill, Westerman and Crawford) unfortunately, due to the COVID 19 crisis, we were only able to meet with their staff, who were very receptive.



The issues we were addressing this year included the Medicare Mental Health Access Act, which would put psychologists under the physician definition in Medicare and allow us to bill for Evaluation and Management Codes (such as meeting with family or coordinating with other professionals) as well as getting rid of the antiquated need for physician supervision in certain settings (like nursing homes and hospitals). In addition, we asked that psychologists be exempt from proposed 7% reduction in fees in 2021 for Medicare. We also asked for an increase in funding for the Graduate Psychology Education program and the Minority Fellowship Program. I'm sure you will be hearing from me in the coming year to ask you to send emails and make phone calls, so stay tuned.

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ArPA Liaison to the Arkansas State Board of Psychology Report

Betty Everett, Ph.D., ArPA Liaison to the Psychology Board



Good day! I want to let you know the Psychology Board is launching a new, user-friendly website, including your online renewal of license process. It should work easily – I did it as a test and it worked great for me! The new website has the same URL, so the access will not change. It should be up with a new look by Monday April 27, 2020.

The Psychology Board Rules are in the public review stage after a rewrite and update. This public comment period ends May 6. The board will review comments and then the new rules will be in effect once the comments have been resolved and the legislature approves the rules. You can find the strikeout version of the Rules on the website home page.

In March, the Board passed an emergency rule in response to COVID to allow telepsychology. For 120 days from 3/20/20 we are asking for an amended statement of intent if you wish to continue practicing Telepsychology thereafter. We also approved the use of telepsychology supervision during this time (added in April Board meeting).

Starting this Monday, the website will have a new Amended Statement of Intent form that

you can email, along with a cover letter and training documentation. To revise your statement of intent, please include:

1. A cover letter stating your desire
2. Documentation of training in telemedicine
3. Amended statement of intent form to include telemedicine. If you are using the old statement of intent form, the other section is where you add telemedicine.

Links to APA Guidelines for Telepsychology and the Department of Health COVID Guidelines for Psychology are also on the website home page. We are working to respond to your needs to help you be able to provide services and also do our diligence to protect the public.

You are all doing amazing work, adding in telemedicine to respond to this crisis. I believe more mental health issues will continue in response to COVID19.

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