



GROWTH AND CHANGE IN AN ASSOCIATION OF LICENSING BODIES

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President of the American Association of
State Psychology Boards

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The following report was prepared for the Fall issue of the PES News, a publication of the Professional Examination Service which, under contract with AASPB, administers the Examination for Professional Practice in Psychology.

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As a profession recognized by statute the field of psychology is comparatively young - younger than the discipline itself, and younger than the established professions of medicine, law or nursing.

The first legislation in North America to regulate the practice of psychology was enacted by Connecticut in 1945. By 1960, thirty-two states and one Canadian province had introduced such legislation. As of 1983, all fifty states, eight of the ten Canadian provinces and the Northwest Territories, have established statutory bodies to regulate the practice of psychology.

The need for a jointly sponsored examination and the development of an organizational structure to support joint action and communication among state and provincial boards was recognized early. To this end, a meeting sponsored by the American Psychological Association was held in Chicago in 1959, and as a result, in March 1961, the American Association of State Psychology Boards (AASPB) was formed. Except for mutual liaison, AASPB has, from the beginning, been an association of licensing boards independent of APA and other organiza-

tions. With the board from Ontario as one of its founding members, AASPB has had an international aspect from its inception.

The major factor underlying the formation of AASPB, i.e., the development of the examination to license and certify psychologists, has been and still is a major preoccupation of the Association. Over time the nature of the Association's preoccupation has changed and, in turn, changed the organization. Consumer interest, manifested in the United States by the work of such federal agencies as the Federal Trade Commission and the Equal Employment Opportunity Commission and by similar provincial organizations in Canada, has also had an important impact on the professional licensing process in both countries. In response, the Association and its member boards have become increasingly sensitive to demands for an examination process which could be applied appropriately both in the states and in the provinces and which also meets contemporary standards for job-relatedness and freedom from adverse impact against minorities, women or older candidates.

In order to respond adequately to consumer demands, some change was required in the organization and financial policy of the Association. In 1976, the member boards of the AASPB took an important initial step in agreeing to administer the examination on common dates across both countries, a step which facilitated the production of common norms and the preparation of item statistics, and at the same time moved closer to the concept of a truly "national" examination. In 1977, a significant increase in the examination fee was approved for the express purpose of supporting a program of research on

the validation and further development of the examination.

As early as 1962, the AASPB Executive Committee appointed a committee to assume responsibility for the construction of the examination. This Examination Committee - consisting of psychologists expert in various subject-matter areas has, from the beginning, played a central role in the Association. Initially, the Committee's relationship to the elected executive of AASPB was not always clearly articulated. In the last few years, however, the Executive Committee has moved to structure the relationship, to formalize lines of communication between the committee of experts and the elected officers responsible for AASPB policy. The Chair of each committee now attends all meetings of the other.

In 1982, an Examination Development Committee was established, consisting of three members of the Executive Committee (the Past-President, President, and President-elect), three members of the Examination Committee (the Chair and two others), and two outside consultants. The members of this committee work together, in consultation with the Professional Examination Service, to consider new directions the Association should take toward developing examinations for use by member boards in licensing psychologists. It is clear that the success of this endeavour will depend on the degree to which the goals and policies of the Association and the technical and methodological problems involved are commonly understood.

The members of AASPB assigned a heavy responsibility to the Association's Executive Committee when they decided in 1977 to develop a program of research on the examination. With this decision, the Association moved from investment in scattered pieces of research of intrinsic interest to planning a formal research program in which the primary concern was the defensibility of the examination. Several studies funded by AASPB and now underway will have important implications for the future development of licensing examinations in psychology, leading to

modifications of the present examination and possibly the development of new procedures. These studies include an item content validation study (Smith) and a role delineation study (Richman), both being carried out by the Professional Examination Service, and an analysis of the activities and responsibilities of a sample of licensed psychologists from the United States and Canada being completed by the Educational Testing Service.

AASPB's strong commitment to continuing research and further examination development is paralleled by its concern with a problem that may be unique to the profession of psychology - viz., the identification and labelling of doctoral programs that are conducted by a variety of departments, faculties, and institutions and that may or may not be similar to the traditional doctoral programs offered in departments of psychology. Too often in the past, this designation of the required body of knowledge has been left to other individuals or groups, including the courts. The members of AASPB believe that the problem is critical and that it is now time for the profession of psychology to provide its own definition.

The commitments of the AASPB multiplied between 1976 and 1983 and have been reflected in the more than ten-fold increase in the Association's budget over this period. A central office has been established. In 1980 the Association added to its publications with a new journal, Professional Practice of Psychology. The Association is continuing to offer direct assistance to its member bodies through an improved system of communication and through support to members in solving legal and financial problems, as well as those arising from the examination process. Articles have been written and workshops offered to the members on legal issues and on rational methods for setting pass-points on licensing examinations. Further articles and workshops are being planned. AASPB intends to foster the exchange of information among boards to facilitate the resolution by the members of these and other problems.

To a student of organizations, these developments may seem routine. Perhaps all professional organizations follow similar and even familiar paths. But for those of us who have participated in the life of AASPB, the process of growth and change in the organization has had its own fascination and surprising developments, apparent sometimes only in retrospect.

G. RAY ENGEL APPOINTED TO AASPB EXAMINATION COMMITTEE

The Board is pleased to announce that Dr. G. Ray Engel, a former member and Chairman of the Ontario Board, has been appointed to the Examination Committee of the American Association of State Psychology Boards for a three-year term. Currently chaired by Dr. Richard Weinberg of the University of Minnesota, the Committee has the responsibility, in collaboration with the Professional Examination Service, to approve each new draft of the Examination for Professional Practice in Psychology. Dr. Engel will contribute his knowledge in the areas of test construction as well as industrial and organizational psychology to the work of the committee and will be of assistance in ensuring that the content of the examination is suitable for Canadian candidates.

DISCIPLINE HEARING

The Ontario Board of Examiners in Psychology held a hearing after an investigation into complaints on the following. The allegation was that Principle 1 of the Standards of Professional Conduct had been violated. Principle 1 states:

"A psychologist shall be open and responsive to the regulation and discipline of his/her governing professional body."

Based on the above principle and a listing in the Yellow Pages of the Ottawa Hull Directory, a disciplinary hearing

was held to determine a charge against the Ottawa Academy of Psychology. Dr. Neville Taylor as president of the Ottawa Academy was alleged to have failed to ensure that the Ottawa Academy of Psychology complied with the direction of the Ontario Board of Examiners that only registered individuals be listed in the telephone directory as a registered psychologist or that only registered persons be listed in the telephone directory under the heading Psychologists. The Ottawa Academy which is neither an individual nor a registered psychologist was listed in the Yellow Pages of the Ottawa Hull Directory contrary to the specific direction of the Board that the Academy not advertise in the Ottawa-Hull Yellow Pages.

The tribunal was asked to consider the role of the Academy in its referral service as well as the merits of such a system. While the tribunal took notice of the referral system instituted by the Academy, the tribunal ruled that the directive of the Board had been ignored without justification. Dr. Taylor, as president of the Ottawa Academy was found guilty and given a reprimand.

FEE NOTICE

Each year there are questions asked about the fee notice and the reinstatement fee charged when a registrant is late in sending in the fees. The fee notice which is sent to all psychologists is sent as a courtesy. There is no obligation on the Board to send a notice. The Board office cannot take responsibility for the failure of notices to reach their destination. The Board has been asked by a few psychologists to use its discretion and waive the reinstatement fee. By virtue of the Psychologists Registration Act and the Regulations therein, the Board is obligated to collect the reinstatement fee. The relevant section reads as follows:

7.--(1) Where a certificate of registration expires and within two years after the expiration of the certificate the former holder of the certificate applies for a new certificate of registration, a new certificate shall be issued upon payment of the renewal fee of \$220.00 and a reinstatement fee of \$50.

LISTING IN WHITE PAGES

There has been a request for a clarification of the standard respecting telephone listing in the white pages. The standard allows for light or dark type to be used in the white page listing [Appendix A Section 2(e)(i) of the OBEP Standards of Professional Conduct]. "Superbold" type is not acceptable.

WRITTEN EXAMINATION

On October 14 the written Examination for Professional Practice in Psychology was held in Toronto, London, Ottawa, Sudbury and Halifax. The Board is grateful to Ms. Naomi Silverman, Dr. David Evans, Prof. Gilles Chagnon, Dr. Brian Bigelow and Dr. Victor Day who served as proctors.

PERSONS WHOSE REGISTRATIONS HAVE LAPSED AND ARE WITHDRAWN FROM THE REGISTER

Marlene Bird	Albert Newman
Jerzy Celinski	Ralph Nicholson
Frances Cherry	Penny Parry
Linda Clark	Michael Peters
Margery Coons	Vincent Roper
Donald Coscina	Bernard Schiff
Margaret Dykes	Vello Sermat
Timothy Emmons	David Simonson
Barbara Havassy	Robert Stelmack
Pauline Heron	Agnes Stobie
Steven Kneeland	John Sunde
Conrad Lamond	Brian Tansley
Daniel McDonald	Mark Thomas
Sima MacKinnon	Robert Watters
Berenice Mandelcorn	Paul Wong
Constance Morgan	Mary Wright

NEW TEMPORARY REGISTRANTS SINCE JULY, 1983

Janice Baryshnik	David Kaufman
Richard Blair	Henrietta Lempert
James Broad	Christian Mueller
Roy Cameron	Normand Perrault
Vaughan Church	Arnold Rincover
Edward Connors	Jeremy Safran
David Crowe	Lorie Saxby
John Davis	Marcella Shields
Maureen Gorman	Frank Wyatt

NEW PERMANENT REGISTRANTS SINCE JUNE, 1983

Nina Apanasiewicz	Sandra Keller
Pierre Baron	Gerard Klein
Carl Bartashunas	Christina Kowalsky
Steven Baum	Scot McFadden
Susan Beckett	Howard Marcovitch
Gary Bernfeld	Robert Pilon
Michel Bernier	Susan Pisterman
Sheila Clyne-Jackson	Georges Ramsay
Perla Anne Comassar	Susan Rich
Eric Davis	William Shipman
James Davison	Judith-Ann Short
Michael DiFranco	Douglas Smith
Alison Fleming	Stephen Southmayd
D. Forrest-Pressley	Lana Stermac
Barbara Fradkin	Anna Stuckler
Anne Green	John Paul Szalai
John Gyra	Brenda Toner
Joel Kanigsberg	Paul Valliant
Eileen Keith	Kenneth Zucker

bulletin Ontario Board
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Psychology



The OBEP Bulletin is a publication of the Ontario Board of Examiners in Psychology.

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AUDITORS' REPORT

We have examined the Balance Sheet of The Ontario Board of Examiners in Psychology as at May 31, 1983 and the Statement of Revenue, Expenses and Accumulated Surplus and Statement of Changes in Financial Position for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these Financial Statements present fairly the financial position of the Board as at May 31, 1983 and the results of its activities and the changes in its financial position for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Pal & Gould
Chartered Accountants
Toronto, Ontario
August 8, 1983

BALANCE SHEET
As at May 31, 1983
(With Comparative Figures for 1982)

<u>ASSETS</u>	<u>1983</u>	<u>1982</u>
Cash	\$ 72,161	\$ 89,496
Term Bank Deposits	179,604	152,313
Prepaid Expenses and Sundry Receivable	<u>5,907</u>	<u>6,996</u>
TOTAL ASSETS	<u>257,672</u>	<u>248,805</u>
 <u>LIABILITIES</u>		
Accounts Payable and Accrued Liabilities	22,152	18,320
Registration Fees Received in Advance	<u>166,495</u>	<u>156,462</u>
	188,647	174,782
 <u>ACCUMULATED SURPLUS</u>		
Surplus End of Year	<u>69,025</u>	<u>74,023</u>
TOTAL LIABILITIES AND ACCUMULATED SURPLUS	<u>\$257,672</u>	<u>\$248,805</u>

***STATEMENT OF REVENUE, EXPENSES AND ACCUMULATED SURPLUS**
For the Year Ended May 31, 1983
(With Comparative Figures for 1982)

	<u>1983</u>	<u>1982</u>
REVENUE:		
Registration Fees	\$234,848	\$223,850
Examination Fees	28,150	25,075
Interest and Other Income	<u>22,483</u>	<u>30,521</u>
	<u>285,481</u>	<u>279,446</u>
 EXPENSES:		
Salaries	125,678	91,286
Examination Costs	23,813	23,075
Travel and Meetings Board Members	22,031	20,382
Audit	2,665	2,264
Legal and Investigation Fees	13,677	18,508
Directory, Printing and Distribution Costs	28,354	18,620
General and Office Expenses	16,227	15,471
Telephone	4,081	3,749
Directory Advertising	4,969	-
Employee Benefit Costs	15,152	10,654
Rent and Occupancy Costs	29,007	14,301
Office Furniture and Equipment	<u>4,825</u>	<u>13,168</u>
	290,479	231,478
(Deficit) Surplus of Revenue Over Expenses	(4,998)	47,968
Accumulated Surplus - At Beginning of Year	<u>74,023</u>	<u>26,055</u>
ACCUMULATED SURPLUS - At End of Year	<u>\$ 69,025</u>	<u>\$ 74,023</u>

STATEMENT OF CHANGES IN FINANCIAL POSITION
For The Year Ended May 31, 1983
(With Comparative Figures for 1982)

	<u>1983</u>	<u>1982</u>
<u>CASH - Beginning of Year</u>	<u>\$ 89,496</u>	<u>\$ 10,456</u>
CASH WAS PROVIDED FROM:		
Operations -		
(Deficit) Surplus of Revenue over Expenses	(4,998)	47,968
Increase in Registration Fees Received in Advance	10,033	22,849
Increase (Decrease) in Accounts Payable and Accrued Liabilities	3,832	(4,680)
Decrease (Increase) in Prepaid Expenses	<u>1,089</u>	<u>(3,932)</u>
<u>TOTAL CASH PROVIDED</u>	<u>9,956</u>	<u>62,205</u>
CASH WAS APPLIED TO:		
Increase (Decrease) in Term Deposits	<u>27,291</u>	<u>(16,835)</u>
<u>TOTAL CASH APPLIED</u>	<u>27,291</u>	<u>(16,835)</u>
NET (DECREASE) INCREASE IN CASH	(17,335)	79,040
<u>CASH - End of Year</u>	<u>\$ 72,161</u>	<u>\$ 89,496</u>

NOTES TO THE FINANCIAL STATEMENTS

1. **SIGNIFICANT ACCOUNTING POLICIES:**

The Board follows generally accepted accounting principles in the preparation of its Financial Statements except as outlined below where the disclosed basis of accounting is considered to be appropriate.

FIXED ASSETS:

Purchases of Fixed Assets consisting of Office Furniture and Equipment, are fully expensed in the year of acquisition.

2. The Board leases office space under an agreement expiring in 1985. Minimum annual rentals are as follows:

1983 - 84	\$ 20,622
1984 - 85	22,095

In addition, a proportionate share of Realty Taxes and Operating costs is payable under the terms of this Lease.

3. Certain of the Comparative Figures have been restated to conform with the current year's classifications.