

To our Members,

The NPA Executive Board met on Friday, July 17, 2015, one week after the release of the Hoffman Report. Since the release, the Board has been digesting the comments offered by NPA members, information gathered from other APA Divisions and state associations (e.g., WSPA, CPA, UTA, NYSPA, RIPA, NMA), much of the content of the report itself, and the Board of Director's recommendations of remediation. The Executive Board finds the results of the independent review to be a greatly disturbing description of the actions of the individuals cited therein with grave implications for the public's level of trust for our profession and our own level of trust for our field's national governance. The Board agreed that its responsibility at this time is to provide a thoughtful, considered action-oriented response that reflects the concerns and recommendations of our state membership.

To that end, based on Hirschman's 1990 book, Exit, Voice and Loyalty: Responses to Decline in Firms, Organizations and States which documents the three courses of action available to organizations facing this type of crisis, we discussed our options. These options were to leave APA, voice concerns to the APA or remain loyal by supporting the actions of the APA. We decided that our best course of action is to voice our concerns while also supporting remedial action of the APA.

Leaving our national organization at this point in history would not afford us the opportunity to aid in holding the APA accountable in implementing institutional reform and learning from what has occurred. We recognize that the APA has facilitated many great strides for our noble and valuable profession such as lobbying for parity and increased mental health access. Additionally, in the goal of providing full transparency, NPA members should be aware that the APA contributes to the operational functioning of the NPA. Each year, the NPA applies for the CAPP grant (\$12,000-\$13,000) to cover operational expenses including the salary of our Executive Director. Our listserv is provided by the APA. In addition, members and students in state governance (e.g., Diversity Representative, APAGS Representative, Public Education Chair, etc.) receive some funding from the APA to attend the annual State Leadership Conference in Washington, D.C. to learn more about their role in leadership and other important issues affecting psychology (e.g., integrated health care, ACA). Regardless of this relationship, the NPA Board is committed to do more than apply a "wait and watch" approach to how the APA Board of Directors responds to the report. Although, we strongly support their recommended actions for the APA Council of Representatives (<http://www.apa.org/news/press/releases/2015/07/independent-review-release.aspx>), we want our own concerns and recommendations to be heard as well.

We recognized that the thoughts and opinions of the members of the Executive Board and the handful of members who wrote emails to the listserv do not represent the majority of the 200+ members of the NPA. Considering the significant and detrimental impact this report will most likely have on our profession, we wanted to be as inclusive as possible in creating the resolution we will be sending to the APA. Therefore, the Board created an ad hoc committee with Dr. Susan Ayarbe as its Chair. The ad hoc committee, to include members from the Board **and general members**, will produce a document outlining NPA's response, concerns and

recommendations that we will send to the APA. We considered various ways which the committee might involve more of the membership such as holding a Town Hall or constructing a survey. It will be the responsibility of the committee to ensure this happens with the Board's support. This committee will maintain communication with the Board and NPA membership regarding decisions (e.g., if a Town Hall is scheduled) and the contents of the proposed response to be sent to the APA. The Executive Board will continue to keep the membership aware of updates received from the APA. Our Executive Director, Wendi O'Connor, will be traveling to the APA Convention in Toronto this August and will be reporting back as to what she discovers during that time.

Our hope now is that you, our members, will remain active in the NPA. The NPA represents psychologists in the state of Nevada, and we feel it is important that we reflect your interests when we speak and act. The advantage of membership in our small state organization is that its members can help influence the organization rapidly and directly - this cannot be said of most state associations. With that in mind, **we strongly encourage those of you willing to put the time and effort into participating in this ad hoc committee, to do so by emailing Dr. Ayarbe at [susan@susanayarbe.net](mailto:susan@susanayarbe.net).**

On behalf of NPA's Executive Board of the Nevada Psychological Association,

Robyn Donaldson, Ph.D., President  
Bree Mullin, Psy.D., President-Elect  
Whitney Owens, Psy.D., Past-President  
Adrianna Wechsler Zimring, Ph.D., Treasurer  
Susan Ayarbe, Ph.D., Secretary  
Yani Dickens, Ph.D., Northern President  
Sarah Ahmad, Psy.D., Southern President  
Johanah Kang, Ph.D., Diversity Chair  
Lisa Linning, Ph.D., APA Council Rep  
Ruth Gentry, Ph.D., ECP Co-Chair North  
Amilie Dubois, ECP Co-Chair South  
Travis Loughran, (UNLV) APAGS Rep  
Allison Ruork, (UNR) APAGS Rep  
Leiszle Lapping-Carr, (UNLV) Campus Rep  
Eddie Erazco, (UNR) Campus Rep