

SUMMARY OF SURVEY RESULTS

Limitations [of Data](#)

- Small sample size (40 people), which is further limited by the marked number of individual responses that were left blank.
- As with all surveys, the sample may be biased due to the idea that people who respond tend to be those who feel very strongly about an issue.

What is your knowledge of the Hoffman report?				
Read the entire report (at least 80%)	Read Some (i.e. the Executive Summary)	I have relied primarily on other sources (e.g., faculty, peers, media, news) for knowledge of the report)	Other	Did Not Answer
6	17	12	2	3

APA Ethical Guideline Questions					
	Mean (SD)	# Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
1. Council has approved the establishment of a blue ribbon panel to evaluate and recommend ch...	4.15(.91)	3(0)	2	28(13)	7
2. The APA Board will establish a mechanism for immediate oversight in the	4.18(.92)	3(0)	2	28(14)	7

processing of file...					
3. The APA Ethics Committee will make revisions to the Ethical Principles of Psychologists &...	3.18(.92)	1(0)	8	24(16)	7

Actions Related to Organizational Procedures					
	Mean (SD)	# Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
1. Council and the Board will collaborate to create governance constraints that address bounda...	4.06(.96)	2(1)	4	25(11)	9
2. Council and the Board will collaborate to establish civility principles and procedures tha...	3.77 (1.18)	4(1)	10	17(12)	9
3. The Board will evaluate and modify, as needed, conflict of interest policies regarding finan...	4.35(.76)	3(1)	2	28(15)	9
4. The Board will create clear procedures for appointing and making public the members of Task...	4.45(.62)	0	2	29(16)	9
5. The Board will create specific criteria and procedures for	4.26(.77)	0	6	25(14)	9

emergency action by the Board i...					
6. The Board will direct the CEO to ensure an appropriate balance of autonomy and oversight in...	4.10(.91)	2(0)	5	24(12)	9

Actions Related to Checks and Balances					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
1. The Board will increase APA's engagement around human rights activities and its collaboratio...	4.26(.86)	1(0)	4	22(13)	13
2. Recommend that Council adopts formal guidelines to ensure that all future policies are anc...	4.41(.84)	1(0)	3	23(16)	13
3. Recommend that Council charge the Strategic Planning Advisory Committee with considering...	4.19(.88)	0	8	19(13)	13
4. The Board will ask that an Office of Human Rights be established with an Advisory Commit...	4.41(.84)	1(0)	3	23(16)	13
5. The Board will recommend that the Education Directorate promote a focus on human rights an...	4.42 (.90)	2(0)	1	23(16)	14

6. The Board Voted to approve the following statement in recognition of APA members who...	3.54(.99)	5(0)	6	15(4)	14
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OVERALL Level of Agreement with APA Recommendations and Guidelines					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
Taken in its entirety, how strongly do you agree that the APA response to the Hoffman report, inc...	2.96 (1.17)	10(3)	9	9(3)	12

Summary of Qualitative Comments

Based on a thorough review of the comments and a full discussion among members of the Ad Hoc committee, the [following were](#) identified as dominant themes that were consistently present across sections:

1. Disappointment, anger and disgust at the actions of some APA leaders, including the cover-up.
2. Marked concerns that APA actions subsequent to the Hoffman report have been reactive and poorly conceived and are too focused on a “rush to judgment”. Specifically, members expressed concerns about the complicated nature of issues including the role of psychologists in the military, renewed focus on human rights and “do no harm” that require thoughtful deliberation and consideration of the consequences of policy changes.
3. Emphasis on a need for transparency coupled with a need for oversight.
4. Marked concern and skepticism that APA can execute on these recommendations: How will membership know if the recommendations have been successfully [implemented](#)? What are the measures of success?

Reisner -Soldz Recommendations

Public Contrition					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
1. Apologize to all those harmed, including detainees, the profession, Congress, the public,...	4.29(1.01)	2(1)	2	24(15)	12
2. Apologize to and publicly commend Jean Maria Arrigo for her actions as a whistleblower an...	4.54(.74)	1(0)	1	26(18)	12
3. Submit an op-ed to the New York Times expressing contrition.	4.14(1.08)	2(1)	5	21(14)	12

Individual Accountability					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
4. Investigate the following staff and officials for gross malfeasance, as documented in the H...	3.93(1.33)	4(1)	3	20(12)	13
5. Initiate further investigation by the acting CEO and the Council committee into document...	3.82(1.39)	4(4)	5	19(12)	12
6. Under a renewed ethics process, bring ethics charges where appropriate against all those i...	3.93(1.41)	4(4)	3	20(13)	13
7. Publicly recommend state ethics charges where appropriate.	4.00(1.33)	3(3)	5	19(14)	13
8. Remove APA awards, standing, and honors from all individuals party to the collusion. ...	3.33(1.41)	7(4)	8	12(8)	13
9. Reopen ethics cases that were closed as a part of the conspiracy and recommend state board...	3.85(1.41)	4(4)	4	19(12)	13

Institutional Accountability					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
10. Appoint a blue ribbon panel to conduct a thorough and independent institutional review e...	4.54(.95)	1(1)	2	23(19)	14
a. Among other lines of inquiry, the panel should: i. Review and recommend changes in processe...	4.46(.88)	1(1)	1	26(17)	12
b. The panel should further address: i. Power of staff and how it oversteps its institutional bou...	4.36(.91)	1(1)	2	25(15)	12
11. Commit to financial review and auditing of DOD, CIA, and other government money, awards, ...	4.25(.97)	1(1)	3	23(14)	12
12. Review current, pending, and prospective staff and governance for conflicts of interest. ...	4.52(.85)	1(1)	0	26(17)	13

Policy Review, Development, & Reform					
	Mean (SD)	# Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
13. Review all policies regarding APA and national security, including the approval of operati...	3.96(1.08)	2(2)	3	21(8)	14
14. Prohibit psychologists from conducting, supervising, being in the presence of, or otherwis...	3.44(1.29)	6(2)	7	12(7)	15
15. Appoint a blue ribbon panel to review the ethics of psychologists' participation in areas...	4.08(.98)	1(1)	5	20(10)	14
16. Designate a committee of ethicists to redesign APA ethics policy and procedures, in light...	4.28(.98)	1(1)	3	21(13)	15
17. Lift any statute of limitation on ethics charges relating to torture and cruel, inhuman, o...	3.96(1.32)	6(2)	3	17(9)	14
18. For non-Members, recommend full investigation from the state boards in national security s...	4.00(1.08)	2(1)	5	18(10)	15

Institutional Transparency					
	Mean (SD)	# Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
19. Commit to making all deliberations and actions transparent and easily accessible to members...	4.81(.40)	0	0	26(21)	14
20. Report to Council, in plain language: salaries and perks of staff; lobbying on behalf of A...	4.65(.49)	0	0	26(17)	14
21. Publish the Hoffman Report as an APA book and publish the Executive Summary in the America...	4.21(.83)	0	6	18(11)	16
22. Deposit the entire record of the Hoffman investigation, including all exchanges with Hoff...	4.35(.85)	1(0)	3	22(14)	14

Public Transparency					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
23. Refer the Hoffman Report and any subsequent APA findings to the FBI and cooperate fully in...	3.88(1.13)	2(1)	8	15(10)	15
24. Refer the Hoffman Report to the appropriate Congressional committees, per Senator Feinstei...	3.62(1.10)	3(1)	10	13(7)	14

25. Call for a congressional investigation into the role of health professionals and health pr...	3.65(1.09)	3(1)	9	14(7)	14
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Inclusiveness					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
26. Commit to developing processes to include views and representatives of diverse stakeholder...	4.31(.88)	1(1)	1	24(12)	14

OVERALL Level of Agreement with Reisner & Soldz					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
Taken in its entirety, how strongly do you agree that the Reiser and Stoldz response to the Hoffman Report?	4.00(.89)	1(1)	4	21(7)	14

Summary of Qualitative Data

- All themes noted in reaction to the APA recommendation were relevant to this section. Additional themes included:
- Increased concerns about a rush to judgment and that a “witch hunt” could ensue, which results in valuable time and resources diverted from other work of APA.
- More concerns that the recommendations were simple solutions to complex issues.
- More comments about a need for oversight of APA leadership that is not executed by APA leadership.

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OVERALL Level of Agreement with APA Ban on Psychologists participation in Interrogation					
	Mean (SD)	# on Disagreement (# Strongly)	# Neutral	# Agreement (Strongly)	Missing
How strongly do you agree or disagree with APA Council's vote to ban psychologists participation...	3.84(1.18)	4(1)	4	17(9)	15

Summary of Qualitative Data

- A primary theme of the comments was marked concern (expressed across sections but particularly notable in this section) regarding what was perceived as a reactive versus thoughtful decision regarding the participation of psychologists in interrogations. Many comments raised the issue of the beneficial impact that psychologists could and would have in this area and that that a unilateral ban needed to be considered thoughtfully.

Plans to Renew Membership				
	Yes	No	Undecided	Missing
APA	15	3	9	13
NPA	25	1	1	13