2016 ECP ORIENTATION

EXPANDING THE PRACTICE SPECTRUM

Le Ondra Clark Harvey, Ph.D.
APA Committee on Early Career Psychologists
SPTA Representative

2016 STATE LEADERSHIP CONFERENCE
FEBRUARY 27–MARCH 1 • GRAND HYATT • WASHINGTON, D.C.
• Introductions
• Overview
• Who are ECPs?
• ECPs in Leadership
• Committee on Early Career Psychologists
• Survey of ECPs in SPTAs
• Break-out Groups
• Lunch!
INTRODUCTIONS

EXPANDING THE PRACTICE SPECTRUM

- Name
- Profession
- SPTA and role
- What do you want to learn this weekend?
- 1st time at SLC?
**WHO ARE ECPs?**

**Expanding the Practice Spectrum**

<table>
<thead>
<tr>
<th></th>
<th>All Early Career Members</th>
<th>All Full Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Female</td>
<td>73%</td>
<td>57%</td>
</tr>
<tr>
<td>Mean Age</td>
<td>39</td>
<td>54</td>
</tr>
<tr>
<td>Working in Independent Practice</td>
<td>14%</td>
<td>30%</td>
</tr>
</tbody>
</table>

*Data from APA 2010 Renewal Survey - APA Members*
WHO ARE ECPs?

- 32.6% working in more than one setting
- 71% licensed; 12% intend to become licensed
- 20% racial/ethnic diverse
  - 6% African-American
  - 6% Asian/PI
  - 5% Latino/a
  - 4% Other

Data from the 2007 APA Early Career Psychologists Survey (n=2,745), including members (2007 convention attendees and non-attendees) and non-members
### WHO ARE ECPs?

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of ECPs</td>
<td>19,484</td>
<td>19,517</td>
<td>18,232</td>
<td>17,699</td>
<td>17,155</td>
</tr>
<tr>
<td>Percentage of Membership</td>
<td>13%</td>
<td>13%</td>
<td>13%</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Renewal Rate</td>
<td>73%</td>
<td>71%</td>
<td>82%</td>
<td>81%</td>
<td>78%</td>
</tr>
</tbody>
</table>

Data from the 2015 APA Membership Board Report
Many ECPs are working parents struggling to balance dual roles

43% of APA member ECPs have dependents living at home
• Mean Debt = $64,981
• ~102,000 for PsyD & ~58,000 for PhD
ECP LEADERSHIP IN APA

EXPANDING THE PRACTICE SPECTRUM

- In 2007, more than 20% of constituency but less than 3% of APA governance

- Today, almost all Boards and Committees required to have an ECP slate
ECP LEADERSHIP

EXPANDING THE PRACTICE SPECTRUM

• ECPs should be represented in decision-making

• ECPs have a unique perspective to offer

• Sends a message to ECP members / potential members that ECPs are valued

• ECPs can contribute NOW

• Those in leadership positions are more likely to remain members

2016 STATE LEADERSHIP CONFERENCE
APA’S COMMITTEE ON EARLY CAREER PSYCHOLOGISTS

EXPANDING THE PRACTICE SPECTRUM

• 7 members

• Represent the unique interests and concerns of ECPs

• Projects include:
  ECP perspective on larger APA agenda items
  Create resources
  Convention programming
  Convention travel awards
  ECP-relevant articles in APA publications
  ECPs in governance
RECENT INITIATIVES

EXPANDING THE PRACTICE SPECTRUM

- Defining ECPs
- ECP Slate
- Student Loan Debt
- Hospitality Suite at Convention
- New ECP Office
RECRUITMENT AND RETENTION OF ECPs IS CRITICAL FOR SPTAs

- ECPs are the future of our professional organizations
- ECPs vitalize the current organization
- SPTAs provide unique resources
- Membership is aging
22,138 (27%) of APA members belong to a SPTA

(1% increase over 2013 and a 7% decline within the past five years)

- 14,747 full members
- 4,482 are Life members

(65 years of age and a minimum of 25 years of membership)

- 1,817 are early career members

(10 years or less post doctorate)

- 401 are Fellows
- 691 are Associates

Data from 2014 APA Membership Board Report
No centralized data on ECP activities or definition of ECP in SPTAs

- Sent questions through CESSPA listserve (n=35 responses)

- Completed by ED, Board member or ECP Chair
PARTICIPATING SPTAs

EXPANDING THE PRACTICE SPECTRUM

Alaska
Arizona
California
Delaware
Florida
Guam
Idaho
Illinois
Indiana
Iowa
Kentucky
Maine
Massachusetts
Michigan
Minnesota
Mississippi
Montana
New Hampshire
New Jersey
New York
North Carolina
Nova Scotia
Ohio
Oklahoma
Ontario
Oregon
Pennsylvania
Puerto Rico
Rhode Island
Utah
Vermont
Virginia
West Virginia
Wisconsin
Wyoming

2016 STATE LEADERSHIP CONFERENCE

AMERICAN PSYCHOLOGICAL ASSOCIATION PRACTICE ORGANIZATION
DEFINITION OF ECP

EXPANDING THE PRACTICE SPECTRUM

- 80% (n=28) within 10 years of degree
- Within 3 years of licensure (n=1)
- Within 5 years of licensure (n=1)
- Within 4 years of licensure (n=1)
- Within 7 years of degree (n=2)
ECP LEADERSHIP ROLES

- ECP serving on board; not in designated seat (60%; n=18)
- ECP-designated board seat; voting member (27%; n=8)
- ECP-designated board seat; non-voting member (13%; n=4)
If your SPTA does not have an ECP seat on its board, why is this so?

- Have not thought of this (6%, n=2)
- Want to keep board size small (15%, n=5)
- We plan to establish a voting board seat for an ECP in the future (9%, n=3)

Comments:

- Hard to fill board positions
- We are working towards this goal
- Our board is too large
- Our board is too small
ECP ACTIVITIES

- ECP-focused committee or task force (63%; n=19)
- Lower dues for ECPs (60%; n=18)
- ECP-focused mentorship program (33%; n=10)
- Other (43.2%; n=16)
- ECP list-serv (20%; n=6)
• Facebook and Twitter

• ECP social events / networking events

• Annual ECP survey

• Newsletter articles

• Leadership institute

• “ECP Day”
SUMMARY

- Variable definitions, but movement towards APA definition
- ECP leadership roles
- Voting board seat
- SPTAs offering a variety of ECP-focused activities
RESOURCES

EXPANDING THE PRACTICE SPECTRUM

ECP Delegates
Top 25 List from CECP
CECP website
ECPLN

Division 31
Dropbox folder
Convention programming