

**Minutes APA Division 15: Educational Psychology
Executive Committee Fall Retreat
October 20th and 21st, 2017
Las Vegas, NV.**

Board Members Present: Michael Nussbaum (President), Gale Sinatra (President-elect), Bonnie Meyer (Past President), Helenrose Fives (Vice President), Avi Kaplan (Division 15 Council Representative), Sharon Nichols (Division 15 Council Representative), Beverly Faircloth (Treasurer), Cynthia Tettegah (Treasurer Elect), Scott Marley (Secretary), Cynthia Hudley (Member at large), DeLeon Gray (Member at large).

Consent Agenda

1. Confirm Clark Chinn as Chair of Thorndike Committee, see vita in shared folder.
2. Confirm Aguilar and Kendeou as 2019 program co-chairs, see vitas in shared folder.

Action: Committee approved unanimously.

Discussion/Vote Items:

1. Report of Ad Hoc Advisory Committee on Educational Policy (Nichols)

Discussion: The EC discussed how to respond to important issues quickly, purposes of policy statements, and when the division should comment in terms of philosophical consideration. In general, EC members voiced the view that policy statements from Div. 15 should be related to topics within the substantive domains of Educational Psychology and based on best empirical evidence. Unlike other organizations, APA and APA divisions are legally allowed to advocate for various policies.

Mechanisms were discussed regarding how to provide briefs on topics. The committee identified various methods of soliciting authors for policy briefs and the possibility of developing policy brief templates. The issue as whether to frame these briefs as advocacy (containing recommendations) or as education was discussed. The issue of how to vet policy statements was also discussed.

Several members also raised the possibility of holding a webinar on policy advocacy for our members.

Note: concerns were voiced regarding the proliferation of ad hoc committees such as the one in question and how to sunset and/or eventually maintain as standing committees. This was tabled until later in the agenda.

Action Plan. The ad hoc committee plans to survey Division 15 member (see draft in agenda) to ascertain membership interests/concerns, develop a database of members (and their areas of expertise) who can be recommended to develop policy briefs and/or serve as content experts

when requests are made from the division. Sharon Nichols will send out an electronic version for edits/revisions.

2. Report of Council representative (Kaplan)

Discussion: Kaplan reported on status of Council. Currently the Council is focused on internal issues and established a civility committee.

The Council has established a diversity committee with the goal of including as many voices as possible. This is resulting in questions associated with how to cultivate and establish greater diversity on the Council.

The Council has been concerned with several issues, two of which have some relevance to Division 15. First, the fields of 'Counseling Psychology' and 'Counseling' seem to be increasingly in conflict regarding training criteria and accreditation. This has implications for counseling in school settings. Council has voted to support counseling psychology programs and tasked the CEO with generating strategies to achieve this goal. Second, Council has considered the role of APA in psychology master's degree programs. Council asked the CEO to establish a task force to investigate the implications such involvement (for example, formal credentialing, or recommended guidelines) to be reported on in the next Council meeting.

Kaplan discussed with the EC questions regarding when council issues should be brought to the attention of the EC for a vote. The three following criteria were developed: 1. Only vote on policy matters relevant to the mission of Div. 15 or on which the division has expertise or a strong research base; 2. Only vote on policy matters that are of high interest to Div. 15 members; and/or, 3. EC can discuss and vote on council issues that contain high moral content.

Action Plan: Nichols and Kaplan will draft a description of the council representative position (to be considered as an appendix to the Policy and Procedures Manual) that reflects an approach for handling when council issues should be brought to the EC for committee approval.

Fiscal Policy

3. Deficit Spending Policy.

Discussion: Should the EC adopt a "deficit spending policy" to specify when the EC can dip into its excess spending reserve in our savings account (currently about \$131,000), i.e., not the TIAA fund (\$486,00) or emergency operating reserve of two-years of operating expenses (\$460,000)? Proposed deficit spending policy discussed. Conversation occurred around when does deficit spending get repaid. Consensus was that when the division has a budget surplus, the surplus goes into the reserves to cover previous deficit spending.

Action Plan: The EC voted 10-0 approve deficit spending policy as written in Appendix A of agenda and to amend the spending policy in the P&P manual.

4. Investment risk level.

Discussion: Concerns with volatile financial markets discussed. What are the goals and objectives of this TIAA account? Do we want to invest long term? Or should we spend some to benefit present members? Committee members voiced the opinion that more information regarding TIAA penalties, fees, etc. are necessary to make informed decisions.

Action Plan. We need to go back through minutes from previous years to establish thinking over time on investments. President Nussbaum will establish informal team consisting of some Finance Committee and EC members to attend to this and develop a presentation for the next EC meeting on history, present status, market outlook, etc. of investments.

Nichols is willing to review 2010-13 treasurer notes. We will ask Michelle Gill to review her notes for during her timeframe as treasurer.

5. Recruitment of Finance Committee chair.

Discussion: Terri Thorkildsen (interim chair) wants to step down once a suitable replacement is found.

Action Plan. Motion made to approve Presidential appointment of Fives as interim chair until replacement is identified. 9-1 approval/abstension.

6. Credit Cards. Should we set deadline for submitting bills for deposits to the Treasurer elect so people are not stuck using own credit card.

- a. We have to reimburse one committee chair over \$1,300 in interest. APA staff is often swamped when bills are turned in so this person was not reimbursed in a timely fashion.

Discussion: Faircloth informed the committee there will not be an APA card or division card. However, APA will provide cash advances with sufficient warning. This is the only solution and will require advanced warning (and an estimated invoice) 2-3 weeks prior to expense. This option also requires careful record keeping. Concern was voiced regarding the barrier for chairs who are unable to provide a credit card.

Action Plan: The EC voted 10-0 to pay past grad seminar committee chair \$1,300 in interest. Fives, Gray, and Nussbaum will communicate to Program Chairs, Early Career Chairs, and Grad Seminar Chairs, that while we cannot get a division credit card they can get an advance for some of the larger costs associated with their various activities, if they have an estimate.

Publications (Sinatra & Nussbaum) (5 min)

7. Recruitment/Selection of EP Editor
8. Selection of Handbook Editor, contract.

Discussion. Sinatra and Nussbaum updated the committee on the status of these two positions. Working on recruiting applications for EP editor(s). Considering individuals and teams. Recruitment of handbook co-editors still in committee.

Budget.

9. Review proposed budget, see Appendix E of agenda (Faircloth and Nussbaum).
10. Revenue projections

Discussion. Committee reviewed the proposed budget and identified minor revisions associated with projected revenues being too conservative relative to prior years, see **Appendix B of the minutes** for revised budget.

11. Communication Director's Bonus. At the Fall Retreat each year, the EC votes as to whether Wade should be awarded a bonus based on performance during the previous 12 months. Historically, Wade has received: \$3,000 year one; \$3,000 year two; \$3,500 year three; \$3,500 year four; \$3,500 year five.

Action Plan: Motion made to give Wade \$3,500 dollar bonus due to strong performance on several indicators: increased membership, increased social media presence, etc. 10-0 approval.

12. Ji Hong. Allow Ji Hong to use some of 2017 funds for Secretary Operating Budget for travel. The EC has to vote because it is moving money across categories.

Action Plan: Motion \$495.52 to move money across categories for Ji. Passed 10-0.

13. Timeline for proposed budget preparation.

Discussion: The Policy and Procedures manual currently requires presentation of a draft budget for the coming year in August at the APA EC meeting. This practice has not been followed. Should there be a requirement, however, for the budget to be presented to the EC sometime before the fall retreat? Committee discussed making the treasurer report to membership in August preliminary.

Action Plan: Motion: Amend P&P manual regarding treasurer's role to change section on budget reporting to add "preliminary" and remove "and approval." Motion was tabled until discussion of P&P manual, 10-0.

14. APA social hours.
 - a. Social requested increase, plus APA lunch cost. Prior program chairs proposed increasing program committee budget for APA events from \$9,000 to \$11,600.
 - i. \$5,000 for each social + \$1,000 for lunch boxes for EC + \$210 lunch for poster award evaluation committee (7 x \$30) + \$450 for poster boards at opening social (if choose to continue).
 - ii. The recommended budget increase above may not allow for two *nice* socials if both are held at APA hotels. As suggested by previous chairs, the EC can consider:

1. Return to hosting one social, following the business meeting, or
2. If two socials are desired, then consider holding the first/opening social OFF SITE—perhaps joining with the Grad Seminar Social – and do one big opening social for all Division 15 people. This could save money and consolidate activities so members do not have as many potential conflicts.

Discussion: Committee discussed how opening socials can be held off-site, which will reduce expenses and free-up funds for drink tickets. We will need to consider how to manage poster display. Discussion was held regarding opening social onsite might be helpful and easier for people to attend.

Action Plan: Committee chairs should examine having the opening APA social offsite and take the two EC lunches offsite. Nussbaum will convey this to chairs.

- b. Should we increase program chairs' budget for a social at AERA?

EC recommendation: No formal social. Program chairs can have informal socials at local bars/restaurants. Sinatra raised the possibility of contributing funds to AERA Division C for having a semi-formal gathering and recruitment at the Division C social.

- c. Open bar: In the current year (2017), the Early Career Committee had an open bar at the APA dinner.
 - i. Is this appropriate, given APA policy and the lack of one at the general socials?

EC recommendation: Chairs should stay within budget while being sensitive to concerns with excessive drinking.

15. Retreat Travel Budget.

- a. Does the amount budgeted need to be increased?

Discussion: Committee informed on retreat travel budget for 2017. Expenditures are not expected to exceed budget, so no actions needed. We discussed travel budgets for EC, Members at Large, incoming positions, etc. Some positions receive \$2,000 in support and others \$1,000 (e.g., at-large positions). Typically, the difference is due to the amount of anticipated work for that position.

No action taken.

16. Early Career Research Grants

- a. Should we increase budget (currently at \$12K) to fund more grants?

Discussion: Proposed budget does not reflect funding more grants. Two grants were awarded in 2017. Gray reported that the number and quality of the proposals has increased (there were 24 in 2017) and that the committee would like to fund a third grant. EC needs more conversation

regarding division priorities. Some members of the committee felt that more grants should be funded. In response fiscal concerns were voiced.

No decision. (Note: In the approved 2018 budget, the current-year amount was not increased but the proposed increase was added to a budget change priority list.)

17. Making Kathryn Wentzel whole. EC didn't previously give her all funds that were due her, according to our contract with T&F, for years prior to 2017.

Discussion: EC has to vote whether to pay back-pay for 3% increase to Editor's stipend before 2017 (\$1,363.50). EC has to vote whether to pay back-pay for 3% increase to Editor's operating budget before 2017 (\$3,181.50).

Action Plan: Motion made to pay these amounts out of reserve funds in savings account to compensate Wentzel, approved 10-0.

18. Approval of 2018 Budget

Action Plan: Approve budget with minor amendments, see attached revised 2018 budget in **Appendix A**. Approve 10-0.

19. Policy and Procedures Manual (Meyer).

- a. See P&P manual in shared folder.
 - i. See p. 10 under Business Meeting and Presidential Address.
 - ii. See pgs. 29-31 under General Procedures for All Award Committees.
 - iii. See p. 40, and pgs. 43-45 under Finance Committee.

Action Plan. Meyer will make modifications for subsequent approvals. No action on previously tabled motion to: amend P&P manual regarding treasurer's report to change section on budget reporting to add "preliminary" and remove "and approval." Nussbaum and Meyer reported that these and other P&P amendments will be addressed at a later EC meeting.

Committee Reports Requiring Further Discussion

20. Report of the Ad Hoc Committee on Professional Learning (see Appendix F in the agenda).

Discussion: Gray gave oral report of the committee's first meeting. Three mutually supportive goals were proposed: (a) disseminating research to educators, (b) funding small collaborative research grants between researchers and educators, and (c) engaging with educators (what questions do educators pose for educational researchers and collaborative partnership).

Sinatra noted that some of these goals should be pursued in collaboration with the Coalition for Psychology in the Schools and Education. Production of videos and podcasts was also discussed. Kaplan suggested that one of the early career awards should be made a partnership award. Fives

and Nussbaum suggested that we survey the membership to determine if they have videos or other digital material that the division could help disseminate.

Concerns were voiced with focus of research being too narrow; Nussbaum explained that creation of the committee was a presidential initiative. Sinatra (a) raised concern about the potential for presidential initiatives to carry on too long, and (b) voiced opinion that ad hoc committees should last only one year and/or have defined timeline and tasks at time of formation. In her view, we need to winnow down the number of committees.

Action Plan: Gray will take EC discussion back to committee for consideration in their work.

21. Report of the Nominations Committee/Recruitment of slates (Meyer)

Discussion: Division needs strategies to make the presidential line more attractive and to recruit more candidates. Recently, we have not had a competitive election for the presidential line with only one candidate running for the position.

22. **Action Plan:** Nussbaum will review, with the presidential line officers, the division fellows list for ideas of individuals that the nominations committee could ask to run for Vice President.

23. Report from Communications Director (Wade George)

Discussion: The committee reviewed and discussed the report. Wade George made the two following proposals to the executive committee.

Proposal 1. I'd like to build an announcement category on the website through which we can share research requests. We receive *a lot* of these, but they'd be easy for me to share here and we'd be showing support for members in doing so. We would continue our current practice of not sending via LISTSERV, as most members don't want to receive such emails.

Proposal 2. I'd like permission to build a basic directory of ed psych programs that we can share on our website. We attempted this in the past but couldn't see the project through due to unclear logistics on what information should be deemed acceptable for inclusion. My recommendation is just to have a Google Form which asks for program name, university, website, and a primary contact email address.

Action Plan: A motion was made to approve both of Wade's requests. Motion was passed 10-0. It was also suggested that the directory of ed psych programs include information on the type of degree offered (e.g., master's vs. doctoral).

24. Report from Membership Committee.

Discussion: Committee is actively engaged in membership drive. The size of the committee was discussed in terms of why there are so many ad hoc members. This is due to the committee being engaged in an initiative to personalize recruitment emails and the committee will eventually go back to the typical number of members.

25. Podcast proposal, from Wade George.

- a. See **Appendix G** of agenda.

Discussion: Some of the proposed work of the Ad Hoc Professional Learning Committee could be folded into the podcast project. Processes for selecting guests were discussed. The webinar committee could oversee the podcast project. Discussion regarding the need to have a theme to a given year's podcasts and releasing several at a time (in short order) and/or release on a predictable timeframe.

Action Plan. Motion to approve proposal as written. Approved 10-0.

26. Historian Duties:

Discussion: It was noted that some of the proposed duties for the historian were already approved, with mention included in the P&P. It was discussed whether it was feasible for the historian to conduct three interviews a year, to be included in the NEP. No action was taken.

27. Solicitation of Award and Grant applications.

- a. By committees directly to universities

EC recommendation: When we have developed a directory of educational psychology programs, program contact emails can be used to send out solicitations.

28. *Program/Membership Carryover issues from Aug.*

Discussion: The EC had previously discussed a session where all Division 15 members could gather and participate in community building activities. Gray asked how Division 15 can help early career members grow over time.

We have events targeted at early career people, but little for midcareer members. How do we incorporate others into the division? Do we want to co-sponsor a get together with Div. C at AERA? Possibly in New York. It was also noted that at socials, members tend to gravitate mostly to other people that they already know; the issue of how can increase mingling at socials was raised.

Action Plan: Nussbaum will raise these issues with the program chairs and the presidential-line officers. Decide on how to advertise international student award and handle applications: The program chairs created an online sign-up page for applicants this year and instructed the applicants to email the committee chair. This might not be the best solution as the committee chair would not have direct access to the sign-up page. The International committee should consider designing their own page to streamline the application process and ask Wade to link it to the Division 15 webpage.

EC recommendation: Follow-up with Wade to see if the webpage has been built.

Review D15 Committee Structure

29. Logical Organization.

- a. Can the committee roster be reorganized to reflect four general areas
 - i. This would make it easier for our members, and especially incoming EC members, to understand. Committees that fall into more than one category could be cross-listed (e.g Membership, International, Webinar).
 1. Awards and Grants
 2. External Outreach
 - a. Could include Membership, International, Publications, as well as policy, professional learning, and strategic efforts ad hoc committees; liaisons to APA.
 3. Internal Programs (Convention Program, Webinar, Early Career, Graduate Student Affairs)
 4. Miscellaneous (Finance, Fellows, Nominations, other ad hocs?)

Discussion: Is “miscellaneous” a good general area? May result in being a catch all category that doesn’t convey well the function and importance of these committees in the organization. It was also suggested that discussion of the logical organization of the roster be postponed indefinitely until further progress and resolution has been made on consolidation issues

b. Consolidation

- i. Can some committees be eliminated or combined with other committees (possibly as subcommittees).
 1. This MIGHT not require a bylaws change if all bylaws relevant to the committee are observed (e.g., regarding number of members). President Nussbaum would like EC ideas for consolidation or elimination and how to collect input.

Discussion: Benefits of committees is getting people involved in the organization and as a leadership pipeline. On the other hand, too many committees may result in too much work for presidents in filling so many positions. Reduce the number of committees might also make the organization easier to manage. However, consolidating committees could increase the workload of committee members, making committee work undesirable, unless the size of committees was increased. The possibility of having subcommittees of larger committees was discussed.

Action Plan: Presidential line will review committee structure and develop a proposal, soliciting input from committee chairs and members.

30. Are there any proposed bylaw changes?

- a. Voting rights of ex officio members:
 - i. Ex officio members are members of a committee by virtue of holding an office.
 1. It does not necessarily mean they do not have a vote on the committee.
 2. Should the bylaws or P&P clarify when they have voting rights?

- a. The Parliamentary Procedures handout implies that ex officio officers should be presumed to have voting rights, but not be counted as part of a quorum.
- b. Are there any particular committees where this would be important (e.g., Publications? Finance?)

Discussion: Deadline for bylaw changes is in early spring. Bylaws need to make clear the voting rights of ex officio members. These members should not be included in count when establishing a quorum. Do we want a bylaw change to define ex officio as non-voting? Reason being in some instance ex officio's have subsequent veto power or will vote on the issue in the EC later.

Action Plan: Nussbaum, when soliciting information from committee chairs, will ask them whether ex officios should vote. Issue to be discussed among the presidential line officers on what changes should be made to the bylaws and P&P manual.

31. AERA EC Meeting.

Action Plan: Schedule meeting for first session of AERA.

Closing

32. Review of Retreat Travel Reimbursement Procedures (Tettegah)

Action Plan: Bev will email us correct travel forms and email address for Sharon Tettegah (Treasurer-elect).

33. **Added item.** Brainstorming session for future initiatives and expenditures. The following items and costs were discussed as possibilities.

Future topics/goals.	Possible Cost
Reinstate third early career award.	\$6k
Increase member at large stipend to \$2000.	\$2k
Provide Wade a travel budget.	\$2k
Podcasts	\$500
Mid-career activities/awards.	\$1K
AERA joint social	\$1k
SCIPIE Institutional Membership	\$500
Division 15 session on their program.	
Videos for research dissemination	\$5k
Invited Speakers	\$1,500

Presidential Grant	\$6k
EC PD on topics like finance	\$1k
Policy training	\$1k - 5k
Equity and Inclusion initiative	\$1k

Action Plan: The EC will revisit at our next meeting.

Appendix A. Approved deficit spending policy

10/21/17

The Executive Committee (EC) of Division 15 has a fiduciary responsibility to spend division funds in a wise and prudent manner. To maintain fiscal responsibility, the EC need to weigh short term spending priorities with the division's long-term fiscal health. In general, the Division should aim to spend in any one year no more than it takes in as revenues.

However, in some exceptional cases when there are sufficient financial reserves, the EC may engage in deficit spending to protect the long-term vitality of the organization and achievement of its organizational mission. In no case should the EC (a) keep less in reserve than two years of estimated operating expenses, or (b) use funds from its long-term investment portfolio. In order to observe a consistent policy on deficit spending, maintain fiscal discipline, and avoid making such spending decisions in an ad hoc manner, the EC should authorize deficit spending, in either the current or subsequent budget year, only for the following:

1. When reasonable revenue projections were overestimated;
2. For major, unforeseen expenses that are vital to the division's mission.
3. For inadvertent budgeting mistakes that were caused by actions made in good faith;
4. For purposes that will enhance the division's short- or long-term revenues (for example, related to revenue-producing activities such as royalties or the integrity of the *Educational Psychologist*).

Appendix B: Approved 2018 Budget

APPROVED BUDGET 2018

Educational Psychology - DIV15	2016 Approved	2016 Actual	2017 Approved	2017 Actuals Sept. 2017	Draft Budget 2018
INCOME					
Membership Dues	\$12,000.00	\$17,957.00	\$15,000.00	\$18,589.00	\$15,000.00
Contributions	\$15.00	\$2,072.00	\$15.00	\$(25.00)	\$15.00
Interest-Operating (Merrill Lynch)	\$150.00	\$299.51	\$150.00	\$75.02	\$150.00
Dividends-Investments (TIAA Interest & Dividends)	\$2,500.00	\$10,156.55	\$2,500.00	\$5,867.22	\$6,000.00
Cap Gains/Loss (Realized gain/loss when holdings sold)		\$3,828.62		\$(6,262.04)	
Gain/Loss-Investments	\$400.00	\$4,761.86	\$400.00		\$200.00
EP awards (T&F)		\$2,000.00	\$3,000.00	\$3,000.00	\$3,000.00
Royalties (Primarily T&F)	\$155,000.00	\$153,053.30	\$140,000.00	\$154,339.08	\$151,500.00
Journal Editor Budget (T&F)	\$50,000.00	\$53,045.00	\$54,636.00	\$54,636.00	\$56,275.44
Total Income	\$220,065.00	\$247,173.84	\$227,719.28	\$230,219.28	\$232,140.44
EXPENSES					
Officers:					
Treasurer Operating Fund	\$2,000.00	\$419.20	\$1,950.00	\$18.89	\$1,000.00
Secretary Operating Fund	\$1,034.00	\$555.97	\$1,034.00	\$538.48	\$1,000.00
President's Fund	\$15,000.00	\$19,713.52	\$15,000.00	\$18,262.97	\$15,000.00
Historian					
Presidential Discretionary Fund	\$1,000.00		\$1,500.00	\$62.26	\$1,500.00
Sub-Total Officers	\$19,034.00	\$20,688.69	\$19,484.00	\$18,882.60	\$18,500.00
Administration:					
APA Administrative Costs	\$2,100.00	\$2,652.98	\$2,600.00	\$1,700.00	\$2,600.00
Plaques	\$1,600.00	\$1,145.11	\$1,600.00	\$415.00	\$1,500.00
Website, Networking, Hosting	\$250.00	\$214.00	\$300.00	\$300.00	\$300.00
Program Chair Operating Expenses	\$1,200.00	\$166.97	\$1,200.00	\$676.14	\$1,200.00

Bank Fees (TIAA-CREF)				\$3814.63	\$5,000.00
Miscellaneous (2017 Webinar)	\$2,000.00	\$1,938.65	\$1,500.00	\$200.00	\$1,500.00
Sub-Total Admin	\$7,150.00	\$6,117.71	\$7,200.00	\$7105.77	\$12,100.00
<u>Meetings/Conferences:</u>					
Fall Retreat (food/room rental/etc.)	\$3,100.00	\$3,109.00	\$4,500.00	\$4,346.61	\$4,500.00
APA Social Hours	\$6,000.00	\$5,667.50	\$8,000.00	\$10,254.99	\$11,660.00
APA EC Meeting	\$1,000.00		\$1,000.00	\$706.75	\$1,000.00
APA Early Career Activities	\$2,000.00	\$4,682.83	\$3,500.00	\$2,304.00	\$3,500.00
AERA EC Meeting	\$3,200.00	\$2,866.87	\$3,200.00	\$177.70	\$1,000.00
APA Graduate Student Seminar	\$14,000.00	\$7,424.88	\$14,000.00	\$14,468.01	\$14,000.00
Sub-Total Meetings/Conferences	\$29,300.00	\$23,751.08	\$34,200.00	\$32,258.06	\$35,660.00
<u>Travel/Committee Liaisons:</u>					
EC - Fall Retreat (flight, ground transport, per diem)	\$6,000.00	\$5,341.39	\$7,000.00	\$6,696.37	\$10,900.00
EC - AERA +/- APA	\$9,000.00	\$11,453.70	\$12,000.00	\$10,455.34	\$12,000.00
AERA/APA - Committee Chairs (program & grad sem chairs)	\$11,000.00	\$9,943.68	\$11,000.00	\$5,702.06	\$11,000.00
Committee on International Affairs					
Board of Educational Affairs Liaison	\$1,000.00		\$1,000.00		\$500.00
Board of Scientific Affairs			\$1,000.00		\$200.00
Consolidated Meeting (Rep to APA Council)					
Ed. Leadership Conference (liaison travel)	\$1,000.00		\$1,000.00		
Vice President travel			\$2,000.00		\$2,000.00
Coalition of Psychology in the Schools	\$1,000.00	\$1,743.49	\$2,000.00	\$806.24	\$2,000.00
EP Editor/Journal - Travel					
Travel/Misc (Women in Psych in 2013)					
Sub-Total Travel / Committee Liaisons	\$29,000.00	\$28,482.26	\$37,000.00	\$23,660.19	\$38,600.00
<u>Awards:</u>					
Dissertation Grants	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00

Early Career Grants	\$12,000.00	\$10,201.43	\$12,000.00	\$12,000.00	\$12,000.00
Thorndike Award	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
Snow Award	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
Paul Pintrich Award	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
EP / Taylor & Francis awards	\$3,000.00	\$999.99	\$3,000.00	\$3,000.00	\$3,000.00
Sub-Total Awards	\$20,000.00	\$19,201.42	\$23,000.00	\$23,000.00	\$23,000.00
<u>Consultant:</u>					
Director of Communications	\$40,000.00	\$40,000.00	\$41,200.00	\$41,200.00	\$42,436.00
Operating budget (combined with Adv.)	\$1,000.00	\$1,332.09			
Operating & Advertising	\$1,000.00	\$774.57	\$2,456.81	\$818.49	\$2,000.00
Bonus	\$3,500.00	\$3,500.00	\$3,500.00		\$3,500.00
Sub-Total Consultants	\$45,500.00	\$45,606.66	\$47,156.81	\$42,018.49	\$47,936.00
<u>Journal/Newsletter/Editor</u>					
Handbook					
Educational Psychologist - Editor	\$50,000.00	\$50,000.00	\$15,000.00	\$15,000.00	\$16,882.63
Educational Psychologist - Operations			\$39,636.00	\$39,636.00	\$39,392.81
Sub-Total Journal/Newsletter/Editor	\$50,000.00	\$50,000.00	\$54,636.00	\$54,636.00	\$56,275.44
-					
<u>Outreach Initiative</u>					
Supporting Outreach efforts			\$500.00	\$500.00	
Sub-Total Outreach Initiative			\$500.00	\$500.00	
<u>Other</u>					
Donations to Professional Org					
Sub-Total Other					
Total Expenses	199,984.00	\$193,847.82	\$223,176.81	\$202,061.11	\$232,071.44

Net gain / Loss	\$20,081.00	\$53,326.02	\$(7,425.81)	\$28,158.17	\$69.00