

Virginia Board of Psychology
Board Meeting Minutes
Tuesday, May 14, 2024, at 10:00 a.m.
9960 Mayland Drive, Henrico, VA 23233
Board Room 2

PRESIDING OFFICER: J.D. Ball, Ph.D.

BOARD MEMBERS PRESENT: Aliya Chapman, Ph.D.
Norma Murdock-Kitt, Ph.D.
Gary Sibcy, Ph.D.
William Hathaway, Ph.D.
Madeline Torres, Citizen Member
Danielle Spearman-Camblard, Psy.D.
Cheryl Snyder, Citizen Member

BOARD MEMBERS ABSENT: Susan Brown Wallace, Ph.D., LCP, LSP

BOARD STAFF PRESENT: Jaime Hoyle, JD, Executive Director
Jennifer Lang, Deputy Executive Director
Charlotte Lenart, Deputy Executive Director
Meagan Ohlsson, Licensing Supervisor

DHP STAFF PRESENT: Erin Barrett, JD, Director of Legislative and Regulatory Affairs, DHP
James Jenkins, RN, Agency Deputy Director, Special Advisor to the Governor on Workforce
Matt Novak, Policy & Economic Analyst, DHP
Arne Owens, Agency Director, DHP

BOARD COUNSEL PRESENT: James Rutkowski, Assistant Attorney General

CALL TO ORDER: Dr. Ball called the meeting to order at 10:07 a.m.

MISSION STATEMENT: Dr. Ball read the mission statement of the Department of Health Professions and the emergency egress procedures.

ESTABLISHMENT OF A QUORUM: With eight members present a quorum was established.

ADOPTION OF AGENDA: The agenda was adopted as presented.

PUBLIC ATTENDEES:

Karren Ellen Trump, School Psychologist, Ed.S.

Denise Daly-Konrad, Director of Strategic Initiatives for the Virginia Health Care Foundation

PUBLIC COMMENT:

Ms. Trump addressed the Board with concerns with the shortage of school psychologist due in part to noncompetitive salaries, retirement, and school recruitment efforts. Ms. Trump stressed the importance of the Board having a Board member represent the field of school psychology. Dr. Ball thanked Ms. Trump for her comments and noted that our own Board member and former Chair, Dr. Susan Wallace, has also made the Board aware of the workforce crisis. The Board is very interested in maintaining an active seat for a school psychologist member.

The Board discussed the public comment letters received regarding opposition of the implementation of the EPPP-2 exam. Dr. Ball indicated that the Board is sensitive to regulatory changes and will continue the work to ensure changes made are in the best interest of the community it serves.

APPROVAL OF MINUTES:

Motion: Dr. Sibcy made a motion, which was properly seconded by Dr. Chapman, to approve the minutes from the February 27, 2024, Quarterly Board meeting as presented. The motion passed unanimously.

AGENCY DIRECTOR REPORT:

Mr. Owens provided the following information:

- Mr. Owens thanked the Board Members for their service and contribution to the profession.
- Mr. Owens reported on the DHP Board Member Training held on March 26, 2024, and the DHP All Staff Training held on April 30, 2024.
- Mr. Owens provided information regarding the transition of DHP management. He welcomed Dr. Sarah Rogers as the new Enforcement Director, Leslie Knachel as the new Chief Operating Officer, Kelly Smith as the new Director of Communications, and Claire Morris as the new Executive Director for the Board of Nursing. Mr. Owens reported that Lisa Hahn, Chief Operating Officer, would retire effective July 1, 2024, and that Jay Douglas, Executive Director for the Board of Nursing, would retire effective September 1, 2024.
- Mr. Owens indicated that this year's General Assembly session went well and provided good support with legislative changes that supported the Agency's plan to expand workforce opportunities.
- Mr. Owens briefly indicated the biennium two-year budget authorized the agency to hire additional staff positions and provides a 3% increase for salaried state employees.
- Mr. Owens provided a brief overview of the DHP Business Process Re-engineering initiative. He stated that DHP had hired a vendor to review the licensing process to determine if there are any areas of improvement and to review the efficiency of time to complete an application once received.

BOARD CHAIR REPORT:

Dr. Ball, Dr. Chapman and Ms. Evans presented at the Virginia Academy of

Clinical Psychologist (VACP) Spring Conference in Staunton, Virginia. Dr. Ball noted that when asked whether clinical psychologists present would be interested in supervising masters level psychological practitioners, once these licensees were enabled, a significant majority of those present said yes. In this discussion, Drs. Chapman and Ball also appealed to VACP for assistance to EPPP examinees in defraying costs and exam mentoring.

Dr. Ball welcomed Ms. Madeline Torres to the Board.

Dr. Ball invited members of the Board who were interested in serving on the Regulatory Committee and the Special Conference Committee to let him know. Dr. Ball indicated that his second term will end on June 30, 2024.

LEGISLATIVE AND REGULATORY REPORT:

Chart of Regulatory Actions

Ms. Barrett reviewed with the Board the current regulatory actions for the Board of Psychology work as of May 6, 2024. A copy of the chart was included in the agenda packet.

Legislative Report

Ms. Barrett provided a detailed overview with the proposed regulations changes to add license psychological practitioners. Ms. Barrett further indicated that any recommended changes to the regulations will not be adopted at this time. Ms. Barrett stated that the Board will vote on the proposed regulatory changes at its September 9, 2024, meeting.

In addition to the quarterly board meeting, a public hearing will be held on September 9, 2024 to allow for public comment.

November 13, 2024, is the final day to have the exempt regulations to the Registrar.

COMMITTEE REPORTS:

Regulatory Committee Report:

Dr. Chapman thanked Ms. Barrett for her hard work drafting the proposed regulatory changes for the licensed psychological practitioner.

Dr. Chapman provided a verbal report on the Association of State and Provincial Psychology Boards (ASPPB) mid-year meeting that was attended by Dr. Chapman, Dr. Hathaway, Ms. Hoyle and Ms. Lenart.

Dr. Chapman provided a recap of the top discussions from the conference which included discussions on:

- High Stakes Exams and Test Security: Navigating the Disruptions and Risks to Exam Integrity
- ASPPB Examination Program Overview
- Item Development Panel: How a Thought Becomes a Vetted Test Question
- ASPPB Updates

- Strategic Plan Updated
- Equivalency Task Force
- Potential Regulatory Implications for Licensing Master's Trained Individuals Task Force
- Recruiting, Onboarding and Mentoring Board and College Members
- Succession Planning
- Ethics Complaints in the Telehealth Arena
- Success Stories from Jurisdictions

Dr. Chapman suggested creating a newsletter to share information to our licensee's and public on upcoming changes from the Board. Ms. Hoyle stated that staff will work on creating a blast or newsletter related to the changes.

Ms. Chapman also led the discussion on internship and coursework equivalency requirements and engagement with the training providers.

The Board had a discussion on the requirement for the Examination for Professional Practice in Psychology (EPPP) Part 2-Skills examination. Beginning in January 2026, all jurisdictions that require the EPPP will use the updated version which includes both a knowledge portion and a skills portion of the EPPP examination. ASPPB recommends that the timing of the EPPP (Part 1 Knowledge) be shifted to the point of knowledge acquisition: when all foundational coursework is completed and prior to or during internship. This has some advantages in that pass rates tend to be higher at this point in training, and this eliminates delays at the culminating point of licensure.

The Board discussed concerns with the implementation process and the desire for the ASPPB or training programs to directly register applicants for the EPPP Part 1. Virginia only has one fee and one approval process in regulations that allows applicants to pay a licensure by examination application fee. This current process is not ideal for a two-part examination that is intended to be taken at different times. An applicant interested in taking Part 1 may never intend to become licensed in Virginia. They would need to apply licensure by examination, knowing they may not have met all the licensure requirements. Staff either must do a partial review of their education to determine eligibility for Part 1 without guaranteeing that an applicant who may or may not ultimately intend to be licensed in Virginia will meet all of Virginia's licensure requirements. Additionally, Virginia has record retention requirements. Incomplete applications, and these would be incomplete, because the applicant would not be eligible for licensure at the Part 1 stage, would be closed after a year. Applicants would need to reapply for licensure by examination if they become eligible for Part 2 after a year. If the ASPPB or training programs do not directly register applicants for the Part 1, then Virginia's best option will need to administer both parts of the exam within a year. Changing regulations to allow for Part 1 review and approval may not be approved and would not be approved by the time ASPPB has required jurisdictions to administer both parts of the exam.

The Board continued longstanding discussions about the merits and

criticisms of requiring a national examination for licensure, with particular concerns about its costs and risks for bias. Dr. Ball noted that since current regulations require the EPPP for doctoral level licensees and new Virginia law requires it for masters level psychological practitioners, the Board should do all it can to facilitate a fair, affordable process.

UNFINISHED BUSINESS:

Update on administering both parts of the Examination for Professional Practice in Psychology (EPPP)

This discussion was incorporated into the Regulatory Committee report.

Discussion of options for EPPP Assistance

Ms. Hoyle explained that Minnesota has adopted a pilot program to provide assistance to individuals who meet certain demographic criteria and have previously failed the EPPP examination. Minnesota accomplished this program through the procurement process. They identified a test preparation vendor to work with the cohort of applicants. The program pays for those applicants to take the test preparation company's course. They anticipate that most will pass the examination but will have the results later this year.

The Board discussed options for Virginia and the likelihood for the Board to accomplish something similar. Board counsel cautioned that in Virginia such a process brings up fairness concerns and it is probably best left to associations and schools. Ms. Hoyle also mentioned that maybe the Virginia Health Care Foundation had some ideas on how to fund and administer such a program.

STAFF REPORTS:

Executive Director's Report:

Ms. Hoyle welcomed Ms. Torres to the Board and provided an update on appointments. A replacement for Dr. Wallace has yet to be named, so Dr. Wallace will continue serving on the Board until that time. Ms. Hoyle thanked Dr. Wallace for her continued commitment to the Board and thanked Christine Payne for her valuable contributions and service to the Board.

Dr. Ball's 2nd term expires on June 30th, and we do not know when his replacement will be named. As such, to ensure continuity, we will hold elections at the September meeting.

Ms. Hoyle thanked the Board members for participating in the Board Conversation Hour at the Virginia Academy of Clinical Psychology's Spring conference. She also thanked Ms. Evans for representing staff at this conference.

Ms. Hoyle shared that she had recently presented a legislative and regulatory update to the Virginia Association of Community-Based Providers, Spring Conference. Stakeholders are interested and excited about the Board's efforts to license master's level psychologists. She also thanked Ms. Barrett and the board for all their hard work on providing language for these statutory and regulatory changes.

Discipline Report:

Ms. Lang referenced the discipline report included in the agenda.

Additionally, she reported that the Board of Psychology received 124 completed investigations in calendar year 2023. Since 2020, the cases for the Board of Psychology have decreased by 6%.

Discipline cases are processed by two full-time staff members who also manage cases for the Boards of Counseling and Social Work. Collectively, the three behavioral science boards received 724 new cases in 2023, a 31% increase in since 2020. If pending General Assembly bills are passed, creating new license types for the Boards of Psychology and Counseling, the discipline cases are expected to increase significantly. Ms. Lang advised that, due to the volume of discipline cases, Christy Evans has assumed additional responsibilities, including leading informal conferences. Moving forward, additional discipline staff will be necessary.

Licensing Report:

Ms. Lenart provided the licensing report included in the agenda starting on page 17. The Board has a little over 6,000 licenses, certification holders and registrants. Board staff is currently reviewing applications within 48 hours and continue to receive positive satisfactory results.

Ms. Lenart is coordinating the Behavioral Sciences Boards Business Process Engineering efforts with Impact Makers. Impact Makers was hired by the Agency to review and study each Boards' processes and to provide suggestions to improve efficiencies. They have identified several areas for staff to concentrate on that will improve the way we process applications, decreasing processing time and increasing the customer service and applicant experience with the Board. Ms. Lenart is looking forward to making positive changes to the licensing process.

NEXT MEETING DATE: The next full Board meeting is scheduled for September 10, 2024.

ADJOURNMENT: Dr. Ball adjourned the meeting at 11:59 a.m.

J.D. Ball, Ph.D., Chair Chairperson

Date

Jaime Hoyle, JD, Executive Director

Date

ATTACHMENT A
Legislative Report
Board of Psychology Week of February 26, 2024

HB 181 School counselors; decreases public school staffing ratios.

Chief patron: Feggans

DEAD BILL

Summary as introduced:

Public school staffing ratios; school counselors. Decreases from one to 325 to one to 250 the ratio of full-time equivalent school counselors required to be employed by each local school board per student enrolled in the local school division.

01/17/24 House: Reported from Education (17-Y 4-N)

01/18/24 House: Assigned App. sub: Elementary & Secondary

Education **02/05/24 House: Subcommittee recommends**

continuing to 2025 02/07/24 House: Continued to 2025 in

Appropriations

HB 224 Public schools; mental health awareness training.

Chief patron: Henson

Summary as passed House:

Public schools; teachers and other relevant personnel; mental health awareness training. Requires each teacher and other relevant personnel, as determined by the applicable school board, employed on a full-time basis to complete mental health awareness training that addresses the needs of youth populations that are at a high risk of experiencing mental health challenges and disorders. Current law requires such teachers and personnel to complete mental health awareness training but does not contain any requirements relating to the specific topics such training must address.

01/23/24 House: Subcommittee recommends reporting with substitute (7-

Y 1-N) 01/24/24 House: Reported from Education with substitute (13-Y

8-N)

01/30/24 House: VOTE: Passage (62-Y 36-N)

02/14/24 Senate: Assigned Education and Health Sub: Public Education

[HB 1294](#) Psychological practitioners; establishes a licensing procedure.

Chief patron: Willett

DEAD BILL BECAUSE INCORPORATED INTO HB1499

Summary as introduced:

Board of Psychology; psychological practitioners; licensure. Establishes a licensing procedure by the Board of Psychology for a psychological practitioner as defined in the bill. The bill directs the Board to adopt emergency regulations to implement the provisions of the bill.

02/07/24 House: Subcommittee recommends striking from docket (8-Y 0-N)
02/13/24 House: Left in Health and Human Services

[HB 1326](#) **Nationally Certified School Psychologist Program; established.**

Chief patron: Taylor

DEAD BILL

Summary as introduced:

Nationally Certified School Psychologist Program established; incorporation into National Teacher Certification Incentive Reward Program Fund. Establishes the Nationally Certified School Psychologist Program, incorporates such program into the existing National Teacher Certification Incentive Reward Program Fund and renames such fund as the National Teacher Certification Incentive Reward Program and Nationally Certified School Psychologist Program Fund, and permits such fund to be used to award incentive grants to school psychologists employed in the public schools of the Commonwealth obtaining national certification from the National Association of School Psychologists consisting of an initial state-funded award of \$5,000 and a subsequent award of \$2,500 each year for the life of the certificate.

01/29/24 House: Subcommittee recommends laying on the table (6-Y 0-N)
02/13/24 House: Left in Appropriations

[HB 1499](#) **Virginia Health Workforce Development Authority; increases ex officio members, etc., report.**

Chief patron: Willett

Summary as passed House:

Virginia Health Workforce Development Authority. Modifies the enabling legislation for the Virginia Health Workforce Development Authority by adding four additional ex officio members to the Authority's Board of Directors, adding setting priorities for and managing graduate medical education programs to the duties of the Authority, specifying additional recipients of the Board's biennial report, and authorizing the Authority to partner with other agencies and institutions to obtain and manage health workforce data. The bill directs the Board of Nursing to add or remove certain educational requirements for members of the nursing faculty in specified nursing education programs and establishes a licensing procedure by the Board of Psychology for a psychological practitioner, as defined by the bill. The bill directs the Board of Nursing and the Board of Psychology to adopt regulations to implement relevant provisions of the bill to be effective no later than January 1, 2025.

02/07/24 House: Subcommittee recommends reporting with substitute (8-Y 0-N) 02/08/24 House: Reported from Health and Human Services with substitute (22-Y 0-N) 02/09/24 House: Reported from Appropriations with amendment(s) (20-Y 0-N) 02/13/24 House: VOTE: Block Vote Passage (99-Y 0-N)

02/23/24 Senate: Senate subcommittee amendments and substitutes offered

HB 120 DPOR and DHP; certain suspensions not considered disciplinary action.

Chief patron: Sullivan

Summary as introduced:

Department of Professional and Occupational Regulation; Department of Health Professions; certain suspensions not considered disciplinary action. Prohibits any board of the Department of Professional and Occupational Regulation or the Department of Health Professions issuing a suspension upon any regulant of such board pursuant to such regulant's having submitted a check, money draft, or similar instrument for payment of a fee required by statute or regulation that is not honored by the bank or financial institution named from considering or describing such suspension as a disciplinary action.

01/18/24 House: Subcommittee recommends reporting (8-Y 0-N) 01/23/24 House: Reported from General Laws (21-Y 0-N) 01/30/24 House: Reported from Health and Human Services (22-Y 0-N) 02/05/24 House: VOTE: Block Vote Passage (98-Y 0-N)

02/14/24 Senate: Reported from General Laws and Technology (15-Y 0-N)

02/19/24 Senate: Passed Senate (39-Y 0-N)

HB 722 Regulatory Budget Program; established, report.

Chief patron: Webert

DEAD BILL

Summary as introduced:

Department of Planning and Budget; Regulatory Budget Program

established; report. Directs the Department of Planning and Budget to establish a Regulatory Budget

Program under which each executive branch agency subject to the Administrative Process Act shall reduce overall regulatory requirements by 30 percent by January 1, 2027. The bill requires the Department to report to the Speaker of the House of Delegates and the Chairman of the Senate Committee on Rules on the status of the Program no later than October 1 of each year, beginning October 1, 2025. Finally, the bill provides that the Department, in consultation with the Office of the Governor, shall issue guidance for agencies regarding the Program and how an agency can comply with the requirements of the Program. The bill has an expiration date of January 1, 2027.

01/25/24 House: Subcommittee recommends striking from docket (8-Y 0-N) 01/30/24 House: Stricken from docket by General Laws (22-Y 0-N)

HB 1293 Behavioral health and nursing; revision of policies that hinder, etc., health care workforce.

Chief patron: Willett

DEAD BILL

Summary as introduced:

Behavioral health; nursing; work group; report. Directs the Virginia Health Workforce Development Authority to convene a work group to identify and propose revisions to current regulations and policies that hinder the development, retention, and productivity of the health care workforce in behavioral health and nursing.

01/29/24 House: Subcommittee recommends continuing to 2025 02/01/24 House: Continued to 2025 in Rules

[HB 1428](#) Regulatory boards; application review timelines.

Chief patron: Shin

DEAD BILL

Summary as introduced:

Department of Professional and Occupational Regulation; application review timelines. Requires each regulatory board within the Department of Professional and Occupational Regulation to adopt a timeline of each stage that a completed application for licensure, certification, or registration will undergo as it is reviewed by such board. The bill also requires that such regulatory board approve any completed application within 30 days of its receipt unless such board has reasonable certainty that such application includes grounds for denial.

02/08/24 House: Subcommittee recommends striking from docket (7-Y 0-N) 02/08/24 House: Stricken from docket by General Laws (20-Y 0-N)

[SB 682](#) **Health professions; universal licensure, requirements.**

Chief patron: Suetterlein

DEAD BILL

Summary as introduced:

Health professions; universal licensure; requirements. Requires health regulatory boards within the Department of Health Professions to recognize licenses or certifications issued by other United States jurisdictions, as defined in the bill, as fulfillment for licensure or certification in the Commonwealth if certain conditions are met. The bill also requires such health regulatory boards to recognize work experience as fulfillment for licensure or certification in the Commonwealth if certain conditions are met. The bill does not apply to licensure for physicians or dentists.

02/08/24 Senate: Reported from Education and Health with substitute (15-Y 0-N) 02/08/24 Senate: Motion to rerefer to committee agreed to 02/08/24 Senate: Rereferred to Rules

02/09/24 Senate: Continued to 2025 in Rules (8-Y 6-N 1-A)

ATTACHMENT B

Board of Psychology Guidance Document 125-3.1

Submission of Evidence of Completion of Graduate Work

If an applicant has completed ALL degree requirements, but the graduate transcript does not document that the degree has been awarded solely because of the institution's schedule for conferring degrees, the requirement may be met by submission of an official letter from the institution's graduate psychology program chair attesting that the applicant has successfully fulfilled all educational requirements to earn the degree, but that, due to the institution's schedule, the degree has not yet been conferred. The graduate transcript and the program chair's letter must be submitted to the office of the Board of Psychology.

References

[18VAC125-20-41](#)
[18VAC125-20-65](#)