



INTERNATIONAL COUNCIL OF PSYCHOLOGISTS, INC

An Interdisciplinary Association

Founded 1941

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ICP Incoming Board Meeting

Minutes

June 14, 2019, Cádiz, Spain

Call to Order and Roll Call The meeting was called to order.

Present:

- Ana Guil, PhD, President, Sevilla, Spain (interests: Gender)
- Natalie Porter, PhD, Past-President, California, USA
- Josephine Tan, PhD, President-Elect, Thunder Bay, Canada (Interests: intersection gender/culture; health and human rights, leadership, human rights for women, refugees)
- Nancy Sidun, PsyD, Treasurer, Hawaii, USA (interests: Social Justice Issues: Trafficking)
- Merry Bullock, PhD, Secretary-General, Colorado, USA (Interests: International development of organizations and persons; science to policy for international issues)
- Naoki Asazuma, MD, Director at Large, Tokyo, Japan (Interests: Medicine/psychology interface; patient-doctor communication)
- Jean Lau Chin, EdD, Director at Large, New York, USA (Interests: Leadership; Leadership Network)
- Elaine Congress, PhD, Director at Large, New York, USA (remote) (Interests: Cultural diversity, immigration, health, women's issues, multicultural perspectives, UN)
- Polli Hagenaaers, PhD, Director at Large, Amsterdam, Netherlands (Interests: Human Rights; inclusive psychology)
- Amina Muazzam, PhD, Director at Large, Lahore, Pakistan (Interests: sexual harassment, gender issues)
- Élisson Santos, Lic., Director at Large, Sao Paulo, Brazil (remote) (Interests: Cultural diversity, global leadership, psychology of brotherhood love/solidarity)
- Ada Sinacore, PhD, Director at Large, Montreal, Canada; (remote) (Interests: International issues in psychology for human rights – LGBTQ, Gender equity, sexual diversity)
- Thomas Chacko, Student Representative to the Board, New York, USA (remote) (Interests: Post-trauma adaptations; PTSD and Post-traumatic growth)
- Florence Denmark, PhD, Parliamentarian; Main Representative to the UN, New York, USA (Interests: Family, Women and Gender)
- Mary Beth Kenkel, PhD, Awards Committee Chair, Florida, USA (Interests: Global mental health, international leadership)

Partial Attendance

- Ann O'Roark, PhD, Newsletter Editor, Florida, USA

1. Welcome and Introductions

The President, Dr. Guil, welcomed the Board and wished everyone happiness and hoped that the ICP Conference had been good for everyone. She noted the challenge of interacting in English and asked Past President Dr. Porter to assist in directing the meeting. Dr. Porter agreed to lead the meeting. The Board introduced themselves and each said words about their interests. On behalf of the officers, Dr. Porter welcomed each person to the meeting and reviewed some procedural issues. She noted that the Incoming Board meeting followed after a full-day Outgoing Board meeting. Dr. Porter noted that at this meeting there will be a review of outgoing board meeting and implications for incoming year as preparation for incoming Board members.

2. Agenda Development

Dr. Porter noted that some items need to be added to the draft Agenda:

- United Nations Representation
- Area Chairs and relation to ICP and the ICP Board (to be discussed under Communications)

3. ICP Conferences

3a. ICP2019

The Board congratulated Dr. Guil as the local organizer of ICP2019 with loud applause. Dr. Porter then gave a short review of the conference, especially for those on the Board who were not present.

- **Scientific conference:** There were two Plenary Speakers with good attendance; There were 4 Award Speakers (2 from 2019, 2 from 2018); There were excellent presentations in symposia and paper sessions, and lively poster sessions. The quality of the presentations was excellent.
- Dr. Porter noted that there was a decision last year to have only two tracks so that there would be greater audience size. This was successful. The positive side of this decision was that the audience size was good and presenters felt well-received. The negative side was that presenters had only very short times for presentations. This is a perennial balance.
- The Local committee had many activities for conference attendees to bring people together and encourage interaction:
 - Flamenco Party with typical food and entertainment
 - Congress Dinner in a beautiful setting with great food
 - Post Conference Tour: catamaran trip and wine tour and tasting and lunch

Board Discussion:

1. There was applause for the decision to limit conference presentation size for its effect on audience attendance and engagement; attendees also welcomed a change in focus toward action, and this did seem to support networking.
2. The niche for ICP in addressing human rights seems to be a welcome focus. Future conferences might expand on this and develop more action contexts
3. Many participants (and the Board) wanted to increase opportunities for discussion during the ICP Conference, so that there can be increased networking; There was discussion of possible formats to enable more discussion and networking, such as focus groups or discussion groups or roundtable discussions.
4. Attendees liked: the personal touch of the conference, ICP connections with UN, the role of ICP in moving toward social action; Attendees wanted to know more about how they can be part of ICP and be more active
5. There was discussion of the challenge to maximize the number of hours for the conference. The Board and conference committee need to decide if there should be fewer presentations for longer times; or attempts to accommodate everyone with speaking presentations. The challenge is to maximize attendance, and attendee interaction.

Suggestions included:

- retain the maximum 1-hour session time
 - Develop guidance to strongly influence presentation style to fit within the allotted time. This includes:
 - encourage speakers to provide less background for the issues discussed and to give more emphasis on results and implications.
 - Explore new formats such as the “take 5” format where many speakers each have 5 minutes to present an idea, or poster symposia.
 - Assure that there is strong technical preparation and ongoing technical support so that time is not wasted by getting presentations together and ready for presentation.
6. There was discussion of the awards talks and luncheon. The former Award Chair (Dr. Tan) liked the 2019 format (not a luncheon but an awards ceremony).
 7. Specific concrete suggestions for future conferences:
 - a. Have a general social event later in the conference to facilitate discussion
 - b. Ensure available technical support for all sessions
 - c. Add Roundtables as a format for discussion
 - d. Share presentations beforehand – give attendees access to all the abstracts (note the is already done – all abstracts are available online through ConfTool and through the Conference APP).
 - e. Develop ways to strongly enforce timing (very strict time settings – e.g. visible signal when time is over)
 - f. Retain the “small touch”
 - g. Retain or even expand a focus on the UN (e.g. through incorporating Sustainable Development Goals into conference planning)
 - h. Retain a focus on moving from ideas to action
 8. There was general consensus that the ideal is SHORT presentations, GUIDED presentation style to focus on results and implications, STRICT time limits;
 9. It was noted that the ICP conference tool could allow people to upload their powerpoint presentations online to be available at the conference. The ConfTool can put limits on the size of uploaded presentations, which might make it easier to limit the number of slides in a presentation (in the service of facilitating shorter, pithier, and more succinct presentations).

Summary of conference budgets

2019: Dr. Bullock reported that although the final costs are not yet in, it seems clear that ICP will break even, and perhaps make a small profit. The budget will be finalized soon after the meeting. There was a pleasant surprise that the conference catering bill was smaller than anticipated.

3b. ICP2020

Dr. Guil will be the program chair for 2020.

There was discussion of a 1-day meeting. There was discussion of dates: The International Congress of Psychology is July 19-24. Our conference can be just before, for example July 16-19. The International Congress of Psychology opening ceremony is typically in the late afternoon. So, for example, the ICP, Inc conference could run on July 17 for the Outgoing Board, July 18 for the Scientific Meeting, and July 19 morning for the Incoming Board meeting (Friday-Sunday).

Action Item: Dr. Guil will check with her colleague in Prague about meeting times (Saturday and Sunday).

The Board reviewed decisions from April 2019 Board Meeting:

- a. 1-Day meeting in conjunction with ICP2020 (IUPsyS)
- b. Speakers = 2018 Award speakers (Drs. Mishara and Kassan); Invited Speakers
- c. Discussion Groups with planned discussion
- d. Poster Sessions?

The call for abstracts will outline the format

There was a suggestion from Dr. Guil to have the call for abstracts focus on gender. There was concern that this might limit attendance to those doing work specifically on gender, but a suggestion to incorporate gender as one of the focuses for interest groups and for plenary sessions.

There were other suggestions for major sessions topic: Session on Refugee and Migration; Session on Gender; Session on Multicultural Competencies. The award topics are likely to be social justice, diversity, migration, refugees – presentation perhaps on newcomers to Canada/refugees; multicultural competencies (Dr. Kassan); suicide (Dr. Mishara).

Next steps:

1. Constitute a Conference Organizing Committee (2019 committee members will be asked);
2. Confirm location and dates (preference 17-19); need to confirm dates and location
3. Constitute a Scientific Committee to help with the program
 - a. Consider size of sessions
 - b. Consider how to provide more presentation time for presenters while keeping sessions short and only 2 parallel tracks
 - c. Remember that the Scientific Meeting will be only 1 day in length
4. Review of next steps and timeline

4. Conference-related Awards

The Past-President Dr. Porter presented a motion for discussion to move monetary awards from the In-Absentia Poster Award program to an in-conference poster program. The reasoning was that the current practice of two \$200 awards for *In-Absentia Posters* promotes people receiving funds for not attending ICP at the same time that ICP does not have sufficient funds to support those students and other colleagues who are coming to the conference.

The suggestion was to retain the *In-Absentia Posters* Program but without monetary awards for the winners. Looking at the history, the poster-in-absentia winners do not join ICP and do not attend ICP meetings. It would be more in ICP's interest to provide funding to those who are actually coming to the conference. These funds could be provided instead to students who do attend the conference.

There was a suggestion that the new *In-Absentia Poster* Program will provide winners with a certificate and a year's free membership in ICP. A new *Conference Poster* Program will then provide two monetary awards for first and second place.

MOTION: The *In-Absentia Posters* award will be a certificate and 1 year's free membership in ICP; The award for a *Posters Presented at ICP* program will include two monetary prizes. Each award type will be listed in the awards announcements and conference website.

Discussion: the rationale was that ICP should use its funding to support people who do attend the conference. The In-Absentia Posters will still be supported as a submission category, but monetary

awards will be reserved to a regular poster contest for those presented at the convention. This will allow support to people who are coming to ICP.

In discussion, the Board was not certain whether there was a “sequestered” fund for the poster awards or whether it came from ICP general funds. This needs to be clarified.

Remote attendees were asked to comment:

- There was clarification that *in-absentia* and regular conference posters will each be presented at the conference. These would now be *two* separate programs. *In Absentia* poster award will be free membership in ICP for one year and a certificate. *Regular Poster Awards* will be a competition with monetary prizes.

There was a question about the costs of *In-Absentia* poster presentations, and whether it will cost ICP to print the posters. Possible solutions are to charge a registration fee for in absentia posters; or to require people to mail in their posters.

The Board passed the motion.

5. Finances

5a. Budget

The Treasurer referred the Board to summary pages passed out to the Board. These were also sent to remote attendees. These included the approved 2019 budget summary page, and 2020 anticipated budget.

The Treasurer reviewed the budgeted and anticipated amounts for 2019, including income and operating costs, not including the conference. She reviewed the proposed 2020 Budget which anticipated a deficit budget of \$10,402 income, and \$12,800 expenses.

The Treasurer then reviewed the list of current bank accounts (Checking and Savings). She referred to her presentation at the outgoing board meeting, reviewing advice from a financial planner, that it would be appropriate to assure that there are reserves for 3 years in “safe” bank accounts (we have this) and that ICP could then allocate up to 10% of its remaining reserves for special projects.

The Treasurer reminded that Board that ICP is in sound financial shape; and that it is not likely to be able to reduce expenses beyond what they currently are (e.g. that the deficit budget for operating income and operating costs is unlikely to change soon).

It was noted in discussion that the ICP operating budget has been operating at a deficit for some time (defined as expenses versus income from dues). Overall this deficit has been offset by conference earnings (which vary from year to year). So, taken all together, over a several year window, there is a more or less balanced income/expense sheet. The Treasurer noted that ICP is still in a state of transition. When she took over there had been no treasurer for 5 years and there was no budget-to-actuals accounting. The budgets rarely reflected actual expenses. The task over the last two years is to institute more precise tracking and modify the accounting to reflect this.

To come to the Board:

1. Accounting of the ICP 2019 conference; further specification of the expenses for 2019 and budget for 2020
2. Approval will be via email or at the next Board meeting.

5b. ECP Membership Category

There was a suggestion from ICP members at the conference to institute a special Early Career membership rate somewhere between the student rate and the member rate as a recruiting mechanism. The Board agreed that a minimum dues amount should be \$25. The proposal was made to lower dues in the top two categories.

The motion was made to develop a special ECP dues category that will be reduced dues for ECP members.

Motion: There be a new dues category of \$50 for ECP psychologists defined as with 10 years of degree and that this category and dues be developed by the membership committee.

The motion was approved.

The adoption of a new dues category will require also documenting the budget implications.

6. Roles and Responsibilities of Board of Directors

Dr. Porter provided background for the incoming board. For several years, ICP has been working on updating the bylaws. The bylaws-revision group of Drs. Porter, Bullock and O'Roark worked on the last version. The Executive Committee at the Outgoing meeting voted to support the new bylaws. They approved sending the Bylaws for membership vote, and also voted to abide by the new draft bylaws until the approval vote is completed.

The membership vote on the bylaws will be one month long and sent to the membership as soon as possible. Major changes in the new bylaws cover: organizational (governance); membership (categories) and removal of many items from bylaws that more appropriately belong in a Handbook (procedural issues).

In the next year, the Past President Dr. Porter will chair a committee to update the ICP Handbook.

Next steps:

The Board will receive the updated corrected draft bylaws, a table explaining the changes, and the present bylaws. After final Board review these will be sent to the membership for a vote.

6a. Board Responsibilities

The new bylaws specify the roles and responsibilities of elected positions. Among these is that each Director assume oversight for at least one ICP Task Force, Activity, or Committee. These assignments will be made, ideally matching each Board members' interests.

6b. Planning for Future Meetings

ICP will meet quarterly outside of the person to person meetings. This means a meeting in the Fall, in December/January, in the Spring and then in person in the summer. These are two-hour meetings. The meetings will be by ZOOM. Because of wildly differing time zones, the time of the meetings will vary to inconvenience as few as possible but different Board members during the call.

The schedule will be sent a Doodle poll for possible meeting times and then a schedule will be sent to the Board in the next month.

The September meeting will be focused on the 2020 ICP Conference. The December/January meeting will be focused on general ICP activities for the forthcoming year; the Spring meeting will be focused on final decisions for the conference.

The new Board members were informed that there is wording in the new bylaws about Board engagement – that missing more than two meetings without excuse (information) could be grounds for resignation from office. The purpose of this statement in the bylaws is to reinforce the importance of active engagement and consistent engagement.

7. Membership (Andrew Simon)

Dr. Simon was not present, so Dr. Bullock read his notes:

1. **Donations.** In the past, there was discussion of beginning a donation category “Friends of ICP”. It was decided not to have a donation category for individuals, but Dr. Simon proposed an institutional donation program. This might include universities, other organizations, and the like who may have similar goals. One challenge will be whether and how ICP need to vet possible sponsors in some way? There were concerns from experiences in multiple countries that sponsorship could have negative consequences for ICP if sponsors use it.
Discussion: Other suggestions might be to seek for sponsorship of specific activities.
Questions to ask:
 1. Who would want to sponsor? Needs to be related in goals
 2. Corporate – may not want them
 3. Psychologically related, socially related – might raise questions from members about why this advertising.

NEXT STEPS: The Board was interested in developing further discussion about this idea. It would be important to develop criteria for how this might work. It would also be important to develop potential classes of sponsors; potential categories of donation. Need criteria – need to be psychological in context.

There was discussion of the context for this proposal. It arose from need to boost non-dues revenue; and is an alternative to asking members to donate. Does make sense for some categories of donors – publishers, others with psychological interests. There was a suggestion to also explore donating for specific parts of ICP activities, e.g. conference coffee breaks, etc. but we would need to be wary of the costs of doing this (e.g., display logo, etc.).

There was also discussion of more active solicitation of conference sponsorship.

2. **Website**

There were comments that ICP needs to update the website to feature ICP’s history more strongly, including its Mission, History, and Information for new members.

Dr. Porter proposed Drs. Santos, Hu, Tan, and Simon to form a committee to discuss the web/logo, and add more people as appropriate. Additional members: Dr. Muazzam. Dr. Bullock will convene this group.

Dr. Tan suggested that the website needs to show who ICP is. Needs to specify clearly to new and potential members what ICP is about and what it does. Need to include papers on the history of ICP, books, etc.

Dr. Chin commented that ICP should use the web for more static information; use social media for dynamic focus so that web does not require constant updating. Need social media for bringing action and members increased engagement.

There was general consensus: prior to redesigning or updating the web, there is a need to specify what it is that the website needs. Need to do homework of WHAT the web needs to convey – sections, content types. ICP has the tools to create a website but need a discussion on what the content and focus should be.

3. **ICP Vision.** Dr. Simon asked whether, based on the townhall meeting, ICP wanted to create a vision with strategic goals? The suggested format was a short vision statement, with a 3-5-year plan.
4. **Conference Checklist.** Dr. Simon noted the need to develop a conference checklist.

8. Webinars (Dr. Simon, not present)

Dr. Porter reviewed the webinar program. She noted that since the last meeting there have been 3 webinars, with good attendance.

He (Dr. Simon) is working on developing a full Webinar series, including asking conference presenters to turn their presentations into webinar presentations.

For Board Discussion: One issue is whether to charge for webinars or not; On the one hand, the webinars serve as an introduction to the organization; On the other hand, there is a possible revenue stream for post-webinar downloading or watching.

A second point is that a consistent request is for the webinars to be able to provide CE credit. ICP needs to acquire a provider; and to appoint a CE Coordinator. It was noted that there can be separate processes for CE for the ICP Conference and CE for ICP Webinars. The conference approval process is easier and less cumbersome (ICP would be designated as a CE provider for the conference). The approval process for being a general provider is more expensive and cumbersome.

If a conference provides CE, there are requirements for attendance and reporting and the development of learning objectives. In this case, APA approves the conference as an activity and anyone who attends the session at the conference is eligible for CE credit.

9. Awards Chair (Dr. Tan/ Dr. Kenkel)

Award Committee Sub-chairs

Dr. Tan as the former Awards Chair reviewed the sub-chairs of ICP awards committees; Review of awards deadlines

1. Award Committee Sub-chairs
 - a. All subcommittee chairs are filled except for the Denmark-Gunvald award. Dr. Goetz had resigned from this role, and Dr. Roswith Roth will take this position. Dr. Roth will gather information on the committee and will report later.
 - b. Deadlines: Last year there was an attempt to move the deadline earlier, but it was not successful as there were insufficient nominations. Dr. Tan suggested a deadline of January 15 2020, with decision deadline of February 15 and notification of the winner by the end of February to allow at least 3 months preparation for talks at the ICP conference.
 - c. The Secretariat will begin to advertise the awards now.

- d. It was noted that the award donors and the Award Chair have nothing to do with the selection of awardees. This is done by the subcommittees who forward recommendations to the Board.

Dr. O’Roark reported on the Fukuhara awards and reiterated her preference that award materials remain confidential to the Award Sub-chair. There are several excellent nominations that can continue in the following year.

Appointment of Award Committee Sub-Chairs

Dr. Tan reviewed procedures for appointment of Award Committee Sub-Chairs. She noted that ICP currently does not have procedures for the appointment of award sub-chairs. Traditionally the determination has been made by the retiring award sub-chair. In addition, there are no terms for these positions. Procedures will be developed as part of the handbook development.

Scope of Award Committee

Dr. Tan raised questions about the In-Absentia Poster Award and the Student/ECP Travel award. In the past these awards have not been coordinated with the other awards. It was agreed that all the awards should come under the purview of the Awards Committee.

The Board formally thanked Dr. Tan for her leadership in developing the Awards Committee.

10. United Nations

Dr. Denmark referred the Board to her report. She reiterated that ICP is well regarded at the UN in New York. Points for discussion:

1. The Main Representative noted that each ICP representative needs to be an active ICP member and requested feedback when this was not the case.
2. The UN team is actively recruiting representatives from the New York area.
3. There is a potential candidate to represent ICP in Geneva. Dr. Denmark is also interested in recruiting representatives for Vienna.

Dr. Bullock noted that the ICP has received requests to host a webinar on the United Nations. Dr. Denmark agreed that the ICP team can participate in this.

The ICP Board was encouraged to attend Psychology Day if they were in New York; All ICP members were welcomed to contact the ICP team in New York if they are there.

11. Secretary-General Report

The Secretary-General noted to the Board some communal resources: there is an ICP Dropbox that contains relevant, current information, including: Contact lists for Board Members and Extended Board members; ICP documents; Stationery for ICP business; and documents related to committee work. ICO Board members were encouraged to explore this dropbox.

12. Elections and Terms of Office

Dr. Chin (Nominations and Elections Chair) informed the Board of a resolution to bring Director at Large terms into alignment so that there will be three open positions each year. She proposed that the terms of two of the newly elected Director at Large positions be extended to 4 years and that one be extended to 5 years. Drs. Sinacore and Bajpai will extend their terms until 2023, and Dr. Asazuma will extend his term until 2024. The election cycle will regularize in 2022. The elections will look as follows:

Open positions	2020	2021	2022	2023	2024
Director at Large	1	2	3	3	3

Dr. Chin made a motion to the Board to extend the terms of Drs. Sinacore and Bajpai until 2023 and the term of Dr. Asazuma until 2024.
The motion passed.

12. Communication

- New Bylaws: (new) Publications & Communications Chair
 - Newsletter, Website, Social Media, other
 - Logos and other branding

This item was not discussed. Discussion of the proposed new ICP logo and branding materials will take place at the Fall Board meeting

13. Notes from Incoming Director at Large

Dr. Bajpai, incoming Director at Large, requested that her comments be introduced to the Board for discussion. There was not sufficient time during the meeting for a discussion. Therefore, the notes are included in their entirety for discussion at a future Board meeting:

Points for discussion

As an outgoing student rep and incoming DAL, I would like to state ICP has been a very student friendly organization and keep the enthusiasm of youngsters upbeat towards the dissemination of knowledge in international psychology. Considering this, I have few points to open for discussion in order to gain more young participation in ICP. Dr. Merry can discuss in an incoming board meeting.

1. Exposure to young psychology professionals: I would like to suggest that in the next conference if we could include roundtable discussion among young professionals. This will help them do better networking among the experts of their field and synthesize their knowledge base more deeply. This can be created between posters participants and oral participants on the diverse topic (of course a similar theme). In addition to this, we will ask them to write one overall report which can be published in our journal. So, we can have 1-2 report every year depending on the feasibility of the conference logistics.
2. Facilitating Exchange programs or internships: we get so wonderful plenaries who come and share experience, if we could on the name of ICP, talk to them to facilitate short friendly in-hand exposure to their relevant field to interesting participants. It will be giving students practical exposure to global psychology issues. For example, in 2017, I was very much impressed by Dr. Elizabeth Davis-Russell that I felt if I could have a tour with her, and understand the ground reality. Such programs will fetch more participation of diverse groups of psychology students. To facilitate such, we need to tie up with universities for generous donations. Like APA has such programs with minimum award money and facilitation at the convention.
3. Indexed publication of a full paper- my other suggestion is from the research perspective. For all the awards if we could ask the shortlisted candidates for full papers for publication. So, this will help us increase our ICP research content. We also have to get our journal indexed in global accepted abstracting agencies like pub med. This will motivate the audience to publish with us. We can keep two options of open access and free article. This will help us to raise funds for the same as well. It should not be just a convention journal.

4. CRE points- I was elated to hear our association with IAAP. So, I was thinking if we could have some joint CRE points for some workshop or session. This will really help in gaining recognition among various institutes.

5. Improving sponsorships: we have to create a strategy in improving the fundraising. We need to find out sponsors who would like to put stall for their promotion. It could psychology books, admissions agencies, psychological tests, university promotion, etc.

All these points are suggestions for thorough discussion for the board. I'll agree with the board decided at its best.

Looking forward to the discussion.

13. Strategic Planning for Growing and Thriving

- Assigning Roles to Directors
- Committee Assignments

The following committee/activity assignments were proposed:

Open positions

- Chair, Standing Committee Publications and Communications
- Finance Committee (one Board member)
- Social Media Committee
- 2020 Conference Scientific Committee Chair (in charge of assigning reviewers and coordinating programing)

Elected Board Assignments until now:

Naoki Asazuma – Fukuhara Award Chair

Swati Bajpai – 2020 Conference Planning Committee

Jean Lau Chin – Leadership Network Interest Group Chair and (possibly?) Finance Committee member

Elaine Congress – Archivist

Polli Hagenaaars – Human Rights Network

Amina Muazzam – 2020 Conference Planning Committee

Natalie Porter – Chair, Handbook Revision Project; Chair, Nominations & Elections

Elison Santos – Social Media?

Nancy Sidun – Chair, Finance Committee

Andrew Simon – Membership Chair; Webinar Committee Chair

Ada Sinacore – Newsletter Editor

Josephine Tan – Chair, Long Range Planning Committee

Thomas Chacko – CO-Chair ECP Conference Awards

Adjourn