

**GEORGIA STATE BOARD OF
EXAMINERS OF PSYCHOLOGISTS
Meeting Minutes – December 19, 2014**

The Georgia State Board of Examiners of Psychologists met Friday, December 19, 2014, at the Professional Licensing Division, 237 Coliseum Drive, Macon, Georgia 31217.

Members Present:

Marsha B. Sauls, Ph.D., Chair
Linda F. Campbell, Ph.D., Vice Chair
Donald S. Meck, Ph.D.
A. Melton Strozier Jr., Ph.D.
William F. Doverspike, Ph.D.
Judy Grammer, Consumer Member

Administrative Staff Present:

Brig Zimmerman, Executive Director
Chrissy Lewis, LA/CCSI
Stacey Mitchell, Board Support Specialist

Assistant Attorney General:

Reagan Dean, AAG

Dr. Sauls, Chair, established that a quorum was present and declared the meeting open at 8:34 a.m.

Agenda: Approved as presented.

Executive Session:

Dr. Sauls motioned, Dr. Meck seconded, and the motion carried for the Board to enter into Executive Session in accordance with O.C.G.A. §43-1-2(k) (1) (2), §43-1-2-(k) (3) (4), §50-14-2(1) and §43-1-2 (k) (4) to deliberate on applications, administer the Board Oral Exams, review complaints, and receive the Assistant Attorney General's and Cognizant reports. Voting in favor of the motion were Sauls, Meck, Campbell, Doverspike, Strozier and Grammer.

Investigative Interview's Conducted:

- PSYC140030, 150019 and 150020 Cancelled - Attorney provided a response
- PSYC150018 Pending additional information;
 - Consumer Board Member J. Grammer recused from the discussion and vote on this matter before the Board. Left meeting room during deliberations.

Investigative Interview's to be scheduled next meeting:

- PSYC140009
- PSYC150005
- PSYC150022
- PSYC150026

Cognizant/Complaint/Enforcement Report – Pending:

- PSYC150023, PSYC150008, PSYC150009, PSYC150012, PSYC150016 and PSYC150025

Recommend referral to AG's Office:

- PSYC130046
- PSYC150002

Recommend Closure:

- PSYC150013
- PSYC150014

Attorney General's Report:

A written status and activity report was provided for Board review and discussion of the current cases open in the AG's office.

Executive Session Minutes: November 21, 2014

Applicant Interview:

- R.M. Applicant cancelled; Recommendation: Deny Application

At the conclusion of mornings Executive Session on Friday, December 19, 2014, Dr. Sauls declared the meeting to be "open" pursuant to the Open and Public Meeting Act O.C.G.A. § 50-14-1 et seq. No Board votes were obtained during Executive Session.

Minutes: November 21, 2014

Ms. Grammer motioned, Dr. Doverspike seconded, and the Board voted to approve the November 21, 2014 open session meeting minutes as presented. None opposed, motion carried.

Correspondence:

- GPA – Testing & GA Laws – Recommend response – See GPA – Liaison Report below.
- Ivey, J. – Open records request – Recommend Denial
- Butryn, M. – Open records request – Recommend Denial
- Byrd, H. – Supervision questions – Recommend Board member contact Dr. Byrd to assist.

Dr. Doverspike motioned, Dr. Strozier seconded, and the Board voted for the administrative staff to respond to the correspondence recommendations as presented. None opposed, motion carried.

GPA – Liaison Report:

- Received inquiry questioning testing and the GA Law.
 - A change in the Georgia law would be required to restrict the practice of an occupation to certain licensees (e.g., 43-10A-22). If the GPA Legislative Committee needs legal advice, they should consult GPA legal counsel.
- Dr. Sauls informed the GPA liaison that the new rules for CE's will go into effect on January 1, 2015

Executive Directors Report:

- Mr. Zimmerman advised that the renewal is at approximately 69%, requesting the assistance of GPA to get the word out to renew before 12-31-2014.
- Reminded Board renewal is close to the expiration date. Licensees who have not renewed after 12-31-2014 are **NOT** to practice on or after 01-01-2015 until their licenses are in active status – **ALL** will be audited for Continuing Education Hours.

Rules Discussion – Proposed Amendments:

510-2-.01 Application for Licensure

(1) Application.

The following requirements must be met in order to be licensed as a psychologist in this jurisdiction.

(a) A doctoral degree from an American Psychological Association (APA) or Canadian Psychological Association (CPA) accredited doctoral program in applied psychology (as defined below under Education) or from an I/O or international program (as defined below under Education).

(b) Successful completion of an APA or CPA accredited or Association of Psychology and Internship Centers (APPIC) member internship, or its equivalent (as defined below under Education).

1. An applicant who was enrolled in a APA or CPA approved program prior to May of 2003, and who was a student in good standing, will be deemed to have met the above noted internship requirement, provided the applicant completed/graduated from the program within a seven (7) year period from the date of enrollment.

(c) Successful completion of a 1500 hour postdoctoral supervised work (SWE) experience (as defined below under Education).

(d) Completed Application Initiation Form including all supporting documents and the fee made payable to the Georgia Board.

(e) Once registered with the Georgia Board, the Association of State and Provincial Psychology Boards (ASPPB) will notify applicants to register for participation in their Psychology Licensure Universal System (PLUS) program application process. Instructions on the PLUS program titled “General Instructions for Application by Examination or Endorsement” may be found on the Board website on the Application/Forms Downloads webpage.

(f) Once your application is completed and submitted for approval to the Georgia Board by ASPPB, and approval is granted by the Georgia Board, applicants will be notified to begin the examination process. Georgia Board approved applicants will be required to take and pass the following examinations, in the following order:

1. The first examination is a national licensing exam developed and owned by the Association of State and Provincial Psychology Boards (ASPPB) designed to measure knowledge of psychology relevant to practice. The Board will accept the standard passing score set by ASPPB for each administration of the Examination for the Professional Practice of Psychology (EPPP). This examination is administered online and procedural information is available from the office of the State Board of Examiners of Psychologists.

A person must apply for licensure and be approved by the Board as a licensure candidate in order to take the national licensing exam. This exam may be taken after all requirements for the doctoral degree including the internship have been completed.

(i) After three unsuccessful attempts to pass the written national examination, the applicant will be required to earn a minimum of three semester hours of Board approved graduate level course work in psychology at a regionally accredited institution, or 15 hours of Board approved APA, CPA or GPA approved continuing education prior to taking each or any additional written examinations. Documentation of attendance must be by letter from the instructor or by official APA, CPA or GPA certificate.

(ii) After six unsuccessful attempts to pass the written national examination, the applicant will be required to earn a minimum of 9 semester hours of Board approved graduate level course work in psychology at a regionally accredited institution or 45 hours of Board approved APA, CPA or GPA approved continuing education prior to taking each or any additional written examinations. Documentation of attendance must be by letter from the instructor or by APA, CPA or GPA official certificate.

2. The second examination, prepared by the Georgia Board of Examiners of Psychologists, consists of a timed, multiple choice, closed book Jurisprudence Examination covering current law, rules and regulations, and general provisions. A licensure candidate can be scheduled to take this exam after the national licensing exam has been passed and while the SWE is being completed. This information is available at the web site at www.sos.state.ga.us. The Board shall set a passing score for this examination.

3. The third examination is the oral exam given by the Georgia Board of Examiners or their representatives. The licensure candidate may be scheduled to take the oral exam after the licensure candidate has passed both written examinations, and is within 2 months of satisfactorily completing the SWE. The licensure candidate may be granted a license to practice psychology only after having successfully completed and obtained Board approval of the SWE and after having passed the oral examination. The Board reserves the right to re-administer the oral exam to individuals who do not satisfactorily complete the SWE.

(i) The licensure candidate must personally appear before a subcommittee of the Board for an oral examination which will be based on a work sample of material from their intended area of practice provided by the licensure candidate. The work sample must have been generated within six months preceding the oral examination or within six months of the most recent professional practice. Licensure candidates must bring the SWE log to the oral exam (see below under Education for exceptions).

(ii) The licensure candidate who fails the subcommittee-administered oral examination will be scheduled for a Full Board Exam. A Full Board oral examination is defined as an oral exam in which the majority of Board members are present.

(iii) The licensure candidate who fails the Full Board oral examination may take a second Full Board Exam after the expiration of a six month period following the date on which the licensure candidate failed the Full Board oral examination.

(iv) The licensure candidate who fails the second Full Board oral examination will be denied licensure. Any consideration for subsequent licensure will require submission of a new application, fees and documentation. The applicant must meet all requirements that are in effect on the date on which the Board receives the new application.

(v) The licensure candidate who passes the subcommittee-administered oral examination and has successfully completed the SWE will be granted a license to practice psychology in the State of Georgia.

(2) Time and Place of Examinations.

(a) The Office of the Division Director, Professional Licensing Boards Division, designates the

specific time and location where examinations are administered. The applicant will be notified in writing of the exact time and place of the examination. The applicant must appear in person for the examinations and bring government issued picture identification.

(3) Americans with Disabilities Act.

(a) The Board will provide reasonable accommodation to the qualified applicant with a disability in accordance with the Americans with Disabilities Act. The request for an accommodation by an individual with a disability must be made in writing on a form provided by the Board and received in the Board office by the application deadline along with the appropriate documentation, as indicated in the Request for Disability Guidelines.

(4) Application for Non-Renewable Provisional License.

(a) A licensure candidate who has passed the written examinations and who has completed all other requirements for licensure except the postdoctoral supervised work experience requirement and the oral examination may apply for a provisional license. The applicant for provisional license must submit:

1. Completed Application Initiation Form including all supporting Documents and the fee made payable to the Georgia Board.
2. Once registered with the Georgia Board, the Association of State and Provincial Psychology Boards (ASPPB) will notify applicants to register for participation in their Psychology Licensure Universal System (PLUS) program application process. Instructions on the PLUS program titled "General Instructions for Application by Examination or Endorsement" may be found on the Board website on the Application/Forms Downloads webpage.

(b) Denial of Provisional License Application.

1. If the applicant for provisional license is denied, the applicant may petition the Board, within 60 days of the date of the letter of denial, to reconsider the application. After 60 days the file will be closed; to reapply the applicant must submit a new application, a non-refundable application fee, and all required documentation.
2. If the Board requests additional information from the applicant, the applicant has 30 days to respond. Failure to respond will result in denial of the application and closing of the applicant's file. The applicant who re-applies for licensure at a later date must submit a new application, a non-refundable application fee, and all required documentation.
3. A provisional license is subject to revocation if the Board determines that the requirements of the supervised work experience are not being satisfactorily met.

Revocation of a provisional license shall not be considered a contested case within the meaning of Chapter 13 of Title 50, the Georgia Administrative Procedure Act, but a holder of a provisional license shall have the right to appear before the Board for appeal.

(c) Scope of Provisional License. A Provisional license carries all the weight and privileges of licensure except for the requirement of continued supervision for all professional activities throughout the experience (See supervised work experience). A provisional license is non-renewable and will expire in 24 months unless the Board grants an exception.

(5) Denial of Application.

(a) The applicant will be informed in writing of the Board's decision regarding approval or denial of an application for licensure.

(b) If the Board requests additional information from the applicant, the applicant has 30 days to respond.

(6) Fees.

(a) Licensure application fees are non-refundable. Fees are designated on a separate Fee Schedule. Fees may be reviewed and changed at the discretion of the Board. Indebtedness to the Board caused by a returned check will be handled in accordance with Code Section 16-9-20 of the Criminal Code of Georgia.

510-2-.04 Education

Training Program Requirements. All applicants, with the exception of international and I/O applicants, must present official documentation that they have completed earned doctoral degree requirements from a regionally accredited professional training program in applied psychology that is also accredited by the American Psychological Association (APA) or Canadian Psychological Association (CPA) at the time the doctoral requirements were completed and that meets the basic psychology course requirements of the APA or CPA Commission on Accreditation and the Georgia Board residency rule.

(2) **Curricula Requirements.** Licensure requirements are consistent with APA or CPA Accreditation requirements in that APA or CPA Accredited programs include and implement a congruent and coherent curriculum design that provides for and enables all students to acquire and demonstrate competences in the required areas¹. Transcripts or curriculum plans of applicants for licensure must reflect competence in the following areas:

(a) The **breadth of scientific psychology** as evidenced through knowledge in the following areas:

1. biological aspects of behavior;
2. cognitive and affective aspects of behavior;
3. social aspects of behavior;
4. history and systems of psychology;
5. psychological measurement;
6. research methodology; and
7. techniques of data analysis.

(b) The **scientific, methodological, and theoretical foundations** of practice in the substantive areas of professional psychology as demonstrated through knowledge in the following areas:

1. individual differences in behavior;
2. human development;
3. dysfunctional behavior or psychopathology; and
4. ethics and professional standards.

(c) Diagnosing or defining problems through psychological **assessment and measurement** as well as **formulating and implementing treatment and intervention strategies** (such as training in empirically supported procedures). This competency should be evidenced through knowledge in the following areas:

1. theories and methods of assessment and diagnosis;
2. effective treatment and intervention;
3. consultation and supervision; and
4. evaluating the efficacy of treatments and interventions.

(d) Competence in understanding issues of **cultural and individual diversity** that are significant to the above curriculum requirements and the fostering of attitudes essential for life-long learning in scholarly inquiry and professional problem-solving.

(e) Adequate and appropriate **practicum experiences** are required through:

1. providing settings that are (a) committed to training, (b) assure an adequate number of professionals in supervisory roles, and (c) include a breadth of training and educational experiences;
2. integrate the practicum experience with the context of the overall training experience;
3. ensure that the sequencing, duration, nature, and content of the practicum experience is appropriate for the programmatic goals;
4. document the sufficiency and adequacy of the practicum experience in the context of internship preparation.¹

(3) Supervision Requirements for Predoctoral Practicum.

(a) Supervisors of doctoral practicum students must hold a current psychology license that is in good standing in the state in which the training is taking place.

1. A person holding a provisional psychology license in the State of Georgia is qualified to supervise predoctoral training students under that condition that such supervision is part of the provisional licensee's supervised work experience and therefore under the supervision of the provisional licensee's supervisor.

¹ Sub section 510-2-.05 (2) are excerpted from the *American Psychological Association Guidelines and Principles for Accreditation of Programs in Professional Psychology*, (March 1, 2002).

(b) Supervision of doctoral practicum must occur in regularly scheduled, in person, meetings to review psychological services rendered by the student supervisee.

(c) The Board expects that the APA or CPA accredited graduate program will determine the standards for predoctoral practicum supervision (e.g. ratio of supervisees to supervisor, on site presence of supervisor, fee collection policies).

(d) The Board upholds the standards for adequate and appropriate practicum experiences promulgated by the APA or CPA Committee on Accreditation (510-2-.05(e)).

(4) Time Requirements for Training. The Licensure requirements are consistent with the APA or CPA Accreditation requirements in that applicants for licensure should be able to demonstrate three full-time academic years of graduate study and additionally the completion of an internship prior to the attainment of the doctoral degree. Two of the three academic training years must be fulfilled at the doctoral degree granting institution and one year must be matriculated in continuous full-time residence at that same institution.

(a) Residency means continuous physical presence, in person, at the educational institution in a manner that facilitates acculturation in the profession, the full participation and integration of the individual in the educational and training experience, and includes faculty student interaction. Models that use face-to-face contact for shorter durations throughout a year or models that use video conferencing or other electronic means to meet the residency requirement are not acceptable.

(5) Matriculation Outside the United States. If a university outside the United States awarded the doctoral degree, the university must have been accredited professionally at the time of the award. The Board in its sole discretion will determine whether the university outside of the United States has met standards that are substantially the same as those established by the APA or CPA.

(6) I/O Training Requirements. I/O applicants who have either graduated from an I/O Psychology program which is listed in the *Designated Doctoral Programs in Psychology*

published by ASPPB and the National Register, or who submit documentation showing they meet 15 of the 25 competencies set forth in *Guidelines For Education and Training At the Doctoral Level In Industrial/Organizational Psychology* (available at www.apa.org Society for Industrial/Organizational Psychology (Division 14), 1999) will be deemed to have met the educational requirements. Documentation of the 15 competencies shall consist of a transcript showing graduate courses covering the competency as indicated by course title and/or outline, a thesis, a dissertation, refereed presentation(s) or publication(s), or a letter from a professor indicting the competency(s) in a given area.

(7) **Mental Retardation/Development Disability Training Programs.** A substantial program of study in Mental Retardation/Developmental Disability (MR/DD) psychology must include at least 18 semester hours (in addition to the 50 core hours) at the graduate level in course work in the specialized area of mental retardation or developmental disabilities psychology. Neither internship, practicum, nor thesis courses will be considered as qualifying course work hours. Students must successfully complete courses in each of the following areas:

(a) **Developmental Aspects of Behavior;** e.g., psychology of mental retardation, psychology of developmental disabilities, psychology of exceptional children, life-span developmental psychology, child psychology, cognitive development, social development, language development, human development.

(b) **Cognitive Aspects of Behavior;** e.g., learning, memory, visual attention, information processing, cognitive processes, cognitive psychology, cognitive neuropsychology, social cognition.

(c) **Behavior Assessment and Intervention;** e.g., applied behavioral analysis, behavior therapy, behavior modification, assessment of adaptive and maladaptive behaviors, behavioral psychopharmacology[assessment and programming].

(d) **Assessment of Intelligence;** e.g., individual intelligence testing, psychological assessment of intelligence, psychoeducational assessment.

(8) **Retraining** is a process of additional education in which a person with an earned doctorate in scientific psychology undertakes additional training and fulfills requirements for licensure in an applied psychology field.

(a) Retraining programs must occur in APA or CPA accredited doctoral programs in applied psychology.

(b) All requirements of doctoral training in the new applied specialty must be met, giving due credit for previous relevant, successfully completed course work to be determined by the APA or CPA accredited doctoral program conducting the retraining.

(c) Applicants who complete such a program must present a certificate or letter from the doctoral program training director that verifies completion of the program and identifies the specialty area of applied psychology.

(9) **Hour Conversion.** For purposes of this Rule, 3 semester hours = 5 quarter hours in accordance with a conversion of 1 semester course of 3 hours accrues 6 hours of credit (2 courses) in an academic year (September thru June) and is equivalent to 1 quarter course of 5 which accrues 15 hours of credit (3 courses) in an academic year for a ratio of 3 semester hours equaling 5 quarter hours.

510-2-.05 Internship and Postdoctoral Supervised Work Experience

Requirements. In order to satisfy the experience requirement for licensure the applicant must have completed an internship and a postdoctoral supervised work experience (SWE).

(2) Definitions.

(a) An **Intern** is a person who is engaged in the predoctoral year of applied experience in a psychological internship.

(b) An **Internship** is an organized, coherent set of training experiences in the specialty/concentration area of the practice of psychology (i.e., clinical, counseling, school, mental retardation/developmental disability or industrial/organizational psychology) that are characterized by greater depth, breadth, duration, frequency, and intensity than practicum training and is either APA or CPA accredited or meets the equivalency criteria set by the Board.

1. An applicant who was enrolled in an APA or CPA approved program prior to May of 2003, and who was a student in good standing, will be deemed to have met the above noted internship requirement, provided the applicant completed/graduated from the program within a seven (7) year period from the date of enrollment.

(c) An **Internship Site** is a setting in which an internship occurs and is either a hospital, accredited school, university, consulting firm, public agency, public or private organization, or public or private practice.

(d) A **Fellow** is a person who is engaged in completing a postdoctoral supervised work experience or a post-doctoral fellowship.

(e) A **Postdoctoral Supervised Work Experience (SWE)** is 1500 hours of individually supervised experience following the internship and the completion of the doctoral degree.

(f) An **Internship or Postdoctoral Supervisor** (internship/SWE Supervisor) is a person who oversees an internship or SWE and who meets one of the criteria outlined below.

1. The internship/SWE Supervisor who is a psychologist must meet both of the following requirements:

(i) Current licensure by the Georgia Board of Examiners of Psychologists or current licensure by a psychology board in another jurisdiction whose standards are not lower than those of Georgia; and

(ii) ~~Three years of practice as a licensed psychologist prior to the inception of the supervision. Practice under a temporary or provisional license does not accrue toward the three year period.~~ Does not have a record of disciplinary actions against the professional license issued by the Georgia Board of Examiners of Psychologists or any other jurisdiction.

2. A **Senior Industrial/Organizational (I/O) Psychologist** is a person who has earned a Ph.D. in I/O psychology or a related field within the discipline of psychology, and who:

(i) Meets the educational requirements for licensure of I/O psychologists; and

(ii) Has completed five years of independent practice concentrated in one or more of the following domains: (a) Employee Selection and Placement; (b) Performance Management; (c) Human Factors and Engineering Psychology; (d) Organization Development; and (e) Training and Development. Fulfillment of this practice requirement shall be documented by three other psychologists, who are licensed and are members of the Society for Industrial and Organizational Psychology, who attest to the nature and extent of the candidate's expertise and work experience, and to the quality of work; and (iii) Provides documentation of achievement and competence in the practice of I/O psychology. Fulfillment of this requirement shall be documented by provision of

descriptions of three separate and organizationally significant interventions in the domains listed above for which the applicant had primary responsibility for all phases including: problem definition, design, development, implementation, and evaluation. For each intervention, a 1-2 page narrative description must be submitted. The description must include a summary of each phase and the name, address, and telephone number of a person from the client organization whom the Board could contact for additional information, if necessary.

3. **A Non-Licensed I/O Supervisor** is a person who has an earned Ph.D. in Industrial/Organizational (I/O) psychology or a related field within the discipline of psychology who is not licensed, but may also qualify by meeting the following requirements:

- (i) Five years of practice in Industrial/Organizational psychology; and
- (ii) Submission of three references to the Board from other psychologists, attesting to the nature of his or her area of expertise, work experience, and quality of work. At least one reference must be from a psychologist who is a current or former direct supervisor.

4. **A Non-Licensed MR/DD Supervisor** is a person who has an earned Ph.D. in Mental Retardation/ Developmental Disabilities (MR/DD) psychology or a related field within the discipline of psychology but who is not licensed may also qualify by meeting the following requirements:

- (i) Five years of practice in MR/DD psychology; and
- (ii) Submission of three references to the Board from other psychologists, attesting to the nature of his/her area of expertise, work experience, and quality of his/her work. At least one reference must be from a psychologist who is a current or former direct supervisor.

(g) **A Secondary Supervisor** is a person who oversees no more than 20% of an internship or SWE. For interns, the secondary supervisor must be affiliated with an internship program. All secondary supervisors must meet the following requirements:

- 1. Current licensure by the State of Georgia or by a licensing board in another jurisdiction in Psychology, Medicine (Psychiatry, Neurology, or other relevant medical field), Clinical Social Work, Marriage and Family Therapy or Professional Counseling;
- 2. Three years of practice as a licensed professional in Psychology, Psychiatry, Neurology (or other relevant medical field), Clinical Social Work, Marriage and Family Therapy or Professional Counseling; and
- 3. Pre-approval (in writing) by the primary internship/SWE supervisor.

(3) **Supervisor-Intern/Fellow Relationship.**

(a) Supervisory relationships are governed by the Code of Ethics in Chapter 510-4. The internship/SWE supervisor may not be an employee of an agency which is headed by the supervisee, nor be employed by an entity in which the supervisee has an interest.

(b) The internship/SWE supervisor shall not take primary supervisory responsibility for more than three interns or fellows concurrently without Board approval.

Industrial/Organizational supervisors are not limited to three interns or fellows, but for each intern or fellow the I/O supervisor must spend a minimum of two supervision hours for each 40 hours the intern or fellow works.

(c) The internship/SWE supervisor shall:

- 1. co-sign all written reports of interns or unlicensed fellows;
- 2. co-sign insurance claims with the intern or unlicensed fellow;
- 3. assure that claims to third-party payers clearly reflect who rendered the service;

4. assure that the intern or fellow:

- (i) informs clients/patients of the supervisor-intern/fellow relationships; and
- (ii) informs clients/patients that they may confer with the internship or postdoctoral supervisor about any aspect of the services provided.

(4) Internship Requirements.

(a) **General Standards:** The general standards for an internship will be met when one of the following is fulfilled:

1. Completion of an APA or CPA accredited or Association of Psychology and Internship Centers (APPIC) member internship of at least 2000 hours; or
2. Completion of a non-APA or non-CPA accredited or APPIC member internship which complies

with the following criteria:

- (i) The internship must be completed in no less than 11 months and no more than 24 months after its inception. I/O internships must be completed in 48 months. In cases of disability or hardship, the Board, in its sole discretion, may permit exceptions to this requirement.
 - (ii) The internship consists of 2000 hours of organized training experiences appropriate to the academic program specialty area.
 - (iii) The intern must spend at least 500 hours in direct contact with clients/patients. I/O Interns are exempt from this requirement.
 - (iv) The intern must have completed a minimum of 60 semester hours of graduate course work in psychology prior to the inception of an internship.
 - (v) Supervised program activities (practica) for which course credit is awarded may not be used to satisfy any internship hours.
 - (vi) The internship must provide training in a range of assessment and treatment/intervention activities conducted directly with persons or organizations who receive psychological services.
 - (vii) The administrative director of the internship site or its training director shall, upon request of the Board, furnish a written statement of the internship's goals, its content, and the criteria by which the quality and quantity of the intern's work will be evaluated.
 - (viii) At least 80% of the internship supervision must be provided by one or more licensed psychologists. Final evaluations by supervisors must indicate satisfactory completion of the internship.
 - (ix) The intern must use a title which identifies a trainee status, i.e., "intern", or "resident".
 - (x) Prior to the inception of the internship, the internship supervisor(s), university doctoral program training director or designate and intern must enter into a written internship agreement that specifies the goals and nature of the training experiences. Upon completion of the internship, the intern and internship supervisor(s) must sign the agreement and confirm thereby that the internship has been completed satisfactorily.
3. Applicants who are Senior Industrial/Organizational Psychologists will be deemed to have met the internship requirements for licensure.

(b) Internship Supervision.

The Internship Supervisor must approve the Intern's workload, which must be sufficient to afford the Intern appropriate experience but must not be so great as to impair his/her ability to provide competent service to clients/patients.

2. The internship supervisor must require the intern to maintain a file on each client, or of his/her work progress in the case of I/O interns. The intern must update each file no less than once each month with a current summary of client contacts and with a rationale for the procedures that were used.

3. The internship supervisor must limit the intern's activities to the application of assessment, treatment and/or intervention techniques, and methodology which the supervisor is qualified to utilize.

4. The internship supervisor shall hold primary responsibility for the intern's assessment procedures and treatment and/or intervention programs. An intern should be notified as soon as possible if his/her performance is unsatisfactory.

5. All fees for services shall be paid directly to the internship agency or directly to the supervisor.

(c) **Specialty Areas.** In addition to the general standards for internships enumerated above, internships in the specialty areas of clinical, counseling, school, I/O and in MR/DD psychology must meet the requirements delineated in the following section. Specialty areas are defined by the doctoral program described on the applicant's transcript. A clinical psychology specialty is defined by an earned doctoral degree with a concentration in clinical psychology. A counseling psychology specialty is defined by an earned doctoral degree with a concentration in counseling psychology. A school psychology specialty is defined by an earned doctoral degree with a concentration in school psychology. An industrial/organizational specialty is defined by an earned doctoral degree with a concentration in industrial/organizational psychology. A mental retardation/developmental disabilities specialty is defined by an earned doctoral degree with a substantial program of study in the specialized area of mental retardation or developmental disabilities psychology.

1. Clinical Psychology and Counseling Psychology Internships.

(i) Internship supervisors must be staff members of the internship site, or an affiliate thereof, who carry clinical responsibility for the cases being supervised.

(ii) The internship must have a clearly designated staff psychologist who is responsible for the integrity and quality of the training program, and who is a licensed psychologist.

(iii) The internship site must have two or more psychologists on its staff, at least one of whom satisfies the definition of an internship supervisor. An internship supervisor or secondary supervisor must be on site to personally intervene in a crisis situation requiring immediate attention.

(iv) The internship site must have a minimum of two psychology interns during the internship. The Board may make exceptions in cases of hardship.

(v) The internship supervisor must meet at least two hours per week in regularly scheduled, individual, in person, contact with the intern to review psychological services rendered directly by the intern.

(vi) The internship must include at least two hours per week of scheduled learning activities such as: conferences involving cases in which the intern was actively involved; seminars dealing with clinical issues; co-therapy with a staff member which includes discussion of the therapy; group supervision; or additional supervision.

2. School Psychology Internships.

(i) Internship supervisors must be staff members of the internship site, or an affiliate thereof, who carry clinical responsibility for the cases being supervised.

(ii) The internship must have a clearly designated staff psychologist who is responsible for the integrity and quality of the training program, and who is a licensed psychologist or a school psychologist who is certified at the doctoral level by a State Department of Education.

(iii) The supervisor must be either a staff member of the internship site or an affiliate thereof who is responsible for the cases being supervised. Supervision may be provided by a combination of staff members and an affiliate. When supervision is provided exclusively by an affiliate, an administrative head of that staff must be responsible for the accuracy of the documented work hours. An internship supervisor or secondary supervisor must be on site to personally intervene in a crisis situation requiring immediate attention.

(iv) The internship site must have a minimum of two psychology interns during the internship. The Board may make exceptions in cases of hardship.

(v) The internship supervisor must meet at least two hours per week in regularly scheduled, individual, in person, contact with the intern to review psychological services rendered directly by the intern.

(vi) The internship must include at least two hours per week of scheduled learning activities such as: conferences involving cases in which the intern was actively involved, seminars dealing with clinical issues, co-therapy with a staff member which includes discussion of the therapy, group supervision, or additional supervision.

3. Industrial/Organizational (I/O) Internships.

(i) The Internship must be an organized program designed to provide the Intern with a planned, coherent sequence of supervised experiences of quality in a broad range of professional psychology activities including research and/or intervention within an organizational setting.

(ii) At least 80% of the Internship Supervision must be provided by one or more psychologists.

(iii) At least one-half of the Internship time must be spent in professional psychological activities with or on behalf of a client (person or organization).

(iv) The Internship agency or director of training must, upon request of the Board, furnish a written statement of the internship goals and the nature of experiences of the Intern's work.

(v) All professional activities of the Intern must be conducted in a setting where a Supervisor is available for consultation within a reasonable period of time based on the nature of the supervised experience.

(vi) The Internship may consist of more than one (but no more than four) separate work experiences. Each experience must last at least three months (500 hours) and must meet all other I/O Internship requirements.

4. Mental Retardation/Developmental Disabilities (MR/DD) Internships.

(i) The internship site must employ a clearly designated internship training director who shall be responsible for the integrity and quality of the internship, however, the internship may occur at more than one site.

(ii) At least one of the internship supervisors must be a licensed psychologist whose specialty area is MR/DD psychology or a licensed psychologist with considerable experience in the practice of MR/DD psychology.

(iii) The internship must provide training in a variety of assessment and intervention

activities conducted with persons with MR/DD. The training in assessment activities must include an emphasis on the selection of appropriate evaluation instruments. The training in intervention activities must include experience in applied behavior analysis for persons who carry MR/DD as at least one of their diagnoses. Experience with individuals with dual diagnoses, including mental illness, substance abuse, and behavior disorders, is strongly recommended.

(iv) The supervisor must meet at least two hours per week in regularly scheduled face-to-face contact with the intern to review psychological services rendered by that intern.

(v) The internship must include at least two hours per week of scheduled learning activities such as case conferences, individual program or service planning meetings, seminars dealing with professional issues, or in-service training.

(vi) The intern must have scheduled and unscheduled opportunities to interact professionally with such persons as interns, psychologists, and professionals from other disciplines and other agencies. The intern must have experience in working with professionals from other disciplines as part of an interdisciplinary team involved in assessment and intervention activities. At least 250 hours of the internship must be completed in an organized program for persons with MR/DD to provide sufficient experience in the interdisciplinary team process.

(vii) All professional activities of the intern must be conducted in a setting where a licensed psychologist is available for consultation within a reasonable period of time based on the nature of the supervised experience. The internship supervisor, or another equally qualified person, must be available to intervene in a timely manner in an emergency.

(viii) Documentation of the internship must be submitted to the Board.

(5) Postdoctoral Supervised Work Experience (SWE).

(a) **General Standards and Requirements:** The general standards for a postdoctoral supervised work experience will be met when the following is fulfilled:

1. Licensure requires 1500 hours of SWE that is deemed acceptable to the Board which comply with the guidelines set forth below:
2. The SWE must be consonant with the fellow's area of intended practice, and must be within the range of competency of the supervisor(s). It must occur after all requirements for the doctoral degree are completed.
3. The SWE must be completed in no less than 11 months and no more than 24 months after its inception. Supervision begins on the date the contract is signed by the supervisor(s) and fellow. ~~The SWE may be pre-approved by the Board if the contract is sent to the Board within 30 days of origination. If the contract is not received within 30 days of origination, the Board may approve or disapprove the SWE at the time that the Board receives the contract. If disapproved, the hours already accumulated will not count towards fulfilling the SWE requirement.~~
4. The content of the SWE must include a minimum of 500 hours of client/patient involvement as defined as including face to face client/patient contact, document review, test scoring, note/report writing, **or any other professional activity** which directly relates to the treatment of or services provided for the client/patient.
5. All SWE hours must be documented on a weekly log which is co-signed by the fellow and supervisor. The SWE log shall contain at least the following information:
 - (i) The professional activities, tasks, or work performed during that week.

- (ii) The number of hours worked during that week.
 - (iii) The number of hours of client/patient involvement during that week.
 - (iv) The number of hours of individual supervision during that week.
6. Postdoctoral Supervised Work Experiences (SWE) conducted in academic settings meet the **non** client/patient involvement hours requirement through activities that transmit psychological knowledge or application of psychological principles in the work setting (e.g. teaching, research, university and professional service and governance, and administration).
7. An applicant who has completed 1500 hours of supervised experience in no less than 11 months and no more than 24 months in a formal postdoctoral fellowship that is APA accredited or APPIC member or acceptable to the Board will be deemed to have met the SWE requirement for licensure. No SWE log is required for individuals in these programs.
8. An applicant who meets the definition of Senior Industrial/Organizational Psychologist will be deemed to have met the SWE requirement for licensure.

(b) Supervision Requirements:

1. The postdoctoral supervisor(s) and fellow must enter into a written and signed supervision contract (~~on Board forms~~) prior to the inception of the SWE. The contract must specify the work experience goals, its content and the criteria for ensuring the quality and quantity of the fellow's work. ~~In order to receive pre-approval of the SWE, the fellow must forward a copy of the written supervision contract to the Board within 30 days of its origination.~~ It is not necessary that the supervisor be on site for the supervisee's clinical work.
2. The fellow must meet with the supervisor individually to discuss cases and other professional activities at least one hour for each 30 hours of SWE. That meeting must occur during the week the fellow provides the services or during the week following the provision of those services. Supervision must be individual, and may be accomplished through in person meetings or real time, face to face video teleconferencing. **I/O Fellows are exempt from this requirement.**
3. At the successful conclusion of the SWE, all supervisors shall attest to the adequacy of the applied experience and supervision on a postdoctoral supervised work experience affidavit of supervisor form (Form G).
4. Supervision of the Postdoctoral Industrial/Organizational work experience may be conducted by a qualified psychologist employed by the same institution or agency as the Fellow. Alternatively, the supervision may be provided by private arrangement with a qualified psychologist employed elsewhere so long as the Supervisor and Fellow meet face-to-face at least twice a month for a minimum of four hours per month. At least one half of the SWE hours must be spent in professional psychological activities with or on behalf of a client (person or organization). At a minimum, the Supervisor must review and comment on any research or intervention designs, monitor progress on such efforts, and review and comment on any reports, recommendations, or interventions resulting from such efforts.

510-3-.02 Qualification of Applicants

Endorsement may be granted to a psychologist who satisfies one of the alternatives delineated below. In the event the applicant cannot satisfy one of these alternatives, he/she may apply for licensure by examination.

(a) Alternative for a psychologist **who has been licensed for less than 10 years:**

1. The current overall licensure standards in the jurisdiction where the applicant is currently licensed must not be lower than those of Georgia including the requirements set forth in 510-2-.01, 510-2-.04, 510-2-.05 and 510-3-.02.
2. An information/verification form from the jurisdiction of licensure must be submitted to the Georgia Board. It must show that the applicant's license is current and that it is in good standing.
3. The applicant's original licensure must have been based on an earned doctoral degree in applied psychology which met the residency requirement as defined in 510-2-.04(4) (a).
4. The applicant must have attained a score on the national licensing examination equal to or greater than the standard passing score set by ASPPB or received an ABPP diploma by examination.
5. The applicant must have obtained a passing score on the Georgia jurisprudence examination.
6. The applicant must have passed an oral examination based on a work sample, which was generated in the six months prior to the examination or within six months of the most recent professional practice.
7. The applicant must have completed a postdoctoral supervised work experience (SWE), as previously defined, or its equivalent. For the purposes of this rule, equivalent work experience is deemed to be:
 - (i) Three years of full time practice (at least 30 hours per week for 50 weeks per year), in an organized setting where supervision and collaboration were provided; or
 - (ii) Licensure as a psychologist in another jurisdiction for at least five years.

(b) Alternative for a **Senior Psychologist** (a person who has been licensed for 10 or more years):

1. The applicant must have been licensed for 10 years in a jurisdiction of the United States or Canada.
2. The applicant's original licensure must have been based on an earned doctoral degree in applied psychology which met the residency requirement as defined in 510-2-.04(4) (a).
3. An information/verification form from the jurisdiction of licensure must be submitted to the Georgia Board. It must show that the applicant's license is current and that it is in good standing.
4. The applicant must have obtained a passing score on the Georgia jurisprudence examination and a passing score on the EPPP in the jurisdiction the current license is held.
5. The applicant must have passed an oral examination based on a work sample which was generated in the six months prior to the examination or within six months of the most recent professional practice.
6. The applicant must have tendered the appropriate application and fees, as required by the rules and regulations of the Board.

(c) Alternative for a person who has an earned doctoral degree in **Industrial/Organizational (I/O) Psychology or an I/O related doctoral degree in**

1. The applicant must have five years of practiced Industrial/Organizational psychology.

2. The applicant must submit three references from psychologists, attesting to the nature of the applicant's expertise, work experience, and quality of their work. At least one reference must be from a licensed psychologist.
 3. The applicant must have tendered the appropriate application fees, as required by the rules and regulations of the Board.
- (d) Alternative for a person who holds the **Certificate of Professional Qualification (CPQ)** issued by ASPPB:
1. Any person holding a CPQ will be deemed as having met all requirements for licensure in Georgia provided the following conditions are met.
 - a. An information/verification form from the jurisdiction of licensure must be submitted to the Georgia Board. It must show that the applicant's license is current and that it is in good standing.
 - b. All such applicants must successfully pass a written and oral exam on Georgia jurisprudence covering current law, rules and regulations, and general provisions.
 - c. The applicant must provide the Board with the entire CPQ file for consideration.
 - (e) The Board may in its discretion deny licensure to an applicant who has had disciplinary action taken against him or her by any licensing authority or professional organization, or whose record reflects any other matter that puts in question his or her competency to practice.
 - (f) The application process for endorsement applicants is the same as is outlined in 510-2-.01. The ASPPB PLUS application process described in 510-2-.01 will allow for the requirements listed above to be demonstrated for endorsement applicants.

510-9-.01 Temporary License

- (1) A temporary license is available only to applicants for licensure by endorsement. See Chapter entitled "Licensure by Endorsement".
- (2) The applicant for a temporary license must submit a written request for a temporary license along with their application for licensure by endorsement and the appropriate fee. See Fee Schedule.
- (3) The Board will consider the request for a temporary license only after the application for licensure by endorsement is complete, the applicant must have obtained a passing score on the Georgia Jurisprudence examination, and the Board has determined that the applicant is eligible to sit for the required oral examinations. The Board may in its discretion require a personal interview with the applicant.
- (4) ~~The holder of applicant for a temporary license must have taken and passed both the EPPP and the jurisprudence exam on the first date that it is administered after the application for licensure by endorsement was approved. A temporary License will be rescinded if the holder fails or does not take this examination.~~
- (5) ~~The holder of a Temporary License must take the oral examination at the next available date after having passed the written examination. A Temporary License will be rescinded if the holder fails the oral examination.~~
- (6) 5) The Temporary License will be in effect for a maximum of 12 months. To continue to practice psychology in Georgia beyond that year, the holder must have obtained a license to practice psychology by endorsement.

Dr. Strozier motioned, Dr. Doverspike seconded, and the Board voted to refer rules 510-2-.01, 510-2-.04, 510-2-.05, 5103-.02, and 510-9-.01 to the Attorney General’s office for a memo of statutory authority and to post the proposed amendments for the 30-day minimum requirement upon the receipt of the memo of authority. None opposed, motion carried.

Petitions for Waiver or Variances of a Board Rule:

- Mathis, S. – 510-8-.02 CE Hours

Dr. Doverspike motioned, Dr. Campbell seconded and the Board voted to deny the petition request. A “substantial hardship” was not demonstrated or proven. None opposed, motion carried.

- Solomon, M. – Rule 510-8-.02 CE Hours

Dr. Meck motioned, Dr. Strozier seconded and the Board voted to deny the petition request. A “substantial hardship” was not demonstrated or proven. None opposed, motion carried.

M Ms. Grammar, motioned, Dr. Strozier seconded and the Board voted to deny the application for R.M. None opposed, motion carried.

Dr. Campbell motioned, Dr. Strozier seconded, and the motion carried for the Board to enter back into Executive Session in accordance with O.C.G.A. §43-1-2(k) (1) (2), §43-1-2-(k) (3) (4), §50-14-2(1) and §43-1-2 (k) (4) to continue deliberations on applications and review oral examinations candidates.

Application Recommendations:

1. A.B.	Exam	Approved to sit exams
2. D.B.	Endorsement Temporary License	Temp license approved/ Approved to sit exams
3. C.B.	Exam	Approved to sit exams
4. M.C.	Exam	Approved to sit exams
5. M.C.	Exam	Approved to sit exams
6. C.C.	Exam	Approved to sit exams
7. C.E.	Exam	Approved to sit exams
8. B.A.H.	Exam	Approved to sit exams
9. E.M.	Exam	Approved to sit exams
10. W.M.	Reinstatement	Approved to sit exams
11. H.R.	Exam	Approved to sit exams
12. R.W.	Reinstatement	Approved to sit exams
13. R.Z.	Endorsement	Approved to sit exams

At the conclusion of Executive Session on Friday, December 19, 2014, Dr. Sauls declared the meeting to be “open” pursuant to the Open and Public Meeting Act O.C.G.A. § 50-14-1 et seq. No Board votes were obtained during Executive Session.

Dr. Doverspike motioned, Dr. Meck seconded, and the Board voted to accept the recommendations on all applications by exam, endorsement, and reinstatement. None opposed, motion carried.

Ratify List – Licenses issued 11-22-14 to 12-15-14 between Meetings:

PS-T000965	Pizzarello, Scott Matthew	Psychology
PSY003856	Reed, Brita S	Psychology
PSY003857	Green, Brandeis Hel-mari	Psychology
PSY003858	Pollard, Shauna Alease	Psychology
PSY003859	Georgemiller, Randy J	Psychology
PSY003860	Byers, Haley Dillon	Psychology
PSY003861	Coyne, Shawn Marie	Psychology
PSY003862	Morancie, Michelle Denise	Psychology
PSY003863	Smith, Virginia Mary	Psychology
PSY003864	Atkins, Judy Leigh	Psychology
PSY003865	Staley, Arlinda Ann	Psychology
PSY003866	Fechter-Leggett, Molly O.	Psychology
PSY003867	Lambha, Meenakshi	Psychology

Dr. Meck motioned, Dr. Strozier seconded, and the Board voted to accept the application ratify list as presented. None opposed, motion carried.

ORAL EXAMS

1. Katz, Stacey
2. Marshall, Rebecca
3. Pidaparti, Chitra
4. Taylor, Arthur
5. Worth, Stephen
6. Zanov, Marat

RECOMMENDATIONS

- Passed-Issue license

Dr. Doverspike motioned, Dr. Meck seconded, and the Board voted to accept the recommendations on oral examinations. None opposed, motion carried.

Dr. Doverspike motioned, Dr. Strozier seconded, and the Board voted to accept the Cognizant report and recommendations as presented. None opposed, motion carried.

Dr. Meck motioned, Ms. Grammar seconded, and the Board voted to accept the Attorney General’s report and recommendations as presented. None opposed, motion carried.

Dr. Strozier motioned, Dr. Meck seconded and the Board voted to approve the November 21, 2014 Executive session meeting minutes as presented. None opposed, motion carried.

There being no further business, Dr. Strozier motioned, Ms. Grammer seconded and the Board voted to adjourn today’s meeting at 2:56 p.m.

Minutes recorded, reviewed and edited by:

Stacey Mitchell, Board Support Specialist
Brig Zimmerman, Executive Director HC-1

DR. MARSHA B. SAULS, Ph.D.

Chair

BRIG ZIMMERMAN

Executive Director Healthcare 1

These minutes were approved on: **January 23, 2015**