

1 **(EPPP) PART 2 (SKILLS) ADHOC COMMITTEE MEETING MINUTES**

2
3 **Friday, October 22, 2021**

4
5
6 **Committee Members**

7
8 Sheryl Casuga, PsyD (Chair)

9 Seyron Foo

10 Mary Harb Sheets, PhD

11
12 **Board Staff**

13
14 Antonette Sorrick, Executive Officer

15 Jonathan Burke, Assistant Executive Officer

16 Stephanie Cheung, Licensing Manager

17 Jason Glasspiegel, Central Services Manager

18 Sandra Monterrubio, Enforcement Manager

19 Lavinia Snyder, Examination Coordinator

20 Mai Xiong, Licensing/BreEZe Coordinator

21 Sarah Proteau, Central Services Technician

22 Rebecca Bon, Board Counsel

23 Heather Hoganson, Regulatory Counsel

24
25
26 **Agenda Item 1: Call to Order/Roll Call/Establishment of a Quorum**

27
28 Chairperson Casuga called the meeting to order at 9:30 a.m., roll was taken, and a
29 quorum established.

30
31 **Agenda Item 2: Chair Welcome**

32
33 Dr. Casuga welcomed attendees and provided general housekeeping information as to
34 how the meeting would proceed.

35
36 There was no Committee or public comment offered.

37
38 **Agenda Item 3: Public Comment for Items Not on the Agenda. Note: The Committee**
39 **May Not Discuss or Take Action on Any Matter Raised During this Public Comment**
40 **Section, Except to Decide Whether to Place the Matter on the Agenda of a Future**
41 **Meeting [Government Code sections 11125 and 11125.7(a)].**

42
43 Dr. Casuga introduced this item.

44
45 There was no public comment offered.

46
47 **Agenda Item 4: Establish Committee Goal**

48
49 Dr. Casuga introduced this item and Ms. Snyder provided background on the Committee,
50 its previous name of the EPPP Part 2 Ad hoc Committee and the Committee goal as
51 stated in the Board's Sunset report. This goal was as follows: EPPP 2 Task Force - This
52 committee is comprised of two Board Members and relevant stakeholders.

53
54 Ms. Snyder provided staff recommendation to rename the Committee to be the EPPP Ad
55 Hoc Committee and revise the Committee goal as follows: The goal of the EPPP Ad Hoc
56 Committee is to review issues related to the Board's national examination

57
58 It was M/(Foo)/S(Harb Sheets)/C to change the Committee name and to establish the
59 Committee goal.

60
61 No Committee or public comment was offered.

62
63 Vote: 3 Ayes (Casuga, Foo, Harb Sheets), 0 Noes

64
65 **Agenda Item 5: Historical Overview of the EPPP (Part 2-Skills)**

66
67 a. Timeline of Examination

68
69 Ms. Snyder provided an update to this item including historical context on the Committee
70 related to the EPPP 2 Task force.

71
72 There was no Committee comment offered.

73
74 b. Correspondence between the Board of Psychology and the Association of State
75 and Provincial Psychology Boards (ASPPB)

76
77 Dr. Casuga introduced this item and Ms. Snyder noted that all correspondence related to
78 this item was included in the meeting materials and began on page 85.

79
80 Ms. Snyder stated this was for information only, with no action required.

81
82 Dr. Casuga stated that all questions could be presented as they came up in the agenda.

83
84 There was no Committee comment offered.

85
86 a. Identify Outstanding Issues

87
88 Dr. Casuga introduced and Ms. Snyder presented this item.

89
90 Ms. Snyder stated the outstanding issues were:

- 91
92 1. Lack of a proven necessity for the additional examination

93

94 2. Considerable concerns related to the examinations ability to assess skills as
95 designed, and thus potentially providing negligible consumer protection

96
97 3. The additional examination costs and burden on prospective licensees,
98 especially on historically underrepresented and socioeconomically
99 disadvantaged students

100
101 4. The additional examination's creation of new barriers to licensure and
102 potentially detrimental impact on access to psychological services to California
103 consumers

104
105 5. Clarification on whether the optional Enhanced EPPP is an indefinite
106 alternative or ASPPB is simply postponing the deadline for mandatory
107 adoption. If the implementation date is merely being delayed, the Board would
108 appreciate clarification on the anticipated date for mandatory implementation.

109
110 Ms. Snyder stated that the two main concerns raised by the Board were cost and lack of
111 clarity from ASPPB as to whether Part 2 of the EPPP would remain optional or become
112 mandatory.

113
114 She stated that there had been fee adjustments made for early adopters by ASPPB but
115 those were due to expire at the end of 2021 and the fee would go up.

116
117 Dr. Turner, ASPPB, made a point of clarification that ASPPB had voted to extend the fee
118 to remain at \$300 through 8/2023 at which point it would go up to \$450.

119
120 Dr. Harb Sheets presented a question to Dr. Turner as to whether licensees in
121 jurisdictions that do not require the EPPP Part 2 would have option to take it.

122
123 Dr. Turner stated that he would bring up this information with the ASPPB Board.

124
125 Mr. Foo stated that ongoing public engagement was an essential part of the process of
126 the Committee which had included Task Force members, stakeholders, heads of schools
127 and students.

128
129 Dr. Casuga echoed the comments of Mr. Foo and stated that the goal would be to
130 continue that effort of broad engagement going forward with the newly constituted Ad hoc
131 Committee.

132
133 Dr. Casuga emphasized that Item 5 was for informational purposes only.

134
135 There was no further Committee and no public comment offered.

136
137
138

139 **Agenda Item 6: ASPPB Report on the EPPP (Part 2-Skills)**

140

- 141 a. Participating States
142 b. Data from Initial Administrations
143
144 Dr. Casuga introduced this agenda item and welcomed Dr. Matt Turner, Senior Director
145 with the Association of State and Provincial Psychology Boards (ASPPB).
146
147 Dr. Turner presented information as to the argument for a skill testing requirement to be
148 able to prove a baseline competency to assess skills along with knowledge for providers.
149
150 Dr. Turner provided an example of what the testing would look like , detail of the beta
151 testing, as well as a comparison of the EPPP part 1 and EPPP part 2 for contextual
152 information.
153
154 Dr. Casuga referenced a letter in the materials on page 99 of the combined packet sent
155 to ASPPB and the response from ASPPB CEO, Dr. Mariann Burnett-Atwell.
156
157 Dr. Harb Sheets expressed appreciation to Dr. Turner for the presentation and asked if
158 there was any more information that could be shared from early adopters of the EPPP
159 Part 2.
160
161 Dr. Turner provided feedback from pilot testing of the exam and the early entry option.
162
163 Mr. Foo thanked Dr. Turner asked how the skills exam would differ from the skills obtained
164 through supervised experience.
165
166 Dr. Turner responded that currently there was not a standardized way to evaluate skill,
167 and this could provide a pathway, nationally.
168
169 Dr. Harb Sheets asked how differing focuses of graduate study were taken into account
170 in exam development.
171
172 Dr Turner stated that it had been reviewed by a wide group of participants that provide a
173 broad perspective.
174
175 Dr. Casuga presented a question about bias mitigation and referred to page 102 of the
176 meeting materials which stated, "...to date no items have been removed due to bias". Dr.
177 Casuga emphasized that bias can be difficult to pinpoint and that she was concerned that
178 some information may not be being caught. She commented that that type of testing
179 disproportionally shows different results for different groups and expressed her concern
180 that there may be confirmation bias in the process of development.
181
182 Dr. Turner responded that the process was relatively new and that they expected they
183 would probably find something that had some risk for bias. He stated that the experts
184 were looking closely for bias.
185
186 Dr. Turner stated that differential pass rates could indicate bias and could be an indicator
187 of societal things marginalized groups that are dealing with every day. There can be many

188 things that contribute to a differential pass rate which is why there is a flagging procedure.
189 He stated that there is an emphasis on making sure that items are sound, and effort is
190 made to eliminate bias and maintain sensitivity to the varied issues.

191
192 Dr. Casuga commented that many fields are moving into competency based and a
193 combination of skills/knowledge and asked why create a second test instead of altering
194 the first test to make one exam for all things?

195
196 Dr. Turner responded that there was too much information to include in one 4-hour exam
197 to provide legally defensible assessment.

198
199 Public comment

200
201 Dr. Marilyn Immoos queried as to whether respondents are included that are of an older
202 generation and spoke of the issue of age discrimination.

203
204 Dr. Turner clarified that there have been a wide variety of contributors that have been and
205 will continue to be a part of the process as well as accommodations that would be
206 available.

207
208 Dr. Willow Pearson, Director of Clinical Training at the California Institute for Integral
209 Studies, asked about regionally accredited programs and if students from such programs
210 would be able to take the exam prior to graduation. She stated that the additional cost
211 would be burdensome to students and licensees and that the test has not been proven.

212
213 Dr. Turner clarified that the determination to test early would be up to the jurisdiction or
214 licensing authority. He clarified that OPES had reviewed the EPPP Part 2 test and it does
215 meet the standards for validation and respectfully disagreed with the comment.

216
217 Dr. Elizabeth Winkelman, California Psychological Association (CPA), queried if EPPP
218 Part 2 were to be adopted in CA, would that require a change in laws and regulations and
219 if there had been any proof it is needed? She stated that CPA members had expressed
220 concern regarding barriers and referenced an article posted from the American
221 Psychological Association addressing disadvantages for marginalized groups

222
223 Dr. Harb Sheets addressed the first question and stated that this would need to be looked
224 at, but the laws and regulations only reference the EPPP.

225
226 Dr. Turner stated that many jurisdictions have eliminated oral exams as not being
227 defensible but still need a way to assess skills.

228
229 Sheri Johnson, Professor of Psychology at UC Berkeley, echoed Dr. Winkelman's
230 comment on issues of diversity and asked how data would be provided when collected
231 on pass rates.

232
233 Dr. Turner confirmed that it would be available for review.

234

235 Dr. Cindy Yee-Bradbury from UCLA addressed difficulties of data collection when relying
236 on the early adopters which may limit ability to gather data from a varied group.

237
238 Dr. Turner stated these were worthy things to pursue.

239
240 Dr. Marilyn Immoos, echoed necessity of diversity within the field and issues with access,
241 financial impact and would like to receive additional data when available.

242
243 Dr. Casuga expressed appreciation to Dr. Turner for the presentation and his availability
244 to answer questions and to participants for their comments on diversity and intent of equity
245 for marginalized populations.

246
247 Mr. Foo asked about PSYPACT and how that would be affected if the EPPP Part 2 were
248 implemented.

249
250 Dr. Turner stated that there would have to be a decision made but it was speculative at
251 that point.

252
253 Dr. Casuga thanked everyone for the discussion and stated that this was informational
254 only, with no action required.

255
256 There was no further Committee or public comment offered.

257
258 **Agenda Item 7: General Input Regarding the EPPP (Part 2-Skills)**

259
260 Dr. Casuga introduced this item.

261
262 There was no Committee or public comment offered.

263
264 **Agenda Item 8: DCA's Office of Professional Examination Services (OPES) Status**
265 **Report of the EPPP Audit**

266
267 Dr. Casuga introduced this item and Dr. Tracy Montez and Amy Welch Gandy to present
268 this item, which began on page 103 of the meeting materials.

269
270 Ms. Welsh Gandy presented on how OPES evaluates testing by comparing national
271 exams and provided evaluative data collected from the national exam and California
272 exams to determine if there was anything not covered within the national that was
273 adequate for California.

274
275 She stated that the CPLEE was determined by OPES to still be needed as the EPPP Part
276 1 did not address California specific laws and did not cover ethics.

277
278 Ms. Welsh Gandy concluded that the EPPP 1 and 2 met psychometric standards; Part 1
279 was a sufficient knowledge-based exam but did not assess skills or California law and the
280 CPLEE should continue to be used and that the Board continue to monitor the beta testing

281 results of the EPPP Part 2 as part of the decision-making process for adopting it as a
282 requirement for licensure.

283

284 Mr. Foo queried about content validity and external validity and asked Dr. Montez why
285 external validity was not something that was looked at by OPES when evaluating an
286 exam.

287

288 Dr. Montez stated that content validity is the most objective and neutral type of evidence
289 with regulatory exams; what you do on the job, the knowledge you are required to know
290 on the job. The test is developed that way so regardless of the occupation or the state,
291 whether it's an association or state-based exam, OPES is primarily looking at content
292 validity and that is the primary evidence that they will gather.

293

294 Dr. Harb Sheets asked for clarification on whether the accreditation that was given in the
295 report was APA or regional accreditation.

296

297 Dr. Turner stated that the information had referred to APA or the Canadian equivalent.

298

299 Discussion ensued between Dr. Harb Sheets and Ms. Welsh Gandy about supervised
300 experience and if it could adequately assess applicant skills for them to practice safely
301 and competently.

302

303 Ms. Welsh Gandy stated that OPES had looked at supervised experience and that the
304 subject matter experts had been concerned about additional barriers to licensure and
305 discussed that the skills could potentially continue to be assessed via supervision.

306

307 There was no public comment offered.

308

309 Dr. Casuga expressed appreciation to all attendees for participation.

310

311 **Agenda Item 9: Recommendations for Agenda Items for Future Board Meetings.**
312 **Note: The Committee May Not Discuss or Take Action on Any Matter Raised During**
313 **This Public Comment Section, Except to Decide Whether to Place the Matter on the**
314 **Agenda of a Future Meeting [Government Code Sections 11125 and 11125.7(a)].**

315

316 Ms. Sorrick asked for possibility to convene again.

317

318 It was announced that Dr. Casuga would be reporting on this Committee meeting at the
319 November Board meeting

320

321 There was no public comment offered.

322

323 **ADJOURNMENT**

324

325 The committee meeting adjourned at 12:40 p.m.

326