Collectively, the five goals below advance the Society’s mission of “Recognizing and promoting excellence in the science and application of psychology.”

I. SCHOLARLY PURSUITS
Encouraging members to conduct exemplary research, disseminate and apply research findings, and maintain a lifelong interest in exploring the field of psychology.

II. MEMBER DEVELOPMENT
Providing information and opportunities to enhance members’ professional and personal lives.

III. CHAPTER EXPERIENCES
Fostering a vibrant and meaningful environment for chapters and all members to contribute to and benefit from continued engagement.

IV. SOCIETY SUSTAINABILITY
Maintenance of the infrastructure to support the first three member-focused goals.

V. DIVERSITY AND INCLUSION
Psi Chi will advance and support diversity in our membership and in the scholarly pursuits of our members.
Accomplishments

Key Figures from 2018–19*

11
New Chapters Board Approved

1,086
Total Active Chapters

21,805
New Members Inducted

784,392
Total Members Since 1929

$391,707.70
Awarded in Financial Assistance

New Chapters 2018–19

- Barton College (NC), SE Region**
- Embry-Riddle Aeronautical University–Prescott (AZ), RM Region**
- Holy Cross College***
- Lincoln University of Missouri, MW Region
- New England College (NH), E Region
- Ottawa University (AZ), RM Region
- Pillar College (NJ), E Region
- Richmond University (United Kingdom), SE Region
- Saint Mary’s University of Minnesota, Minneapolis****
- Salem College (NC), SE Region
- University of New Brunswick (Canada), MW Region
- University of Science & Arts of Oklahoma, SW Region**
- Viterbo University****
- Washington State University, Global Campus, W Region
- William James College (MA), E Region**

*As of July 1, 2019.
**Denotes chapters that have been Board approved but not yet installed.
***Denotes chapters that were reopened after previously closing.
****Denotes chapters that were previously Board approved 2017–18 year and later installed during the 2018–19 year.
★ New International Chapters
Dear Psi Chi Family,

Impacting the field of psychology on a global stage takes vision, dedication, and concerted effort. In its 89th year, Psi Chi continued on the path “to recognize and promote excellence in the science and application of psychology” through its many dedicated members and their tireless faculty mentors, an amazing staff in the Central Office in Chattanooga (TN), and a diverse and committed leadership team—the Board of Directors. In my presidential year, I wanted to focus on a theme of Diversity and Inclusion—requiring an honest look within as well as engagement throughout.

Perhaps the most amazing data came from the staff and leadership team at Psi Chi. Our beloved Journal Editor Dr. Debi Brannan heard about the presidential theme and immediately harnessed her editorial teams’ creative energy and commitment with the 2019 Special Issue: Education, Research, and Practice for a Diverse World, which was published within the year. In that issue, Psi Chi Past President Dr. Jon Grahe provides a connection for diversity and inclusion, social justice, and sustainability by skillfully identifying our open access research practices as movement toward social justice (Grahe, 2019).

A quick analysis of our internal data showed that we could strengthen ethnic/racial representation among our members. With self-motivated excitement, our Development Director Cynthia Wilson launched the Diversity Matters Fall Membership Drive to increase diversity across chapters. The top six participating universities increased diversity in their Psi Chi membership from 267% to 1600%!

In the area of professional growth and development, our Communications Writer Bradley Cannon took the helm on a project near and dear to my heart, a podcast series to highlight diverse voices (adding “podcaster” to his list of already extensive skills). The podcast, PsychEverywhere, focused its first six-episode season on Diverse Voices interviewing Drs. Beverly Daniel Tatum, Jeannie Tsai, Nancy Sidum, Yvette Flores, Irma Baron, Jill Bloom, Ani Kalayjian, Antonio Puente, and NICE Chair Kelly Cuccolo. Topics as divergent as human trafficking and the connection between culture and happiness represent wonderful materials for educators to use in their psychology courses!

—See the full Psi Chi Diversity and Inclusion Statement

"Psi Chi is an international organization of professionals, scientists, faculty, students, and alumni whose mission is to recognize and promote excellence in the science and application of psychology."

On a Global Stage
The IT and Communications Department, led by Kevin Germain and Susan Iles, organized two important efforts. The first was a new initiative to create and disseminate seven webinars on diversity topics, including Difficult Dialogues, Social Justice, and Microaggressions. The second major effort was to dive into Psi Chi’s article archives and expand upon the articles in both the Eye on Psi Chi magazine and Journal focused on diversity topics, substantially increasing the wealth and depth of available content. Over 300 articles are now available in this category and represent truly valuable resources for academic courses. I penned two of those articles (Domenech Rodriguez, 2018, 2019) and use them both in my undergraduate multicultural psychology course. In addition, the Diversity Article Awards were streamlined by Paige Anctil (Awards & Grants Officer) by recognizing published articles each year.

The Board of Directors was equally energized by the focus on diversity and inclusion. In my President-Elect year, Dr. Landrum wanted to develop a Diversity and Inclusion Statement as part of Psi Chi’s Mission & Purpose. Diversity Director Susy Gallor and I worked closely to develop the first draft, which I presented to the Board during my President-Elect year. We had a rich discussion and the resulting 229-word statement was approved in the summer of 2018 just in time for my Presidential year. I am proud that our Board put our values into words along with meaningful actions.

The International Committee created three Spanish language brochures to push us as an organization to communicate in languages beyond English. The brochures have been distributed to various chapters and at the 2019 Congreso Interamericano de Psicología in La Habana, Cuba, in June of 2020. At the Congreso Interamericano de Psicología, we had multiple presentations. I was thrilled to offer my Open Science and Free Science presentation in Spanish with colleagues María del Pilar Gracioso and Leslie Cramblet Álvarez.

Our Regional Vice-Presidents offered excellent diversity programming at the regional conventions. I was privileged to attend the annual meeting of the Southeastern Psychological Association and discuss “How to Nurture an Intersectional Identity” (Domenech Rodriguez, 2019). At the Western Psychological Association, I provided pointers on “How to Advance Diversity and Inclusion.” In addition to our regional conventions, Psi Chi financially sponsored the annual meetings of the National Latinx Psychological Association (Miami, FL), the Society for Indian Psychologists (Logan, UT), and the Asian American Psychological Association (San Diego, CA) meetings. I attended two of these three meetings and had a great time talking to students and faculty about Psi Chi’s value for diversity and activities to promote inclusion.

In addition to our U.S.-based programming at conventions, we had the great pleasure of contributing to a special issue of the RUDN Journal of Psychology and Pedagogics, a psychology research journal published in Russia. The special section, “Cross-National Scientific Cooperation: On 10th Anniversary of Psi Chi Internationalization,” included seven articles focused on Psi Chi’s journey toward internationalization. This special issue was possible thanks to the efforts of Drs. Harold Takoosian and John Davis.

One of the achievements I am most proud of is the creation of the Psi Chi/Inez Beverly Prosser Scholarship for Women of Color. The endowment was approved during my last meeting presiding the Board of Directors. This scholarship represents an important new effort in Psi Chi to develop named scholarships that can operate in perpetuity. This scholarship was the brainchild of Dr. Jon Grahe, and it grew with extensive support and guidance from Dr. Rihana Shiri Mason. A one-year presidential focus on diversity and inclusion will have an impact at a particular moment in time; a scholarship funded in perpetuity has the potential to create meaningful change over time. I have committed to the Spirit of Prosser sponsorship level and encourage each of you to make a contribution!

In conclusion, it has been humbling to see the energy surrounding my presidential theme to advance Diversity and Inclusion in psychology. The activities and accomplishments of the year were only possible because of the existing value for diversity and inclusion among our members, chapters, staff, and Board.

Warmly,

Melanie M. Domenech Rodríguez, PhD
2018–19 Psi Chi President
Psi Chi Diversifies From Within

Psi Chi’s new Diversity and Inclusion statement was approved in summer 2018, just in time to set the stage for Psi Chi to promote diversity throughout the 2018–19 year! Our Professional Organization welcomes 20,000+ new student members annually. As the new statement establishes, Psi Chi therefore has a unique responsibility to ensure that future generations of psychologists represent and possess the skills they will need to benefit our increasingly diverse world.

This academic year, under the direction of Psi Chi President Dr. Melanie M. Domenech Rodríguez, Psi Chi leaders at all levels sought to make our organization, and the field of psychology in general, more accessible and supportive of people with diverse backgrounds.

To accomplish something of such importance and scale, we chose to start by looking inward at ourselves. At the beginning of the fall 2018 semester, Psi Chi examined the internal diversity statistics in our faculty, members, and staff.

We also refined the way that we asked our members about their gender, ethnicity, and other personal information. And, we requested that all members review and update their personal information so that we could understand who our members are as accurately as possible. Members are requested to include their demographic information in their membership application; they may also update this info anytime by logging in to their new Member Dashboard.

“Psi Chi is committed to diversity and inclusion in all of its forms through research; clinical, community, and professional applications; education; mentorship; and organizational leadership. As scholars and practitioners in the field of psychology, we recognize the rich and nuanced factors that contribute to the expression of prejudice, including social, community, familial, and psychological processes.”

—See the full Psi Chi Diversity and Inclusion Statement
The Fall 2018 Diversity Matters Membership Drive
Notably, the Fall 2018 Diversity Matters Membership Drive was launched, which encouraged chapters to seek out groups of potential members who are sometimes overlooked such as online students. Many chapters became excited about the new diversity theme for Psi Chi. For example, Dr. Denise Friedman is the faculty advisor at the Hampton University (VA) Chapter. She told us this:

“The Diversity Matters Drive is actually one of the initiatives that we are most excited about in my chapter. . . . Recognizing our differences and celebrating the ways they strengthen us as a people and as a field is vital.”

As a result of much hard work from Psi Chi chapters and the Central Office staff, the fall membership drive was a success! Of the top six participating chapters, the smallest increase was 267% over that chapter’s previous 2017 fall inductions, and the highest chapter increase was 1,600%. For the first time in several years, overall recruitment for the fall semester increased.

Welcoming Transfer Students
New requirements were also put into effect to make it simpler for transfer students to join Psi Chi. This is particularly beneficial to members of Psi Beta, which is Psi Chi’s sister honor society for two-year colleges. After completing their community college courses, many Psi Beta members transfer to four-year schools that have a Psi Chi chapter. Due to the new transfer requirements, these students can now count the psychology course credits from their two-year school so that they can join Psi Chi much sooner than was previously allowed.

As stated by student member Issanna Loughman:

“I am proud of the work my chapter has accomplished this academic year of embracing transfer students. . . . The students I have met are some of the most kindhearted and hardworking I have had the chance to spend time with.”
New Spanish Recruitment Materials
Once Psi Chi leaders gained a clearer picture of our members’ identities, efforts began to further increase diversity within the society. For example, recruitment flyers and brochures were translated into Spanish so that Spanish-speaking people could learn about the benefits of Psi Chi. These materials were drafted and reviewed by many people to ensure their accuracy and usefulness.

STRATEGIC PLAN: MEMBER DEVELOPMENT
Assistance for 100 Eligible Members
A one-time joining fee of $55 is all it costs to become a Psi Chi member for life. We are proud to keep our membership this low for the past five years. However, there are still many students who struggle to afford this fee in addition to the expensive costs of acquiring their education.

In response, our special Membership Assistance Fund (MAF) allows advisors to request for a limited number of individuals with unique financial situations to join for free. For the third year in a row, this fund was depleted in the spring semester after a total of 100 new members received the privilege to join through this program!

With today’s increasing school tuition costs and competitive job market, Psi Chi’s professional networks and countless membership programs are more important than ever to student success. Thanks to our continued growth and supporters of Psi Chi, we want to provide more MAFs in the future than ever before!

New Diversity Matters Online Resource
A new Diversity Matters online resource is available online. Moving forward, this resource will serve as the central location for all upcoming related diversity initiatives. Currently, the resource features strategies to promote diversity, activities for classrooms and events, and additional reading. Plus, you can get to know Psi Chi’s Diversity Advisory Committee, their mission, and key responsibilities.

As Psi Chi Diversity Director Dr. Susanna Gallor says, “Seeking out additional training, literature, and knowledge of multicultural and social justice education and theory is in itself a statement of one’s commitment to a social justice approach.”

How will you support Psi Chi’s efforts to embrace all types of people? For starters, get involved in the programs and activities provided on this webpage. Your participation, feedback, and financial contributions to Psi Chi will help us continue to expand Psi Chi programs such as our Diversity Matters resource.

Diversity-Related Podcast Episodes and Webinars
A new podcast series and webinar series launched during the 2018–19 year. Meanwhile, the PsychEverywhere Podcast kicked off with a series of six episodes about “Diverse Voices” in psychology. Topics in this series included health resources for Hispanics, how to get involved in humanitarian missions, human trafficking, connecting culture and happiness, and a conversation about race. Further, a special episode explained how and why to become involved in Psi Chi’s annual cross-cultural research project, CROWD. This series is available on Apple Podcasts, Google Podcasts, Spotify, Stitcher, and more.

In Psi Chi’s monthly webinar series, multiple sessions focused on diversity-related topics such as conducting difficult dialogues, avoiding microaggressions, implementing diversity in quantitative methods, and applying social justice principles and strategies. A session about the Open Science Framework was also translated into Spanish by Dr. Domenech Rodriguez.
“The future of psychology will focus on a psychology of variance. Psi Chi is uniquely positioned to provide students with the key experiences that can help them achieve their career and life goals.”

Susan Krauss Whitbourne, PhD
University of Massachusetts Amherst

“A psychology that represents those in a position of power only is a psychology doomed to fail. The future of psychology will focus on a psychology of variance.”

Antonio Puente, PhD
University of North Carolina Wilmington

“I love to imagine how psychology’s forefathers would react (stunned surprise?) to the diverse representation that populates psychology’s contemporary landscape. Both our discipline and Psi Chi have made great strides in making psychology not just open, but welcoming, to all human beings with a genuine interest in understanding human behavior.”

Jane Halonen, PhD
University of West Florida

Distinguished Members Take a Stand
In January 2019, the Central Office asked Psi Chi’s Distinguished Members to send us short messages affirming the importance of diversity and inclusion in the classroom and beyond. Psi Chi Distinguished Members represent many of the top minds across psychology, including highly regarded individuals such as Drs. Albert Bandura, Phillip Zimbardo, and Florence Denmark. Throughout spring and summer 2019, these well-respected individuals’ quotes were spread far and wide across Psi Chi social media, member emails, blog posts, and more.

Diversity Resources
We Want YOU—to Update Your Profile and Support Diversity and Inclusion
Understanding First-Generation College Students’ Transitions
Challenge Yourself Out of Your Comfort Zone
Do You Recognize Your Implicit Biases?
Discussing the Impact of Microaggressions
Diverse Chapter Recruitment Strategies
Collaborative and Inclusive Research

Are you a psychological scientist? If so, try to imagine where would you be now if you had never received any research experience when you were an undergraduate or graduate student. Student research experience gives people the opportunity to apply what they are learning in the classroom. It allows them to discover areas of research that may fuel their passions for years to come.

And yet, as you know, identifying and getting involved in your first research project can be intimidating. This can be especially true for students with diverse and lower socioeconomic backgrounds.

To help guide students toward collaborative, inclusive, and affordable research experiences, Psi Chi strives to make the research process clearer and immersive for all. To do this, we help members tackle every stage of the research process. For example, Psi Chi offers online tools to help students locate potential projects to get involved, and our APA-indexed journal is where many Psi Chi members ultimately gain their first publication experience. Together, let’s prepare student researchers now to meet and exceed best research practices so that they can effectively face the challenges ahead.

“Findings from psychological science and related fields document numerous negative consequences to the mental health and well-being of individuals and communities from exposure to discrimination, whether temporary or chronic.”

—See the full Psi Chi Diversity and Inclusion Statement
 Psi Chi Journal Releases
Diversity Special Issue

In May 2019, Psi Chi Journal of Psychological Research released the special issue, “Education, Research, and Practice for a Diverse World,” in honor of Psi Chi’s diversity theme. Specific topics include the effects of a variety of textbooks, mentorships, and educational videos on diversity-related issues such as microaggressions, women of color, and antigay bullying.

The Journal Editorial Team also created a new diversity statement in order to help “increase the journal’s scope and relevance by accepting and involving diverse people of varied racial, ethnic, gender identity, sexual orientation, religious, and social class backgrounds, among many others.” Further, more than 300 diversity-related journal articles were organized and added to Psi Chi’s Publication Search tool so that readers can more easily locate them.

Psi Chi Journal is now indexed in PsycINFO; EBSCO Academic Search Complete, Ultimate, Premier, and Elite; Crossref; the NSA Collection; and Google Scholar. Annual citations have steadily climbed for the fifth year in a row, from 71 in 2013 to 311 in 2018. More than 100 submissions have been steadily received during each of the past 3 years.

STRATEGIC PLAN: SCHOLARLY PURSUITS EMPHASIS

Results of the First-Ever NICE-CROWD Project

Each year, Psi Chi’s Network for International Collaborative Exchange (NICE) conducts a guided, cross-cultural CROWD research project. Students and faculty, both within the United States and internationally, are invited to join. Benefits of participating include a reduced burden of having to solicit large numbers of participants, increased diversity of study samples, and accessible materials and protocols for researchers.

The first-ever CROWD project was “Understanding Family Dynamics in a Cross-Cultural Sample.” The proposal was submitted by Mary Moussa Rogers and Cliff McKinney of Mississippi State University, and focused on determining if the Circumplex Model of family functioning fit across cross-cultural samples. Subsequently, researchers were interested in examining how family functioning predicted various outcomes in children (e.g., risky sexual behavior).

This project was promoted heavily throughout the year via emails and social media. Notably, the Psi Chi NICE Chair, Kelly Cuccolo, recorded a podcast episode and four Psi Chi webinars related to NICE CROWD. Over the course of the year-long data collection process, the project amassed over 20 contributors from seven countries (United States and its territory Guam, Iran, China, Switzerland, Nigeria, Turkey, and England) and 4,000 data points.

Research opportunities such as NICE can be accessed on Psi Chi’s Conducting Research online resource. Various other related information is also provided.

Research Resources

Do You Have the Research Experience Necessary for a Competitive Graduate School Application?

The Peer-Review Process Explained in Just Over 1,000 Words

Practicing Quantitative Psychology (From an Aerial Circus Trapeze!?)

How to Prepare Theses and Dissertations for Publication

“Thank you immensely for your feedback! I am unfathomably excited about this opportunity and will be delighted to diligently address all recommendations and comments kindly outlined.”

Alejandro Rodrigo Campero Oliart
Shepherd University (WV)
Lead author of “Contexts of Communication Apprehension and Their Relation to Self-Esteem”
Breaking Barriers for Future Leaders

Psychology students of all backgrounds deserve the opportunity to become a leader. Not just WEIRD samples (i.e., people of Western, Educated, Industrialized, Rich, and Democratic backgrounds). Expanding learning opportunities to diverse audiences and giving these people the confidence they need to “test their limits” in the field of psychology was of particular focus during the 2018–19 year.

To encourage diverse student and faculty members to become leaders in their communities, great efforts were taken to bring attention to psychology pioneers who were women and people of color in history. For example, at multiple conventions, Psi Chi members supported the *I am Psyched!* pop-up museum, which seeks to educate people about the accomplishments of women of color in psychology (see magazine article for more). Also, students at Adam’s State University presented about Latinx psychology pioneers, and other local chapters promoted similar topics.

It is important to add that Psi Chi chapters are located across the United States and internationally, which creates countless opportunities for students to gain hands-on leadership experiences. In general, each Psi Chi chapter has three to five officers and provides many other ways to gain resumé-building skills too. For example, many chapters conduct multiple projects every year.

“As an organization, we work to address all forms of hate and oppression, including racial, ethnic, and gender inequality, refugee and immigrant bias, religious prejudice, sexual harassment and sexual violence, social class marginalization, biases related to sexual orientation and gender identity, age, physical and other disabilities among many others.”

—See the full Psi Chi Diversity and Inclusion Statement
Meet the Winning Chapter of the Kay Wilson Leadership Award

In the last year, Austin Peay University’s (TN) chapter increased its membership by 244% and supported the local campus and lives of psychology students through professional development, philanthropy, and community outreach. Led by a Vision 2020 plan, the chapter is one the fastest growing organizations on Austin Peay’s campus.

In gratitude for the Kay Wilson Officer Team Leadership Award, the Austin Peay Chapter will allocate award funds to their Vision 2020 plan. These funds will be used to facilitate member travel to regional conventions, host on-campus speakers, and grow outreach in their community through philanthropic endeavors such as their Got Your Six CrossFit Throwdown, which was featured in the summer 2019 issue of *Eye on Psi Chi.*

Here are some of the many activities completed by the chapter—each of which gave students the opportunity to develop valuable leadership skills.

- Hosted a Walking Taco event to raise money for an Austin Peay program that provides holiday presents to local families.
- Inducted 28 members at a first-ever fall induction ceremony, and then welcomed an additional 14 members at a formal spring ceremony at the Tanglewood House in Clarksville.
- Put on *This Is a Good Sign,* which featured a table full of positive affirmations and candy as students prepared for finals. Pamphlets from the school’s counseling services were also provided.
- Organized a graduate panel to give students the chance to ask professors about programs offered by their university.
STRATEGIC PLAN: CHAPTER EXPERIENCES

Student Impact in Local Communities

Four times a year, *Eye on Psi Chi* magazine promotes our many chapters’ accomplishments by publishing brief activity submissions submitted by local officers and advisors. Here is an example of some of the many projects reported by a single chapter.

In September 2018, the University of Louisville (KY) Chapter participated in an annual Walk to End Alzheimer’s in September. Member Julia Sadlo organized the Psi Chi team and fundraising page, which resulted in a total of $685 raised for Alzheimer’s research, care, and prevention.

In the same semester, the chapter hosted an annual food drive, in which they collected 1,228 pounds of nonperishable food, with the help of the campus community. Further, members collaborated with the Phi Delta Epsilon Medical Fraternity to present the Gelfand Lecture. Dr. Jesse H. Wright (Director of the Louisville Depression Center) was the guest speaker.

Continuing their successful year, the chapter raised $150 in a spring bake sale and hosted a community-wide diversity and inclusion dinner. At this meal, approximately 80 community and campus members enjoyed a meal as Marian Vasser facilitated an interactive conversation on the differences people all share.

Helping Members Find Psychology-Related Jobs

For the past three years, the *Psi Chi Career Center* has consistently maintained thousands of active psychology-related openings, available across the United States. Importantly, some international opportunities are now available in various countries. We are eager to see the number of these positions continue to rise so that our members can gain increasingly diverse experiences!

From November 1, 2018, to October 31, 2019, specific psychology related jobs were viewed 28,110 times. Further, more than 2,000 individuals now have registered accounts in the Career Center, which allows them to upload free resumés, get specific feedback, and apply for jobs!
Distinguished Lecturer’s Share Their Knowledge

A renowned Psi Chi Distinguished Lecturer is selected annually to speak at each Psi Chi regional and national convention. This year, five of the eight speakers shared their knowledge about diversity-related issues. Drs. Beverly Daniel Tatum and Jennifer Richeson discussed the challenges of speaking about race at APA and EPA, respectively. At APS, Dr. Jeanne Tsai gave an illuminating talk about how culture can affect the way people want to feel. MPA’s Distinguished Lecturer, Dr. Alice Eagly, amazed attendees with her research on the surprising changes in gender stereotypes. And at WPA, Theodore Burns shared his passion for using psychology for justice in turbulent times.

Other 2018–19 Distinguished Lecturer topics included a fascinating presentation by Dr. Cathy Faye at RMPA about exploring psychology’s past in order to reimagine the future. AT SEPA, Dr. Jane Halonen taught specific strategies for managing high-impact practices and work-life balance. And SWPA’s Distinguished Lecturer, Paco Underhill, explained psychology principles that are used to influence shopping in the 21st century. Immediately after many of these lectures, the speakers participated in special conversation hours where student attendees could ask them questions. Then, to inspire those unable to afford convention travel, all eight speakers participated in interviews for release in Psi Chi publications.

Leadership Resources

Why You Should Seek Out High-Impact Opportunities
Is Leadership the Most Important Gender Issue of All?
How to Run a Chapter Meeting
Think You’re Ready to Be an Officer?
Chapter Social Media Voice Guidelines
“We believe that our mission can be fulfilled only by supporting and encouraging people of varied racial, ethnic, gender identity, sexual orientation, and social class backgrounds to both participate in conducting psychological research, education, practice, training, and service, and to recognize and value diverse people within these contexts.”

—See the full Psi Chi Diversity and Inclusion Statement

**New International Networks**

Psi Chi invests heavily in networking opportunities for our members through conventions and other programs. For example, convention travel can be extremely costly! Thus, in 2018–19, we designated a total of $88,350 for travel grants to help undergraduates, graduate students, and faculty with the actual costs of attending conventions. Of relevance to this year’s diversity theme, international travel grants distinctly empower members to obtain valuable first-hand relationships with people of different cultures and perspectives.

New this year, Psi Chi proudly provided financial funding and an increased presence at the diversity-related meetings of the Asian American Psychological Association (AAPA) and Society of Indian Psychologists (SIP). Also, representatives of Psi Chi attended meetings for the International Council of Psychologists (ICP), National Latinx Psychological Association (NLPA), National Multicultural Conference and Summit (NMCS), and Society for Cross-Cultural Research (SCCR). Attendance at and support for these meetings has resulted in new meaningful networks within Psi Chi and has helped to affirm the society’s stance regarding the importance of social justice and inclusion.
Networking at Conventions Through Collaborative Service

Each year, Psi Chi students from Arizona, Utah, Idaho, Colorado, Nevada, Montana, Wyoming, and New Mexico get together for an annual Psi Chi service project in conjunction with the Rocky Mountain Psychological Association (RMPA) annual convention. This short service time allows students to collaborate, talk, and have fun on the morning before the noon-start of the convention.

In April 2019, 45 Psi Chi students engaged in two service project locations. Half of the students beautified a park in conjunction with the city of Denver and the other half worked with Volunteers for America by performing yard work for older adults.

As the students worked, they also began to establish relationships. One student said,

“I was so nervous about coming to RMPA this year, but then I met some of the students from the different schools at the service project, and I realized that we were all kind of nervous about presenting.”

Another student said,

“I think it [the service project] totally represents the Psi Chi spirit. When we give back to the city where the convention is, we aren’t just using the city for the convention. We come together to add value. That is one of the things I love about being part of Psi Chi.”
**Organized 80+ Educational Sessions at Conventions**

Planning regional conventions is one of the primary functions of our Vice-Presidents. Many hours of planning time go into finding speakers to cover a range of topics such as emerging research, graduate school, and careers. As a result, psychology students, not just Psi Chi members, gain unique opportunities to network and experience workshops, panels, symposiums, and award ceremonies in a professional, but safe, environment.

This year, in support of the Society's overall diversity initiative, an increased presence of diversity-related sessions and speakers was also a must! Here a few diversity presentation topics:

“How Can I Advance Diversity and Inclusion” (presented at WPA 2019) and “Nurturing an Intersectional Identity” (presented at SEPA 2019) by Dr. Melanie M. Domenech Rodríguez

“Just an Old-Fashioned Housewife? Stereotypes of Women’s Conventional Name-Change Decisions After Marriage” (presented at EPA 2019) by Caroline Long, Madeleine Frazier, Jill M. Swirsky, and Tiffany L. Marcantonio

Networking Resources

Finding a Mentor

I Am Psyched! As a Catalyst for Research and Professional Growth

Ten Tips for Student Success at Conventions

Connecting Across Chapters Across the World
Countless students need help financing research projects, travel to conventions, and the costs of obtaining a college degree. Fortunately, that’s where we come in! Psi Chi provides awards and grants funding to eligible undergraduate and graduate students, as well as eligible faculty. In the 2018–19 year alone, a total of $392,707.70* was awarded out of a total $416,100 in available awards, grants, and scholarships.

To embrace the presidential theme of diversity, the guidelines for this year’s Diversity Article Awards were streamlined. As a result, all authors who publish a diversity-related article are automatically eligible. Each year, two recipients are selected for this honor, one having written for *Eye on Psi Chi* magazine and another having written for *Psi Chi Journal of Psychological Research* (meet the 2018 recipients on page 25).

Each year, members like Courtney Larsen remind us why our awards and grants matter. As she said in her impact statement, “I am honored to receive a Regional Research Award! This award encourages me to continue conducting research that benefits children. It also solidified my resolve to attend graduate school in school psychology.”

*Please note that total expenditures for Awards and Grants ($396,379; see page 35) differs from this number due to additional costs such as Amazon gift cards for reviewers, plaques, and postage to mail checks and certificates.
Awards, Grants & Scholarships

Budgeted by Eligibility
- Undergraduate Students Only: $101,350
- Graduate Students Only: $97,400
- Both Undergraduate & Graduate Students: $102,300
- Faculty: $88,500
- Chapters: $25,050
- Alumni: $1,500

Spent by Eligibility
- Undergraduate Students Only: $93,150
- Graduate Students Only: $97,400
- Both Undergraduate & Graduate Students: $101,725
- Faculty: $77,480
- Chapters: $20,267.90
- Alumni: $1,500

Awarded Sixteen $3,000 Scholarships
For many, a Psi Chi scholarship will mean the difference between having to work a second job instead of earning summer research experience. A scholarship could even mean the difference between graduating with honors or delaying a student’s education indefinitely. That’s why we are so passionate about increasing our funding—to help deserving students of all backgrounds receive the educational experience that they deserve!

In addition to Awards and Grants funding, Psi Chi’s new Scholarships program provided sixteen $3,000 awards in 2018* (see recipients on pages 22-23). This is an impressive growth since the program first started in 2015, a statistic that clearly represents Psi Chi’s commitment to helping future generations.

The most recent scholarship recipients each have future aspirations such as researching the effects of happiness and decision-making in the workplace, working with families in low-income neighborhoods, and becoming a school counselor. We are incredibly proud to be able to financially support their research and careers interests!

Scholarships are one of Psi Chi’s most popular programs. This year 162 students applied altogether, resulting in a funding rate of just 9.88%. Despite the swift rate that this program has grown in the past four years, there remains a clear need to continue expanding the current $48,000 in annual funding. Our ultimate vision is to award 100 scholarships by Psi Chi’s 100th year in 2029.

* Please note that one student wished to remain anonymous, therefore, 15 names are disclosed.
Esmeralda Mariscal is a first-generation college student from Cicero, IL. She is currently attending Dominican University (IL), majoring in psychology, and minoring in Spanish studies. Her dream career would be working with a nonprofit organization that helps to empower women, especially women of color.

“This scholarship will help to alleviate some financial burden, so that I can better focus on my education rather than how much debt I am accumulating.”
### Graduate Student Scholarship Recipients

<table>
<thead>
<tr>
<th>Name</th>
<th>University</th>
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<tbody>
<tr>
<td>Marian Calle</td>
<td>Columbia University Teachers College</td>
</tr>
<tr>
<td>Magdalyn “Maggie” Fiore</td>
<td>Johns Hopkins University (MD)</td>
</tr>
<tr>
<td>Gabriela Heermans</td>
<td>University of Vermont</td>
</tr>
<tr>
<td>Irene Hernandez de la Cruz</td>
<td>California State University, Los Angeles</td>
</tr>
<tr>
<td>Rowan Mulligan</td>
<td>University of Valencia (Spain)</td>
</tr>
<tr>
<td>Jordan Thomas</td>
<td>University of California, Los Angeles</td>
</tr>
<tr>
<td>Julie Ton-Vuong</td>
<td>San Diego State University</td>
</tr>
</tbody>
</table>

### Spotlight Graduate Student Scholarship Recipient

**Vanessa Ortiz Rosado**

Ponce Health Sciences University (Puerto Rico)

Vanessa Ortiz Rosado is a Puerto Rican young woman studying a PhD in clinical psychology in Ponce Health Sciences University (Puerto Rico). She loves to learn and promote knowledge to others, but her main goal is to help everyone to live with healthy minds, bodies, and souls.

“**This scholarship will impact my life immensely. From Hurricane Maria to today, I have lost so many things; receiving this award is such an honor. I know that I will use it very wisely.**”
Advancing Psychological Science Through Grants and Awards
Psi Chi provides a wide variety of annual financial assistance in the shape of research awards, research grants, travel grants, fellowships, scholarships, leadership awards, and more. On this page, we highlight three example recipients from the 2018–19 year. To represent the range of eligible applicants, a undergraduate student, graduate student, and faculty member are each represented!

Florence Denmark
Facility Advisor Award

Jamie S. Bodenlos, PhD
Hobart and William Smith Colleges (NY)

In 2014, Dr. Bodenlos worked to establish the first Psi Chi chapter at her college and has held the position of faculty advisor ever since. In 2017, her chapter won a Model Chapter Award, and one of her students was awarded the Mamie Phipps Clark Diversity Undergraduate Research Grant (2017–18).

Dr. Bodenlos has had dozens of students collaborate with her on research, resulting in conference presentations and peer-review publications (with 17 different undergraduates). Thanks to her unwavering support, the chapter has held consistent meetings and speaker events, and 125 students have joined the chapter since during the past five years.

Liz Wilson
Featured Award Recipient
St. Olaf College (MN)

Liz is one of 54 fall, spring, and summer recipients. More specifically, she received the Mamie Phipps Clark Research Grant, which is a designation within the Undergraduate Research Grants used to specially honor research of diverse populations or topics.

Liz is a biology and psychology major at St. Olaf College, with research interests in prejudice, stereotyping, and attitudes.

Liz’s research project was about “Construction and Validation of the Racial Microaggression Acceptance Scale.” About receiving this award, she says,

“It is an honor. This grant will allow me to diversify the participants I work with and continue in a line of work that inspires me.”

Jose Gonzales
Featured Award Recipient
University of South Alabama

Jose and 46 other students received this grant in 2018–19. Jose is a second-year student in the Combined Clinical-Counseling Psychology PhD program. His research interests focus on community-based violence prevention, with an emphasis on intimate partner violence.

Within that realm, he is also interested in the use of technologies to perpetrate dating aggression.

Jose believes that this grant will facilitate his growth as a competent researcher. He says,

“This is that extra ‘push’ that will help me get one step closer in reaching my goals. With this support, my research project will only be stronger. Thank you!”
Diversity Article Awards

Each year, Psi Chi’s Diversity Committee selects two articles that represent the best of Psi Chi’s diversity-related content—one from Psi Chi Journal of Psychological Research and the other from Eye on Psi Chi magazine. We are very proud to announce the 2018 recipients below. To both authors, thank you for helping to advance the science and application of diversity-related psychological science!

2018 Journal Diversity Article Award Recipient

Katie Keegan
McDaniel College (MD)

This year’s Psi Chi Journal of Psychological Research Diversity Article Award recipient aims to continue her higher education and hopes to one day earn a PhD in social psychology. She owes her success to her mentor Dr. Wendy Morris, who coauthored their published work, “Mass Murder in the News: How Religion Influences Perception of Terrorism.”

“Through scientific process we can be the megaphone for the minorities of our society who are continually shouting for their deserved equal treatment.”

2018 Magazine Diversity Article Award Recipient

Kecia Thomas, PhD
University of Georgia

This year’s Eye on Psi Chi magazine Diversity Article Award recipient is Dr. Thomas, a professor of Industrial/organizational psychology and African-American studies and the senior associate dean for the Franklin College of Arts and Sciences at University of Georgia.

Dr. Thomas published “Four Ways That Good Intentions and Well-Meaning Behaviors Derail Inclusion” in the Winter 2018 issue.

“I view diversity science as the most difficult and valuable research one could conduct today if we are to resolve the major challenges of our time.”
Ruth Hubbard Cousins Chapter Award

Belmont University (TN)

Each year, a single chapter out of 1,180+ is selected for best exemplifying Psi Chi’s mission, goals, and purpose. This year’s Ruth Cousins chapter received the award for its impressive support of student participation at the regional EPA convention and for hosting a variety of academic lectures, community service events, and social events.

The $3,000 bestowed with this award enabled this chapter to develop a new initiative against human trafficking with programming, community service events, and advocating for victim support. In addition, the chapter will continue to assist with student research opportunities by purchasing research materials and paying conference expenses.

“The Regional Chapter Award will enable the chapter to further pursue opportunities for member development and enrichment. Partial funding to future conference trips will now be available. Also, the honor of the award alone will promote the chapter events and encourage active membership.”

San Diego State University
Western Regional Chapter Award Recipient
Model Chapter Award
Westfield State University

Each year, all chapters that complete nine basic objectives (such as holding regular meetings) are eligible to apply for the Model Chapter Award! The top 50 chapters that apply are each awarded $100 and a certificate recognizing this achievement.

One of the recipients this year was the chapter at Westfield State University. About receiving the award, the chapter says this:

“This chapter is dedicated to creating a safe and diverse academic atmosphere for students to thrive in the field through chapter activities, fundraising, conferences, presentations, workshops, team-building, personal development and career exploration. Achieving this award is a strong motivation to continue to excel, and further explore and promote the field of psychology!”

Awards Resources
Upcoming Awards and Grants
Meet Psi Chi’s Fourth Annual Scholarship Winners
Diversity Article Recipients Share Their Passion
Psi Chi URW Awards Ceremony
Not only are Psi Chi award recipients diverse, so are Psi Chi supporters! During the 2018–19 fiscal year, Psi Chi received $27,980.84 in financial gifts. In total, 81 donors gave to the Give Back to Psi Chi Annual Giving Campaign, 26 gave in support of Giving Tuesday 2018, and 98 gave via the Spring 2019 Psi Chi Chapter Challenge. The total number of individual donors (205) represents a 38% increase over the previous year.

Supporters of Psi Chi come from diverse roles such as alumni, parents, chapter leaders, students, and Psi Chi’s Board of Directors. Volunteers are a vital part of any nonprofit organization. Thank you for investing your time and money into our Professional Organization. Investing in psychology benefits everyone.

As worded in the new Diversity and Inclusion Statement: “Psi Chi is committed to diversity and inclusion in all of its forms through research; clinical, community, and professional applications; education; mentorship; and organizational leadership.” We are proud to have the opportunity to adopt this statement into the many programs and networks of Psi Chi. We greatly appreciate you for your generosity in helping us to create a better and more inclusive world.
$10,000–$24,999
Dr. Robert Cialdini & Ms. Bobette Gorden

$2,500–$4,999
Dr. Phillip McGraw

$1,000–$2,499
Drs. James & Nell Potter
Dr. Martha S. Zlokovich

$500–$999
Dr. Shawn Charlton & Ms. Veda Charlton
Dr. Edward Cumella

$250–$499
Dr. Leslie Cramblet Alvarez
Dr. Marianne Fallon
Dr. Regan A.R. Gurung & Dr. Martha Ahrendt
Dr. R. Eric Landrum
Dr. Lindsey Root Luna

$1–$249
Dr. Angela Almeida
Yadira AlSabah
Paige Anctil
Dr. Carrie Andreoletti
Kasey Andrist
Anonymous
Anonymous
Dr. Drew Appleby
Dr. Alexandra Askenazi
Vincenzo Badalamenti
Dr. Mahzarin Banaji
Bryan Bar
Anonymous
Laura Bauer
Vaishali Belamkar
Dr. Diana Belliveau
Dr. Darren Bernal
Dr. Guillermo Bernal
Tracy Beyer
Michele Bradshaw
Dr. Deborah Brannan
Michaela Brickner
Dr. Theresa Brown

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Dr. Elizabeth Leanna Campbell
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Chrissy Dillon
Dr. Melanie M.
Domenech Rodríguez
Dr. Leslie Eaton
Dr. Carolyn Pallahi
Dr. Cathy Paye
Sarah Ferguson
Kathleen Finn
Dr. Janaina Fogaca
Dr. Dan Follmer
Joseph Frugale
Dr. Scott Furlong
Dr. Susanna Gallor
Rachel Gearhart
Anonymous
Dana Gittings
Emily Graf
Dr. Shawn Guilting
Chris Gulbrand
Dr. Jane Halonen
Dr. Jonathan Hammersley
Dr. Deborah Harris-O’Brien
Dr. Paul Hettich
Dr. Jenell Holstead
Dr. Katelyn Huemmer
Susan Iles
Dr. Megyn Jasman
Robin Jasman
Dr. Russell Jasman
Dr. Julie Johnson Pynn
Dr. Melissa Jones
Michael Jones
Elizabeth Kabat
Dr. Kenneth Keith
Niki Kenley
Dr. David Kreiner
Amy Layefsky
Barbara Layefsky
D eranda Lester
Dr. Aaron Light
Catherine Livingston
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Alesa Nelson
Dr. Elisa Nevius
Lisa Norman
Sara O’Neill
Chad Osteen
Susan Pierce
Bobby & Barbara Pierce
Nicole Pochinki
Samantha Post
Dr. Gregory Pouliot
Elizabeth Punke
Dr. Marcia Ratner
Misty Riquier
Luis Rivera
Tony Rivera
Maggie Rogers
Dr. Maggie Rogers
Dr. Robert Rosenthal
Dr. Marcia Rossi
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Richard Sartori
Clara Sawtler
Sharon Sawler
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Sonia Shahid
Malik Sharif
Dr. Susan Shopock
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Dr. Ann Stickel
Dr. Rosalyn Stoa
David Stoltzefus
Dr. Bryant Stone
Lauren Surmann
Briann Sutton
Dr. Ainsel Ewing
Dr. Jane Halonen

Ayana Woodard
Washington University
Psi Chi Chapter
Jonathan Vanderbeck
Shawna Viola
Emily Vogels
Will Vogt
Kayla Wilson
John H. Wilson
Dr. Georjeanna
Wilson-Doenges
Chapter Challenge

One way that Psi Chi sought to help support and guide its chapters’ philanthropic efforts was through the Psi Chi Chapter Challenge. This year, 19 teams “took the Challenge” from February 1 to April 15. Proceeds jointly supported the local chapters, as well as all Psi Chi programs through the Annual Give Back to Psi Chi Campaign. Participating teams include:

2019 Challengers (Purdue students)
California State University, Northridge
Central Connecticut State University
Hope College
Lehman College
Miami Keiser University
Norfolk State University
PC Team
Psi Chi Board Team
Purdue University Global
University of Central Arkansas
University of Colorado Denver
University of Indianapolis
University of Lynchburg
University of Missouri–Columbia
University of North Carolina Asheville
University of Tennessee at Chattanooga
University of Wisconsin–Green Bay
Washington Adventist University

“Psi Chi has not only been there to support me through my own challenges, but has also continued to assist me throughout my successes.”
Aisha Linnea Udochi
Spring 2019 Chapter Challenge Participant

“It is very important to me to participate in the Chapter Challenge because Psi Chi provides opportunities to students. When I was a student, Psi Chi helped me develop my interests in psychology.”
Sawa Senzaki, PhD
Spring 2019 Chapter Challenge Participant
Psi Chi Leadership

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Steven V. Rouse, PhD
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Rebecca Stempel
Editorial Assistant
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Psi Chi Executive Director and Board Liaison

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Michael Wesner, PhD
Lakehead University (Canada)

Jason Young, PhD
Hunter College (NY)

Martha S. Zlokovich, PhD
Committee Chair
Psi Chi Executive Director
Will You Help Us Advance Psychology?

You can make a difference in the future of psychology by donating to Psi Chi. Your gift to the Give Back to Psi Chi campaign will support scholarships and all Psi Chi programs.

Countless psychology students, Psi Chi members, and others depend on Psi Chi for financial and educational support. As you learned earlier in this report, Psi Chi provides more than $400,000 in awards, grants, and scholarships, as well as numerous resources and opportunities for helping others, networking, leadership skills, and research experience. Plus, Psi Chi wants to do more to serve our members. Our fundraising efforts will not only create more opportunities to enhance sustainability but will also allow us to offer more member benefits and more opportunities for members to network; an important component in furthering both research and knowledge.

As part of nurturing upcoming classes of psychology students, Psi Chi is also supporting early fundraising efforts for the Inez Beverly Prosser Psi Chi Scholarship for Women of Color. Once $50,000 has been raised by the committee dedicated to bringing this scholarship to life, Psi Chi has committed to match that amount, thus ensuring a legacy for generations of Psi Chi members who are women of color.

Psi Chi is in an excellent position to grow and build on past successes. Your scholarship contributions will be put to optimum use, insuring that they will have maximum return for recipients and for other important education programs. Now at its 90th year, Psi Chi has a long proven track record of mission-based program delivery supported by a stable and healthy financial position and governance structure. This ensures that new scholarship funds will have maximum impact for recipients and be well managed.

Due to decreasing birth rates and increased community college enrollments, statistical models predict a looming slump in the number of students who will attend four-year universities. All systems of higher education will likely experience periods of upheaval. But when this happens, will the need for preparing psychologists decrease? Of course not! Because of decreasing enrollments, the number of new U.S. memberships may decline in the coming years. But, we are working hard to find new ways to ensure that current and future members will always receive the same, or greater, lifetime benefits they deserve in order to grow professionally. Some notable strategies include

- the internationalization of our organization to new countries,
- the creation of a more robust member experience within each chapter.
- updated guidelines for transfer students from two-year colleges allowing them to join as early as the same semester they arrive at four-year universities, and
- increased efforts to seek out donors and partners who support the Psi Chi mission by funding scholarships, awards, or grants.

Will you join us in our efforts to support future generations of psychology students and psychologists? With such a great need for a diverse, psychology-literate workforce around the world, we want to provide even more member benefits and funding. Your support—however great or small—is certain to bring us one step closer to that worthy goal.

Please contribute to the future of psychology. Consider making your gift to Psi Chi today at www.psichi.org/donations.

“As a first-generation post-secondary student from an underprivileged background, the Psi Chi Regional Travel Grant has allowed me to attend a national conference, where I will be able to network with research scholars, meet with potential graduate school advisors, and contribute to my professional development and advanced training.”

Kevin Chi
WPA Regional Research Award Recipient
“I am so humbled and honored to receive the Psi Chi Regional Research Award. It motivates me to continue doing research that will make a difference in the psychology and speech pathology fields.”

Ashley D’Agosto
EPA Regional Research Award Recipient

“I am so humbled and honored to receive the Psi Chi Regional Research Award. It motivates me to continue doing research that will make a difference in the psychology and speech pathology fields.”

Ashley D’Agosto
EPA Regional Research Award Recipient

“Fundraising is a critical component of future success for Psi Chi. As we continue to grow our membership, so too grows our need to support our member base and to help you succeed.”

Cynthia Wilson
Psi Chi Director of Membership and Development

Ways to Give Back

Online
Visit https://donate.psichi.org/ to make a secure online donation. One-time and monthly donation options are available.

In the Mail
You can easily mail your donation to:
Psi Chi attn: Give Back to Psi Chi
651 E. 4th Street, Suite 600
Chattanooga, TN 37403

Tribute Giving
Donate on behalf of a birthday, anniversary, or other special occasion. In memory gifts are also an eloquent way to honor the life of someone special.

Gift Form

Name ____________________________________________

☐ I would like my gift to remain anonymous.

Address __________________________________________

City/State/Zip _______________________________________

Phone ____________________________________________

Email _____________________________________________

Leave a comment __________________________________

Company __________________________________________

What is your Chapter Affiliation? ______________________

Are you a Psi Chi Faculty Advisor? ____________________

☐ I would like to make a one-time gift of $_________________

☐ I would like to make a monthly gift of $_________________

Please make checks payable to Psi Chi, the International Honor Society in Psychology.

I would like to pay by credit card. Please charge my

☐ Visa ☐ Mastercard ☐ Discover ☐ American Express

Credit Card# _______________________________________

Exp. Date _________________________________________

CVC ______________________________________________

Today’s Date _______________________________________

Name on Card ______________________________________

Signature __________________________________________

In Your Will
Planned giving allows you to support causes you care deeply about without reducing funds needed during your life. Visit https://www.psichi.org/LegacyGiving.

Stocks or IRAs
Psi Chi would be grateful for your gift of stock or a donation from your IRA. Please contact Cynthia.Wilson@psichi.org.

Volunteer
Psi Chi offers numerous local and international volunteer positions for both individuals and chapters. Please contact Cynthia.Wilson@psichi.org.

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Phone ____________________________________________

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☐ I would like to make a monthly gift of $_________________

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☐ Visa ☐ Mastercard ☐ Discover ☐ American Express

Credit Card# _______________________________________

Exp. Date _________________________________________

CVC ______________________________________________

Today’s Date _______________________________________

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Signature __________________________________________

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Financial Report

In 2016, financial policies were implemented to help Psi Chi safely allocate investment funds in order to create special projects, meet anticipated annual cash flow needs, and provide long-term investment of remaining funds. During this investment period, I am pleased to say that Psi Chi had enough remaining in its intermediate fund during FY17 and FY18 that we never actually moved the allocated amounts from investments until halfway through FY19. Further, during FY19, we came in $140,000 under budget on our projected expenditures!

As always, it has been an honor to work with Psi Chi’s Board of Directors and Central Office Staff as they guide the society through various initiatives such as increasing diversity in psychology. Although FY19 expenditures were higher than overall income, the increased expenditures were intentionally planned in order to give back to the psychological community and to create new meaningful membership benefits and networks. From my viewpoint, the organization’s financial security is remaining steady.

On a final positive note: I am happy to report that merchandise sales increased by around $6,500 and donations to the Spring 2019 Chapter Challenge increased by 70%!

Laura Bauer
Psi Chi Director of Finance
Psi Chi, The International Honor Society of Psychology

Statement of Financial Position as of June 30, 2019

<table>
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<tr>
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<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td><strong>$4,639,845</strong></td>
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Revenue and Expenditures Percentage Breakdown

- **60%** Membership Dues
- **65%** Programs
- **19%** Merchandise Sales
- **13%** Investment Income
- **9%** Other Income
- **18%** Awards/Grants/Scholarships
- **12%** Management & General
- **5%** Fundraising

**FY2019 Annual Revenue**

**FY2019 Expenditures**