

**PUBLIC NOTICE OF A MEETING FOR  
NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS'  
APPLICATION TRACKING EQUIVALENCY AND MOBILITY  
"ATEAM" COMMITTEE**

DATE OF MEETING: Tuesday, June 22, 2021 Time: 5:05 p.m.

The physical meeting location is the Office of the Board of Psychological Examiners, 4600 Kietzke Lane, Suite B116, Reno, Nevada, 89502. Videoconferencing through Zoom is also available. To participate remotely, individuals are invited to participate in the meeting remotely. On the scheduled day and time, enter the meeting from the Zoom website at: <https://zoom.us/j/95058976254>. To access the meeting via audio only, dial 1-669-900-6833 and enter the meeting ID: 950 5897 6254.

The Board office recommends that individuals unfamiliar with ZOOM visit the website in advance to familiarize themselves with the format by viewing the online tutorials and reading the FAQs. To learn more about Zoom, go to <https://zoom.us/>.

The Committee will receive public comment via email. Those wishing to make public comment should email their public comments to the Board office at [nbop@govmail.state.nv.us](mailto:nbop@govmail.state.nv.us). Public comments received before and during the meeting will be forwarded to the Board for their consideration. All public comments will be included in the public record (meeting minutes) but will not necessarily be read aloud during the meeting. In compliance with Nevada Revised Statutes (NRS) Chapter 241 (Open Meeting Law), the Committee is precluded from taking action on items raised by public comment which are not already on the agenda.

PLEASE NOTE: The Committee may take items out of order, combine items for consideration, and items may be pulled or removed from the agenda at any time. Public comment will be taken at the beginning and end of the meeting. The public may provide comment on any matter whether or not that matter is a specific topic on the agenda. However, prior to the commencement and conclusion of a contested case or quasi-judicial proceeding that may affect the due process rights of an individual, the Committee may refuse to consider public comment on that item. (NRS 233B.126) Public comment that is willfully disruptive is prohibited, and individuals who willfully disrupt the meeting may be removed from the meeting. (NRS 241.030(5)(b)) The Committee may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person (NRS 241.030). Once all items on the agenda are completed, the meeting will adjourn.

**AGENDA**

1. CALL TO ORDER/ROLL CALL TO DETERMINE THE PRESENCE OF A QUORUM.
2. PUBLIC COMMENT. NOTE: Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been

specifically included on an agenda as an item upon which action may be taken (NRS 241.020)

3. (For Possible Action) DISCUSSION AND POSSIBLE APPROVAL OF THE MEETING MINUTES FROM THE MAY 25, 2021, MEETING OF THE APPLICATION TRACKING EQUIVALENCY AND MOBILITY (ATEAM) COMMITTEE.
4. (For Possible Action) DISCUSSION OF APPLICANTS WHO ATTENDED NON-APA ACCREDITED PROGRAMS AND/OR WHO APPLIED UNDER LICENSURE BY ENDORSEMENT PROCEDURES; AND POSSIBLE ACTION TO PROVIDE DIRECTION TO AN APPLICANT(S) OR MAKE RECOMMENDATION TO THE BOARD OF PSYCHOLOGICAL EXAMINERS.
  - A. Tawnya Ayim
  - B. Shweta Sharma
  - C. Mavis Major
5. (For Possible Action) DISCUSSION OF PROCEDURES RELATED TO LICENSURE BY ENDORSEMENT; AND POSSIBLE ACTION TO PROPOSE REVISIONS TO AND/OR MAKE RECOMMENDATIONS TO THE BOARD OF PSYCHOLOGICAL EXAMINERS FOR THE ADOPTION OF APPLICATION BY ENDORSEMENT PROCEDURES.
  - A. Process for review of applicants with 20 or more years' experience but who did not attend an APA-accredited educational program
  - B. Process for review of applicants with 5 or more years' experience whose license is from a state with substantially equivalent licensure requirements
  - C. Review of Draft Regulation R158-19 related to applications for licensure by endorsement
  - D. Review of the State-by-State jurisdiction comparison and the "red light/green light" language when reviewing applicants from different jurisdictions applying for licensure by endorsement.
  - E. Discussion of new legislation related to licensure by endorsement and provisional licenses
6. (For Possible Action) DISCUSSION OF UPCOMING MEETING DATES FOR THE ATEAM COMMITTEE
  - A. The next ATEAM Committee meeting is scheduled for Tuesday, July 20, 2021.
7. ITEMS FOR FUTURE DISCUSSION. (No discussion among the Committee members will take place on this item.)
8. PUBLIC COMMENT. NOTE: Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in his sole discretion. Comments will not be restricted based on viewpoint. No action may be taken

upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020)

9. (For Possible Action) ADJOURNMENT

The Public Body is pleased to make reasonable accommodations for members of the public who are disabled and wish to participate in the meeting. If such arrangements are necessary, please contact the board office at (775) 688-1268 no later than the working day prior to the meeting date. For supporting materials, please contact the board office by telephone at (775) 688-1268 or by e-mail at [nbop@govmail.nv.us](mailto:nbop@govmail.nv.us). In accordance with NRS 241.020, this public meeting notice has been properly posted at the following locations: the Board office located at 4600 Kietzke Lane, Bldg. B-116, Reno; the Grant Sawyer Building, 555 E. Washington Ave., Las Vegas; Washoe County Library, 301 S. Center St., Reno; City Hall of Carson City, 200 N. Carson St., Carson City; the Nevada Public Notice website: [notice.nv.gov](http://notice.nv.gov); and on the Board's website at <http://psyexam.nv.gov/Board/2020/2020/>. In addition, this public meeting notice has been sent to all persons on the Board's meeting notice list, pursuant to NRS 241.020(3)(c).

**NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS  
APPLICATION TRACKING EQUIVALENCY AND MOBILITY (ATEAM)  
COMMITTEE MEETING MINUTES**

May 25, 2021

**1. Call to order/roll call to determine the presence of a quorum.**

**Call to Order:** The meeting of the Nevada State Board of Psychological Examiners' Application Tracking Equivalency and Mobility (ATEAM) Committee was called to order by President Dr. Whitney Owens at 5:08 p.m. The physical meeting location was the Office of the Board of Psychological Examiners, 4600 Kietzke Lane, Suite B116, Reno, Nevada, 89502. This meeting was also conducted online via Zoom.

**Roll Call:** Board President Whitney Owens, PsyD, and Member Stephanie Woodard, PsyD, were present. Member Stephanie Hollard, PsyD, was absent.

Also present were Lisa Scurry, Executive Director, and member of the public Dr. Mavis Major.

**2. Public Comment**

There was no public comment at this time. Lisa Scurry, Executive Director, stated that no public comment had been received in the Board office via email in advance of the meeting.

**3. (For Possible Action) Discussion and Possible Approval of the Meeting Minutes from the April 20, 2021, Meeting of the Application Tracking Equivalency and Mobility (ATEAM) Committee.**

There was no discussion nor suggested changes to the minutes.

**On motion by Stephanie Woodard, second by Whitney Owens, the Application Tracking Equivalency and Mobility (ATEAM) Committee approved the minutes of the April 20, 2021, meeting of the ATEAM Committee.** (Yea: Whitney Owens and Stephanie Woodard) Motion Carried Unanimously: 2-0

**4. (For Possible Action) Discussion of Applicants Who Attended Non-APA Accredited Programs; and Possible Action to Provide Direction to an Applicant(s) or Make Recommendation to the Board of Psychological Examiners.**

**A. Michael Hobbs, Psychological Intern.** There was no update on this applicant.

**B. Nats Babel, Psychologist applicant**

Dr. Nats Babel submitted an appeal of the findings of the Committee from April 20, 2021. At that meeting, it was determined that during his internship and post-doctoral experience, Dr. Babel had logged 100 total hours of individual supervision. The requirement in Nevada would be for 100 hours as an intern and 50 hours as a post-doctoral student. As a result, the Committee informed Dr. Babel he would need an additional 50 hours of individual supervision as a registered psychological assistant to meet Nevada's requirements.

In the appeal, Dr. Babel asked that the Committee consider the hours of supervision earned during a practicum be counted. That practicum was completed prior to the internship.

President Owens indicated that the level of supervision and training provided during a practicum does not equal that of a post-doctoral student. It is for that reason that the Board does not consider practicum hours toward supervised experience hours.

Dr. Woodard agreed and stated that the discussion at the last meeting included that there was not sufficient equivalency. Ms. Scurry added that she reviewed the recording of the last meeting to confirm that the practicum hours were discussed, and the Committee found that the practicum was not equivalent to an internship in hours, subject matter, or emphasis.

Both President Owens and Member Woodard stated the appeal would not be granted as no new information had been presented. Ms. Scurry asked that the Committee take action to formalize their decision.

**On motion by Stephanie Woodard, second by Whitney Owens, the Application Tracking Equivalency and Mobility (ATEAM) Committee denied the appeal of Dr. Nats Babel to reconsider use of the practicum hours.** (Yea: Whitney Owens and Stephanie Woodard) Motion Carried Unanimously: 2-0

### **C. Mavis Major, Psychologist applicant – Holland**

(This item was taken out of order.)

Lisa Scurry, Executive Director, presented the application of Dr. Mavis Major who applied for licensure as a psychologist. Dr. Major did not attend an educational program that was accredited by the American Psychological Association (APA) but had received a Ph.D. in Human Services. She has been licensed for more than 20 years as a social worker. The internship, which was conducted for licensure as a social worker, indicates 3,000 hours but has not been attested to by the supervisor. Ms. Scurry added that she could not confirm whether those hours would be considered equivalent to an internship accredited by the APA.

Dr. Majors confirmed that the internship hours were logged as part of licensure as a clinical social worker. At President Owens' inquiry, she confirmed that she has not completed any psychological post-doctoral training experience.

President Owens stated that the first step would be review of the educational program to ensure it meets the standards for licensure as a psychologist. Following that, review of the internship would occur. She added that an internship in another discipline cannot be counted as an internship in psychology. The requirements for the social work internship are very different than those for a psychologist.

During a brief review of the educational program, it appeared that the educational program had an emphasis in social work. However, it was suggested that the full review come to the next meeting of the Committee.

Dr. Mavis asked if she could register as a psychological assistant. Dr. Owens replied that equivalency in the educational program should be established first. If it is found that the education meets the standards, Dr. Mavis would likely need to complete a psychological internship that is APA accredited or equivalent.

Dr. Major inquired if it would be possible to make up any missing educational courses or if the entire degree in psychology would have to be completed. Dr. Owens responded that without a full review, she could not provide a definitive response. She added that it would depend on how much of the program was equivalent or substantially equivalent.

**D. Shweta Sharma.** There was no update on this applicant.

**5. (For Possible Action) Discussion of Applicants for Licensure by Endorsement; and Possible Action to Provide Direction to an Applicant(s) or Make Recommendation to the Board of Psychological Examiners.**

**A. Leigh Lustig**

Lisa Scurry, Executive Director, reviewed the application of Dr. Leigh Lustig. In accordance with NAC 641.080, Dr. Lustig would meet the requirements for licensure as an applicant for endorsement. Those requirements include being licensed for at least 5 years and having earned at least 1,500 hours as an intern and as a post-doctoral student.

Member Dr. Woodard suggested that when an applicant for licensure by endorsement meets the requirements of NAC 641.080, review can be completed by the executive director without further review by the Committee.

Ms. Scurry added that, in addition to meeting the other licensure requirements, Dr. Lustig has earned the required 36 continuing education credits for renewal in California

and has been working full-time for the six years of her licensure. Additionally, she attended an APA-accredited educational program.

Dr. Woodard stated that the application appeared to be substantially equivalent.

**On motion by Stephanie Woodard, second by Whitney Owens, the Application Tracking Equivalency and Mobility (ATEAM) Committee approved the equivalency review of Dr. Leigh Lustig and forwarded the application to the Board of Psychological Examiners for approval, contingent upon completion of the requirements.** (Yea: Whitney Owens and Stephanie Woodard.) Motion Carried Unanimously: 2-0

**6. (For Possible Action) Discussion of Procedures and/or Proposed Legislation Related to Licensure by Endorsement; and Possible Action to Propose Revisions and/or Make Recommendations to the Board of Psychological Examiners.**

Lisa Scurry, Executive Director, suggested this item come back to the Committee for discussion in June. Her questions included if all "yellow" state applicants must come to the Committee for review, especially if they meet the requirements of 641.080; and do applicants with 20 years of experience but who attended a non-APA accredited education need to come to the Committee for review.

Ms. Scurry also commented that the new application process whereby most applicants for endorsement input the necessary information at the beginning of the process is making the review process much more efficient.

Dr. Woodard commended the efforts to streamline the application and licensure process.

- A. Review of Draft Regulation R158-19 related to applications for licensure by endorsement
- B. Review of the endorsement application and procedures for the handling of endorsement applications received by the Board office
- C. Review of the State-by-State jurisdiction comparison and the "red light/green light" language when reviewing applicants from different jurisdictions applying for licensure by endorsement.
- D. Discussion of proposed legislation related to licensure by endorsement and provisional licenses

**7. (For Possible Action) Discussion of Upcoming Meeting Dates for the ATEAM Committee**

A. The next ATEAM Committee meeting is scheduled for Tuesday, June 22, 2021.

**8. Items for Future Discussion.**

There were no items suggested for future discussion.

**9. Public Comment**

There was no public comment at this time.

**10. (For Possible Action) Adjournment**

There being no further business, President Owens adjourned the meeting at 5:44 p.m.

DRAFT





## NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

### Application for Licensure by Endorsement Procedure

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#### Purpose

In accordance with Nevada state law (NRS 641.195), this procedure describes the process by which an individual may apply for licensure as a psychologist by endorsement through the Nevada State Board of Psychological Examiners ("Board").

#### Definitions

1. Endorsement. Licensure by endorsement refers to the licensing of an individual who is already licensed to work as a psychologist in another state or jurisdiction.

#### Procedure

1. Licensure by endorsement is meant to be an expedited application process which takes into account a candidate's licensure in another jurisdiction, length of time the candidate has been licensed while ensuring the provisions of Nevada laws and regulations related to such licensure have been met.
2. Application
  - a. An application for a license by endorsement as a psychologist in the State of Nevada may be submitted if the applicant:
    - i. Holds a corresponding valid, active and unrestricted license as a psychologist in the District of Columbia or any state or territory of the United States;
    - ii. Possesses qualifications that are substantially similar to the qualifications required for licensure in Nevada; and
    - iii. Satisfies any other applicable requirements under Nevada laws and regulations or policies of the Board.
  - b. An applicant **must** submit, in a manner determined by the Board:
    - i. Proof that the applicant satisfies the requirements for licensure in Nevada, including, that the applicant:
      1. Holds a doctorate degree in psychology from a graduate program that is accredited by the American Psychological Association or is an equivalent program. The program must also be regionally accredited.
      2. Has at least 2 years of supervised experience satisfactory to the Board. One year shall be an internship in which the

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applicant has earned 2,000 supervised training hours; and one year shall be a postdoctoral experience in which the applicant has earned 1,750 supervised training hours.

- a. If an applicant has been licensed for at least 5 years in the District of Columbia or another state or territory of the United States and has had no disciplinary action or other adverse action taken against them by the regulatory body, the 2 years of experience may be reduced to require not less than 1,500 hours in each of the internship and postdoctoral years;
3. Has obtained a score of 500 or higher on the Examination for Professional Practice in Psychology (EPPP).
  4. Has passed the Nevada State Examination in Jurisprudence and Ethics in a manner prescribed by the Board.
  5. Holds a license in good standing in the jurisdiction in which the applicant currently holds a license as a psychologist. Proof of such license in good standing must be sent directly to the Board by that jurisdiction and may not be provided by the applicant.
  6. Has not been disciplined or investigated, held civilly or criminally liable for malpractice, had a license to engage in the practice of psychology suspended or revoked, been refused a license to engage in the practice of psychology, and/or does not have pending any disciplinary action concerning their license to engage in the practice of psychology by the corresponding regulatory authority of the District of Columbia or any state or territory in which the applicant currently holds or has held a license as a psychologist.
- ii. A complete set of fingerprints for the processing of a criminal background check and written permission authorizing the Board to forward the fingerprints in the manner provided by state law; and
  - iii. Any fees established by the Board for application, licensure, and issuance of a license.
- c. An applicant **may** be required to submit any other information required by the Board, in a manner prescribed by the Board.

### 3. Application and Review.

- a. The requirements for licensure in another U.S. state, territory or the District of Columbia are subject to change. As a result, the provisions below are subject to change.
- b. Substantially Similar Licensure Requirements (“Green”)
  - i. Refers to any state or territory whose qualifications are substantially similar to the qualifications required for issuance of a license in Nevada, including pre-doctoral internship with 2,000 hours; and postdoctoral fellowship with 1,750 hours for a total of 3,750 hours.
  - ii. Such applicants may utilize the Non-Standard Application Process that may include, but not be limited to, submission of:
    1. Character Reference Forms
    2. Verification of Current Licensure
    3. Transcripts (upon request)
    4. Proof of Continuing Education (upon request)
  - iii. “Green state” applications shall be processed by the Board Office and approved by the Board.
  - iv. Green states are Arkansas, Georgia, Hawaii, Kansas, Louisiana, Mississippi, New Jersey, New York, Tennessee (Health Service Provider only), Texas, Washington DC.
- c. Substantially Equivalent Licensure Requirements (“Yellow”)
  - i. Refers to any state or territory whose qualifications are substantially equivalent to the qualifications required for issuance of a license in Nevada pre-doctoral internship with 1,500 hours and postdoctoral fellowship with 1,500 hours for a total of 3,000 hours.
  - ii. Such applicants may utilize the Non-Standard Application Process that may include, but not be limited to, submission of:
    1. Character Reference Forms
    2. Verification of Current Licensure
    3. Transcripts (upon request)
    4. Proof of Continuing Education (upon request)

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- iii. "Yellow state" applications may be subject to the review and recommendations of the Board's Application Tracking Equivalency and Mobility (ATEAM) Committee. The ATEAM Committee shall ensure the requirements for licensure in the State of Nevada have been met. Referral to the ATEAM shall occur if the applicant's doctoral program was not APA-accredited or an appropriate number of supervised internship or postdoctoral hours were not achieved. (see ATEAM Policies and Procedures for additional information about referral to and review by the ATEAM Committee)
  - iv. Yellow states are Alaska, Colorado, Connecticut, Idaho, Iowa, Maine, Maryland, Massachusetts, Missouri, Montana, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Oklahoma (Health Service Psychologists only), Oregon, Pennsylvania, Rhode Island, South Carolina, Washington, Wisconsin, Wyoming
- d. Not Substantially Equivalent Licensure Requirements ("Red")
- i. Refers to any state or territory whose qualifications are NOT substantially equivalent to the qualifications required for issuance of a license in Nevada.
  - ii. Such applicants must complete all application requirements and apply through the Psychology Licensure Universal System (PLUS) system of the Association of State and Provincial Psychology Boards (ASPPB).
  - iii. "Red state" applications may be subject to the review and recommendations of the Board's Application Tracking Equivalency and Mobility (ATEAM) Committee. The ATEAM Committee shall ensure the requirements for licensure in the State of Nevada have been met. Referral to the ATEAM shall occur if the applicant's doctoral program was not APA-accredited or an appropriate number of supervised internship or postdoctoral hours were not achieved. (see #2(b)(i)(2) above)
  - iv. Red states are Alabama, Arizona, California, Delaware, Florida, Illinois, Indiana, Kentucky, Michigan, Minnesota, Ohio, Puerto Rico, Utah, Vermont, Virginia, West Virginia
4. Application by an active member of, or the spouse of an active member of, the Armed Forces of the United States, a veteran, or the surviving spouse of a veteran. The Board may issue a license by endorsement as a psychologist to an active member of, or the spouse of an active member of, the Armed Forces of

the United States, a veteran, or the surviving spouse of a veteran applicant who meets the following requirements:

- a. Holds a corresponding valid and unrestricted license as a psychologist in the District of Columbia or any state or territory of the United States.
- b. Submits, in a manner prescribed by the Board:
  - i. Proof that the applicant has not been disciplined or investigated, or been held civilly or criminally liable for malpractice, by the corresponding regulatory authority of the District of Columbia or the state or territory of the United States;
  - ii. A complete set of fingerprints and written permission authorizing the Board to forward the fingerprints in the manner provided by state law; and
  - iii. Any fees established by the Board for application, licensure, and issuance of a license.
- c. At any time before making a final decision on an application for a license by endorsement for an active member of, or the spouse of an active member of, the Armed Forces of the United States, a veteran, or the surviving spouse of a veteran applicant, the Board may grant a provisional license authorizing an applicant to practice as a psychologist in accordance with regulations adopted by the Board.

#### 5. Approval of Application

- a. Approval of a license by endorsement as a psychologist shall only be issued pursuant to action of the Board.
- b. The Board shall delegate to the Office of the Board administrative tasks including receipt and review of the application and associated documents.

#### 6. Denial of Application

- a. The Board may deny an application for licensure by endorsement if:
  - i. The applicant does not meet requirements for licensure in the State of Nevada (NRS 641.195) and the deficiencies fall outside of what can be reasonably remediated;
  - ii. The applicant completed an exclusively online program;
  - iii. The applicant failed to complete any required portion of the application process following appropriate notification to the applicant of one or more deficiencies;

- iv. There is evidence of fraud or misrepresentation of qualifications;  
and/or
  - v. The applicant fails to comply with all applicable statutory and  
regulatory rules related to the practice of psychology in Nevada.
7. Special Accommodations, if any, should be requested of the Board at the time of application. Application for disability accommodations is available from the Board office.
8. This policy and the provisions within shall be reviewed on an annual basis.



## NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

### Application Tracking Equivalency and Mobility (A-TEAM) Committee Procedure

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#### **Purpose**

In accordance with Nevada state law (NRS Chapter 641), this procedure describes the process by which the Application Tracking Equivalency and Mobility (A-TEAM) Committee ("ATEAM") shall function. The ATEAM is a committee of the Nevada State Board of Psychological Examiners ("Board") and shall function as a public body, including compliance with Nevada's Open Meeting Law.

#### **Definitions**

1. Appeal - A written request by an applicant to contest a decision made by the Committee regarding his/her application
2. APA - American Psychological Association
3. APPIC - Association of Psychology Postdoctoral and Internship Centers
4. ASPPB - Association of State and Provincial Psychology Boards
5. Designation - Applies to psychology doctoral programs that have been reviewed by the ASPPB/National Register Joint Designation Committee and have been found to meet the designation criteria
6. PLUS - Psychology Licensure Universal System. A service that ASPPB provides, outside of the Mobility Program, to assist participating member boards with streamlining their licensure process.
7. Postdoctoral Supervised Experience - Work as a psychology trainee completed following the completion of all requirements for the doctoral degree by an appropriate institution of higher education and completed under the direct supervision of a licensed psychologist qualified to offer the services provided
8. Practicum - An organized, sequential series of supervised experiences of increasing complexity, serving to prepare the graduate student for the internship under the supervision of licensed psychologists and other clinicians.
9. Pre-doctoral (doctoral) Supervised Experience - Work as a psychology trainee completed after the preponderance of the academic coursework and other requirements have been fulfilled. This could be a psychology internship as distinguished from practicum experience
10. Primary Source - The source from which the document originates

11. Primary Source Verification - Verification of a practitioner's credentials based upon evidence obtained from the issuing source of the credential. See Appendix A.
12. Professional Work Experience - Work as a psychologist completed following the issuance of a license, certificate or registration, issued at the independent level and based on a doctoral degree, which included, but was not limited to, applied or direct-client services
13. Psychological Trainee - Includes graduate students in a psychology program, and individuals completing supervised work experience toward licensure
14. Regional Accreditation - Regional accreditation applies to entire academic institutions and not to specific academic programs. There are six regional accrediting bodies in the United States, and each is authorized to accredit institutions in specific states, divided by geographic region: Middle States Commission on Higher Education; New England Association of Schools and Colleges; North Central Association Commission on Accreditation and School Improvement; Northwest Commission on Colleges and Universities; Southern Association of Colleges and Schools, and Western Association of Schools and Colleges
15. Residency - Residency means physical presence, in person, at an educational institution or training facility 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. Training models that rely exclusively on physical presence for periods of less than one continuous year (e.g., multiple long weekends and/or summer intensive sessions), or that use video teleconferencing or other electronic means as a substitute for any part of the minimum requirement for physical presence at the institution are not acceptable as applied to the Mobility Program requirements.
16. Staff – The Board's employees, including full-time employees, part-time employees, and consultants
17. Transcript - A record of a student's academic performance, including but not limited to a list of course work and earned grades, issued by the institution of learning where the course work was completed. The transcript must contain sufficient information to determine when the courses were taken, including the term and year.
18. Written Notification - Correspondence transmitted by mail, facsimile, or electronic medium



## Procedure

### I. Introduction

1. Nevada Board of Psychological Examiners Mission. The Board of Psychological Examiners cares about the mental and behavioral health of our clients, patients, and communities. The Board understands the risks associated with psychological practice and we work to hold our profession accountable to the public by establishing education, training and practice standards and providing our licensees with the guidance needed to practice according to the law, professional ethics, and clinical best practices. The Board is guided by the values of efficiency, transparency, fairness, and equity in service of the public's interest.

### II. Purpose of ATEAM Committee

#### 1. The ATEAM Committee shall:

- a. Review applications for licensure submitted by individuals who completed a training program that was not accredited by the American Psychological Association and determine whether the content of the courses and the supervised practical, internship, field or laboratory training taken by an applicant are equivalent to a program accredited by the American Psychological Association;
- b. Review applicants for licensure by endorsement who are licensed in states that are not considered substantially equivalent to the State of Nevada licensure requirements or aligned with national standards of accreditation.
- c. Oversee the Board office policies and procedures for tracking the progress of all applications for licensure with the aim of balancing maximal efficiency with ensuring qualifications of applicants in the best interest of the public;
- d. Make recommendations to the full Board accordingly.

#### 2. Disclaimer

- a. As each applicant's education and training is unique to the individual, the review completed by the ATEAM is done on an individual basis, while aligning with national standards of accreditation and Nevada Revised Statutes.

### III. Review of APA-Accreditation Equivalency Evaluation

#### 1. Eligibility for Review

- a. An individual applicant is eligible for A-TEAM review if they have completed a training program not accredited by the American Psychological Association (APA), but believes that their curriculum, course content and supervised practice, internship, field or laboratory training is equivalent to a program accredited by APA. To qualify for an evaluation for equivalency by the A-TEAM, an applicant must submit an information sheet (Do we have an information sheet, and what is it specifically called?) and a completed PLUS application through the PLUS portal.

#### 2. Evaluation Review Process

- a. An individual applicant for licensure as a psychologist who completed a training program not accredited by the American Psychological Association (APA) must establish to the satisfaction of the board that the program (including required curriculum, course content and supervised practical, internship, field or laboratory training) was/is equivalent to a program accredited by APA. The applicant has 3 options to establish equivalency (See NAC 641.061-062).
  - i. Obtain a review of their program by the Association of State and Provincial Psychology Boards (currently not available)
  - ii. Obtain a review by a director of clinical training of a doctoral program that is accredited by APA (and approved by the Board of Psychological Examiners) or their designee (as approved by the Board)
  - iii. Obtain a review by the A-TEAM
- b. In addition to completing the PSY/PRO PLUS application, applicants will need to supply their reviewers or the A-TEAM with copies of course syllabi, program handbooks, course catalogs (or web links) and other proof that their program aligned/s with APA accreditation. The focus of the review will differ depending on when an individual applicant for licensure graduated.
- c. If the individual graduated before January 1, 2018, their review will be made against the education requirements listed in NAC 641.061. The individual will be provided a copy of a worksheet/checklist from the Board to aid them in organizing their materials for equivalency

review. The review will align with the APA's Guidelines and Principles of Accreditation in effect before January 1, 2018.

- d. If the individual graduated on or after January 1, 2018, their review will be made against the education requirements listed in NAC 641.062. The individual will be provided a copy of a worksheet from the Board to aid them in organizing their materials for equivalency review. The review will align with the APA's current Standards of Accreditation.
  - e. Once the individual's PSY/PRO application is complete and they've submitted supporting documentation of their program's equivalency (including an outside reviewer's recommendation if applicable) to the Board office, their application will be assigned to an A-TEAM committee member who is a Licensed Psychologist. The committee member will conduct a preliminary review and present their findings to the committee at the next scheduled A-TEAM meeting. The committee member may contact the applicant to request additional information or seek clarification at any time in the review process. The applicant will be invited to attend A-TEAM committee meetings when they're application is on the agenda for discussion. For each application, the committee may vote
    - i. to seek additional information or clarification before making a determination
    - ii. to approve the application as equivalent
    - iii. to deny the application as not equivalent
    - iv. to approve, pending remediation of deficiencies
  - f. Applicants will be notified in writing of the committee's decision. An individual whose application is denied will be advised of the procedures to remediate deficiencies or appeal the committee's decision.
3. Equivalency Evaluation Outcomes. Upon completion of the Equivalency Evaluation Review process, the A-TEAM will determine one of the following outcomes of an application.
- a. Approval
    - i. Applicant has met all statutory and regulatory requirements for eligibility for licensure in the State of Nevada.
    - ii. If applicant has applied to become a psychological assistant, applicant is approved to submit a supervision plan to begin

accruing hours for post-doctoral year. Supervised hours cannot begin to accrue until fees have been paid to the board office.

- iii. If applicant has applied to become a licensed psychologist, applicant is approved for licensure contingent to payment of licensure fee.

b. Approval, with Remediation

- i. Applicant has met most of the requirements for eligibility for licensure in the State of Nevada, but may need to complete additional coursework or supervision hours to meet the Eligibility Requirements.
- ii. Applicant is notified via US mail and email by the Executive Director of the Board of specific steps for remediation in order to be eligible for licensure.
- iii. Applicant will be afforded the opportunity to remediate deficits relative to examinations and limited coursework deficiencies at the sole discretion of the A-TEAM Committee.
- iv. Applicants will be required to remediate deficits within one year of notification by the A-TEAM Committee.
- v. If remediation cannot be completed to the satisfaction of the A-TEAM Committee within one year of notification, the applicant will be required to submit a new PLUS application and pay the application fee in effect at the time of re-application, and meet all eligibility requirements in effect on the date of re-application.

c. Grounds for Denial

- i. Applicant does not meet requirements for licensure in the State of Nevada and the deficiencies fall outside of what can be reasonably remediated. For example, an applicant with a doctoral degree in experimental (e.g. not clinical, counseling or school) psychology would need to enter into a formal respecialization program rather than taking informal practica or courses outside of the formal oversight or a training program.
- ii. The applicant completed an exclusively online program.
- iii. The applicant failed to complete any required portion of the application process following appropriate notification to the applicant of one or more deficiencies above.

- iv. There is evidence of fraud or misrepresentation of qualifications;
  - v. The applicant failed to comply with all applicable statutory and regulatory rules related to the practice of psychology.
  - vi. Applicant is notified via US mail and email by the Director of the Board of specific deficiencies and recommendations for future steps by the board.
- d. Application Deficits
- i. If details about an applicant's' application is unclear, the board retains the right to request any additional information to determine if the applicant meets all the requirements for licensure.
  - ii. Applicant is notified via US mail and email by the Executive Director of the Board of specific information that is required for completion of the Equivalency Evaluation.
  - iii. Applicant has (What amount of time?) to complete application deficits. If applicant fails to complete the application deficits or respond to board requests for additional information, applicant will be informed of the intent of the Board to close application due to lack of response. Applicant will be informed (What amount of time?) days before application will be closed due to lack of response or lack of completion of file from the applicant. If no response is received, the file will be closed at the following Board meeting.
- e. Appealing ATEAM's Decision
- i. Appeals shall be considered by the NVBOPE full board.
  - ii. Applicants who are denied approval may file an appeal by submitting the appropriate form to the NVBOPE Office. The appeal must be received by the staff within 90 days of the date of the A-TEAM's letter of notice regarding denial.
  - iii. An appeal must be based on the contention that the A-TEAM erred in its decision based on the information submitted in the application and supporting documentation as of the applicant's last review. Additions or changes to the applicant's record may not be made on appeal but may be submitted to the A-TEAM for reconsideration. An appeal may include written arguments regarding misapplication of standards or misinterpretation of information or documentation.

- iv. Nothing contained in the A-TEAM Policies shall entitle any applicant to a hearing on his or her application. An applicant and/or his/her attorney may submit arguments in writing so long as they are reasonable in length.
- v. The decision of the NVBOPE Board will be final.
- vi. The NVBOPE Board may conduct its reviews by electronic means or correspondence. The NVBOPE Board will be provided only the information that was available to the ATEAM when it made its original decision. The NVBOPE Board may make the following decisions:
  - 1) Affirm the Mobility Committee's decision;
  - 2) Reverse the Mobility Committee's decision and issue a certificate;
  - 3) Send back to the A-TEAM with a request to the applicant for additional information or the A-TEAM to consider.

IV. Review of Foreign Education/Training Equivalency Evaluation - National Register of Health Service Psychologists Foreign Degree evaluation

- 1. Description of Review
- 2. Eligibility Requirements for Equivalency Evaluation
- 3. Primary Source Verification
- 4. Evaluation Review Process
- 5. Possible Outcomes
- 6. Application Deficits and Remediation
- 7. Appeals Process

V. Review of Licensure by Endorsement Equivalency Evaluation

- 1. Eligibility for Review
- 2. Evaluation Review Process
- 3. Equivalency Evaluation Outcomes
  - a. Approval
  - b. Approval, with Remediation

c. Grounds for Denial

4. Application Deficits
5. Appealing A-TEAM's Decision

VI. ATEAM Committee History

1. In December of 2016, a regulation was developed that allowed the Board to establish a subcommittee to review the academic credentials of an applicant and present a recommendation to the Board.
2. At the February 10, 2017 Board meeting, the committee was established to assist in reviewing, and evaluating the applications of individuals who did not earn their doctoral degrees from an APA accredited program.
3. At the March 13, 2018 committee meeting, it was decided to name the evaluation committee A-TEAM, an acronym standing for "Application Tracking Equivalency and Mobility." At the December 14, 2018 Board meeting, the A-TEAM was expanded to evaluate and monitor the licensure by endorsement language and specific needs necessary.

VII. Appendix

## 1. Appendix A: Primary Source Verification

- a. Primary Source Verification refers to the verification by the ASPPB Mobility staff of credentials based upon evidence obtained from the issuing source of the credential. Credentials verified include but are not limited to education, training, examination, licensure and registration, certification, and work experience.
- b. The following is a list of commonly verified credentials and the verification procedures:
  - i. Regional Accreditation of the doctoral degree-granting institution is verified through the appropriate accrediting body
  - ii. APA Accreditation of doctoral programs status is verified through official documentation provided by APA;
  - iii. ASPPB/National Register Designation of doctoral program status is verified through official documentation directly with ASPPB/National Register;
  - iv. Degrees from foreign colleges or universities will be deemed to be equivalent as verified by a member organization of the National Association of Credential Evaluation Services (NACES), or by another ASPPB recognized foreign credential evaluation service;
  - v. Examination for Professional Practice in Psychology (EPPP) scores are verified with ASPPB;
  - vi. All licensure history and status will be verified directly with the issuing licensing board
  - vii. Work History Verification form is received directly from the attestor. ASPPB will contact the attestor directly to verify the information is accurate and was completed by the attestor;
  - viii. Internship Verification Form is received directly from the internship director. ASPPB will contact the director directly to verify the information is accurate and was completed by the director;
  - ix. Postdoctoral Supervised Experience Form is received directly from the supervisor. ASPPB will contact the supervisor directly to verify the information is accurate and was completed by the supervisor; Disciplinary history is verified directly with the ASPPB Disciplinary Data System;



- x. American Board of Professional Psychology (ABPP) status is verified with ABPP directly; and
- xi. Graduate degree transcripts are sent directly by the degree-granting institution to ASPPB in a sealed envelope with appropriate institutional seals.
- xii. Any additional documents as determined by ASPPB

## 2. Appendix B: Applicant Review Checklist

- a. The following are needed for completion of the ATEAM Review of Application:
  - i. Information Sheet – This form may be found on the Board’s website. It is available as an online form or can be downloaded. The form must be completed and sent to the Board Office with the \$150 application fee.
  - ii. PLUS Application: Recognized by the Board as the required application for Psychological Interns, Psychological Assistants and Psychologists. This application consists of multiple portions, that can be completed online and any portions that require primary source verification that will be completed through the PLUS.
    - 1) Below are the required portions of the PLUS application that must be completed prior to review by the ATEAM.
      - a) Verification of Doctoral Program
      - b) Course Description
      - c) Practicum Training
      - d) Pre-Doctoral Internship Verification (if applicable)
      - e) Postdoctoral verification (if applicable)
  - iii. Supervised Practice Plan (SPP) and work agreement.
    - 1) The SPP and work agreement must be submitted directly to the Board office. This form is requested of all psychological intern and psychological assistant applicants, upon receipt of the information sheet.
  - iv. Any additional information as requested by ATEAM as it relates to your training or education

- 1) Upon review of the above items, the A-TEAM may request additional information from supervisors, or applicants regarding missing or unclear information.

**PROPOSED REGULATION OF  
THE BOARD OF PSYCHOLOGICAL EXAMINERS**

**LCB File No. R058-19**

October 15, 2019

EXPLANATION – Matter in *italics* is new; matter in brackets ~~omitted material~~ is material to be omitted.

AUTHORITY: §1, NRS 641.100, 641.110 and 641.195, as amended by section 3.5 of Assembly Bill No. 453, chapter 187, Statutes of Nevada 2019, at page 992.

A REGULATION relating to psychologists; setting forth standards and requirements for licensure by endorsement; and providing other matters properly relating thereto.

**Legislative Counsel’s Digest:**

Existing law authorizes the Board of Psychological Examiners to issue a license by endorsement as a psychologist to an applicant who holds a corresponding license as a psychologist in the District of Columbia or any state or territory of the United States and meets certain other requirements. (NRS 641.195) In 2019, the Nevada Legislature passed Assembly Bill No. 453, chapter 187, Statutes of Nevada, 2019, at page 988, revising these provisions to require: (1) an applicant to possess qualifications that are substantially similar to the qualifications required for issuance of a license to practice psychology in this State; and (2) the Board to adopt regulations providing a list of any state or territory of the United States and the District of Columbia, if applicable, whose qualifications are substantially similar to the qualifications required for issuance of a license to practice psychology in this State.

This regulation: (1) sets forth lists of jurisdictions of the United States whose qualifications required for the issuance of a license to practice psychology are substantially similar to those of this State under certain circumstances; and (2) sets forth certain other requirements for the issuance of a license by endorsement.

**Section 1.** Chapter 641 of NAC is hereby amended by adding thereto a new section to read as follows:

*1. The Board may issue a license by endorsement as a psychologist to a person who is licensed as a psychologist in a state, territory or the District of Columbia, whose qualifications*

*are substantially similar, as provided in subsections 2, 3 and 5, to the qualifications required for the issuance of a license to practice psychology pursuant to chapter 641 of NRS.*

*2. The Board deems the following to have qualifications for licensure as a psychologist which are substantially similar to the qualifications required for the issuance of a license to practice psychology pursuant to chapter 641 of NRS if the applicant has completed 2,000 hours in a predoctoral internship and 1,750 hours in a postdoctoral internship for a total of 3,750 hours:*

*(a) Arkansas.*

*(b) Georgia.*

*(c) Hawaii.*

*(d) Kansas.*

*(e) Louisiana.*

*(f) Mississippi.*

*(g) New Jersey.*

*(h) New York.*

*(i) Tennessee, solely in the case of a person who is licensed in that state as a psychologist with a health service provider designation.*

*(j) Texas.*

*(k) Washington, D.C.*

*3. The Board deems the following to have qualifications for licensure as a psychologist which are substantially similar to the qualifications required for the issuance of a license to practice psychology pursuant to chapter 641 of NRS if the applicant has completed 1,500*

*hours in a predoctoral internship and 1,500 hours in a postdoctoral internship for a total of 3,000 hours:*

*(a) Alaska.*

*(b) Colorado.*

*(c) Connecticut.*

*(d) Idaho.*

*(e) Iowa.*

*(f) Maine.*

*(g) Maryland.*

*(h) Massachusetts.*

*(i) Missouri.*

*(j) Montana.*

*(k) Nebraska.*

*(l) New Hampshire.*

*(m) New Mexico.*

*(n) North Carolina.*

*(o) North Dakota.*

*(p) Oklahoma, solely in the case of a person who is licensed in that state as a psychologist with a health service psychologist certification.*

*(q) Oregon.*

*(r) Pennsylvania.*

*(s) Rhode Island.*

*(t) South Carolina.*

*(u) Washington.*

*(v) Wisconsin.*

*(w) Wyoming.*

*4. The Board deems the following to have qualifications for licensure as a psychologist which are not substantially similar to the qualifications required for the issuance of a license to practice psychology pursuant to chapter 641 of NRS:*

*(a) Alabama.*

*(b) Arizona.*

*(c) California.*

*(d) Delaware.*

*(e) Florida.*

*(f) Illinois.*

*(g) Indiana.*

*(h) Kentucky.*

*(i) Michigan.*

Add Minnesota and West Virginia to section #4.

*(j) Ohio.*

*(k) Puerto Rico.*

*(l) Utah.*

*(m) Vermont.*

*(n) Virginia.*

*↪ A person who is licensed as a psychologist in a state or territory, as applicable, set forth in this subsection and who desires to be licensed as a psychologist in this State must complete all*

*applicable requirements for licensure pursuant to this chapter and chapter 641 of NRS and apply through the Psychology Licensure Universal System.*

*5. In addition to satisfying the other requirements set forth in this section, an applicant for a license by endorsement as a psychologist pursuant to this section must:*

*(a) Hold a doctorate degree in psychology from a graduate program that is accredited by the American Psychological Association or an equivalent program. The program must also be regionally accredited.*

*(b) Have obtained a score of 500 or higher on the Examination for Professional Practice in Psychology.*

*(c) Hold a license in good standing in the jurisdiction in which the applicant currently holds a license as a psychologist. Proof of such license in good standing must be sent directly to the Board by that jurisdiction and may not be provided by the applicant.*

*(d) Submit to the Board a complete set of fingerprints and written permission authorizing the Board to forward the fingerprints in the manner provided in NRS 641.160.*