

APTC NEWSLETTER

January 2016



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Presidential Reflections

Tony Cellucci, Ph.D., ABPP

As this is my last presidential column, I wanted to end with a thank you to our organization and all the folks that helped me in the last year and a half. It has been a great privilege to serve as APTC president. I had a great executive board with a cracker-jack treasurer. Erica has been an ethical advisor and friend throughout. Special thanks to Karen S and Ryan who manage our website. Kudos to Mike and Kris who together with conference planning group make it all come together. Thanks to Phyllis for this newsletter. I am also grateful to Colleen and the Past Presidents group for their support of initiatives and commitment to APTC. There are too many committee and active members to name but thanks to all of you.

From my perspective, we have accomplished a lot. We revised our administrative guidelines for training clinics, expanded awards, reinstated our member survey, added an Early Career position to the board, responded to CoA's many requests for comments, and maintained our unique role with the Council of Training Councils (CCTC) bridging across other training councils and maintaining liaisons. Importantly, we also have been able to maintain our group's cohesion, member support and sharing for which APTC is known. I know I am passing the gavel to great leaders in Karen F and Heidi. I also look forward to staying active as a past prez.

Best to all in the New Year and see you in Seattle.



Tony

Our new officers:*



President-Elect
Heidi Zetzer
University of California at Santa Barbara



Members-At-Large
James Whelan
University of Memphis



Treasurer
Scott Gustafson
University of Mississippi



Members-At-Large
Theresa Kruczek
Ball State University



Secretary
Karen Saules
Eastern Michigan University



Early Career Members-at-Large
Shannon Marie Couture
University of Southern California

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Ethical Engagement

Tony Cellucci, Ph.D., ABPP

The release of the APA Independent Review and continuing dialogue caused me to reflect on ethics within organizations. What does it mean to us when the organizations to which we belong violate our aspirational ethical values? In a recent book review (Cellucci, 2015), I proposed that individuals are often more ethical than the organizations (e.g. hospital, universities) in which they work, which all too often put money or politics ahead of moral obligations to people. Despite many policy statements against torture, in retrospect, APA did not do enough to monitor its own ethical behavior. There are certainly many other examples in the news (e.g., Columbia/Health Corporation of America, American banks and housing crisis, Veterans Administration waiting list bonuses, Volkswagen emissions fraud, to name a few). In all these examples, individuals in the organizations participated in or failed to challenge unethical behavior. What is most troubling about organizations gone awry is that while organizational policies can do great harm, they seemingly leave no trace of individual ethical responsibility. There is little or no accountability. How do we recognize when an organization loses its ethical perspective? More importantly, how can we respond? In such situations, our ethics code directs us to make known our perceived ethical dilemmas or conflicts with organizational practices and work toward a better resolution. We are to become morally engaged and try to engage others in principle-ethical decision-making.

I was reminded that one of my psychology heroes, Albert Bandura (see an interview regarding his life and career at <https://www.youtube.com/watch?v=-U-pSZwHy8>), addressed this topic through his research on moral disengagement. The theory of moral engagement is concerned with how individuals can rationalize unethical or unjust actions, i.e., how the usual ethical standards of nonmaleficence, fidelity, justice, etc. do not apply to them in a particular context. Particularly relevant to organizational ethical issues is displacement or diffusion of responsibility. Managers often state they are merely following the dictates of a board or organizational leader and can't be held responsible. Moreover, when an executive group (often unnamed) decides a policy, no single person feels responsible for any negative consequences. A common example today is when the governing group decides to downsize positions yet awards leaders large raises. Another is reducing hours for entry level employees so the organization does not have to provide benefits. By using sanitizing language, policy makers can rationalize such decisions as just based on the economy or the need to be competitive today. Reconstructing unjust conduct is at play as when it is argued that we cannot extend health care to the poor because government after all must responsibly balance the budget. We should also beware of arguments that misrepresent consequences. People still have access to emergency care they say; nobody really goes without in our society. It seems that understanding and challenging moral disengagement is at the heart of holding organizations and society ethically responsible. With Bandura, we can argue for the importance of dissenting voices, renew our faith that persons have agency to affect organizational and social structures and empower ourselves in community to develop organizational safeguards against ethically questionable decision-making.

2016 Annual Meeting: SEATTLE

March 3-5



Hyatt Olive 8 Hotel

1635 8th Avenue
Seattle, Washington



Keynote speaker:
Tony Rousmaniere, PsyD

Supervision has been called the "signature pedagogy" of mental health and is a core element of clinical training across all models of psychotherapy. There has recently been a rising call in the research literature to more accurately assess and improve the effectiveness of clinical supervision. Three burgeoning new areas of research in this area are technology, routine outcome measurement, and deliberate practice. This research offers the possibility to improve the breadth and depth of clinical supervision, but also raises important ethical questions. This talk will explore these new developments, with an emphasis on practical tools for psychology training clinics and ethics.

About the presenter: Dr. Rousmaniere is a psychologist in private practice in Seattle and clinical faculty at the University of Washington. He provides training and supervision in Intensive Short-Term Dynamic Psychotherapy to clinicians in the United States, Europe, the United Kingdom, and Australia. He is the co-editor of *Using Technology to Enhance Counseling Training and Supervision: A Practical Handbook* (American Counseling Association Press) and the forthcoming edited volume *The Cycle of Expertise: Using Deliberate Practice in Supervision, Training, and Independent Practice* (Wiley Press). Dr. Rousmaniere previously founded and directed the psychology practicum training program at the University of Alaska Fairbanks Student Health and Counseling Center. More about Dr. Rousmaniere can be found at www.drtonyr.com

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Liaison Reports: ACCTA

Leticia Flores

I attended the ACCTA conference in Louisville, KY from Oct. 3-5. This year's theme was "Counseling Center Training and Health Service Psychology: Preparing the Next Generation of Psychologists".

Emil Rodolfa (TEPP founding editor) gave the keynote address. He discussed the changing role of counseling centers, marked by the increasing influence of integrated care and of the ICD-10. The implications of integrating counseling centers into student health centers, such as the limits of confidentiality and inter-professional communication barriers and opportunities, were addressed.

Subsequent sessions focused on creating productive diversity training seminars, explaining the new "Phase II" process for internship matching, and providing tips for new training directors. I learned a great deal from these talks to take back to my clinic. I also enjoyed learning good step-by-step instructions on creating an internship. It was unfortunately a sure way to quash such plans in my head, given the significant work and resources required.

Erica Wise facilitated (beautifully, I might add) a panel on conscience clause legislation, which prompted good discussion during and after the panel session. The tension between encouraging growth in students and drawing clear lines regarding competency expectations was illustrated by the comments and questions posed to the panel, indicating that we are all struggling with these issues, regardless of our training setting.

I provided a brief liaison report, where I attempted to highlight the similarities between training clinics and counseling centers in our professional training and education. I found the conference participants to be warm and welcoming, and as dedicated to their vocation as APTC-ers. It was like attending an extended family reunion. I had to leave early, and surely missed more good programming. Pics below were taken at an amazing restaurant, Proof on Main, in an amazing museum hotel, 21c.



From left to right: Cathi Grus (Education Directorate), Letty Flores, big red bird(?), Erica Wise, and Eddy Al-Ameen (APAGS).

Congratulations!

*APTC members are active and engaged in writing, research, mentoring, providing support, consultation, and service to the profession. Below are some of the people who've garnered attention. Please note that this is a sampling and is **NOT** - no way, no how - intended to be a comprehensive list of achievements, accomplishments, and all-round good deeds.*

Erica Wise, University of North Carolina, was the lead author-lead article in a Special Section on Conscience Clause in TEPP

Danielle Keenan-Miller, UCLA, was lead author on an article on metasupervision in TEPP

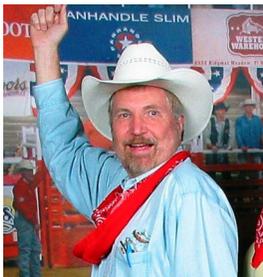
Randy Cox, University of North Texas, was predominately featured in a Post-ADA article in the Monitor on Psychology

lore m. dickey, Louisiana Tech University, was co-chair of the APA Task Force on Guidelines for Psychological Practice with Transgender and Gender Nonconforming People.

In 2015, the American Psychological Association adopted *Guidelines for Psychological Practice with Transgender and Gender Nonconforming Clients* in order to describe affirmative psychological practice with transgender and gender nonconforming (TGNC) clients. There are 16 guidelines in this document that guide TGNC-affirmative psychological practice across the lifespan, from TGNC children to older adults. The Guidelines are organized into five clusters: (a) foundational knowledge and awareness; (b) stigma, discrimination, and barriers to care; (c) lifespan development; (d) assessment, therapy, and intervention; and (e) research, education, and training. In addition, the guidelines provide attention to TGNC people across a range of gender and racial/ethnic identities. The psychological practice guidelines also attend to issues of research and how psychologists may address the many social inequities TGNC people experience. (PsycINFO Database Record (c) 2015 APA, all rights reserved). A copy of the guidelines can be found [online](#) (PDF, 617KB).



lore m. dickey



*The Society of Pediatric Psychology, Division 54, is pleased to announce **William Rae** as a new Fellow effective January 1, 2016. (Not sure if they know about this photo.)*



Randy Cox, University of North Texas



*The Society of Clinical Psychology, approved **Tony Cellucci** as a new Fellow effective January 1, 2016.*

Congratulations!, *continued*

Bob Hatcher: Award for Distinguished Contributions of Applications of Psychology to Education and Training

Bob's going on the Mount Rushmore of APTC!!! - Eric Sauer, Clinic Director, Western Michigan University

Citation from November 2015 American Psychologist:

“For his deep and abiding commitment to improving training for psychologists, for his leadership in developing practicum competencies, and for his vision for competency-based education in psychology. Robert L. Hatcher has significantly helped the profession embrace a culture of competence through his leadership in developing the Competency Benchmarks, as well as through his continued scholarly work concerning the challenged and importance of competency-based education in psychology. He has advocated for a competency-based model of professional psychology education that serves to protect the public, fosters a deep appreciation of cultural diversity, and emphasizes a strengths-based approach to student development.”



Quoted from APA:

The Award for Distinguished Contributions of Applications of Psychology to Education and Training acknowledges psychologists who contribute to new teaching methods or solutions to learning problems through the use of research findings or evidence-based practices. Particular emphasis is placed on the use of psychological knowledge to improve learning in educational settings, including prekindergarten to Grade 12, or in communities. The 2015 recipient is Robert L. Hatcher. He is acknowledged "for his deep and abiding commitment to improving training for psychologists, for his leadership in developing practicum competencies, and for his vision for competency-based education in psychology."

I couldn't have said it better myself.

Other quotable quotes:

- “In 1997, Hatcher joined a small group of fellow clinic directors to reinvigorate the Association of Directors of Psychology Clinics. This organization has become a vital influence in practicum training in professional psychology at the national level. “
- “With APTC’s flexible and collegial model of governance. . .”
- “The APTC has been a source of lasting pleasure and reward for Hatcher.”



Bob Hatcher presenting at APA 2015.

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Random pics of some of us . . .



Fong Johnson, Corey Fagan, Heidi Zetzer, and Cassie Pasquariello. Fong directs a school psychology clinic at UW, Corey directs the Psychological Services and Training Center at UW, Heidi directs the Hosford Counseling and Psychological Services Clinic at UCSB, and Cassie is the sport psychologist at UW. Cassie trained with Lettie Flores at VCU and was an intern and post doc at UCSB CAPS.



Mini meeting in Washington DC at APA: Erica Wise, Colleen Byrne, Heidi Zetzer, Tony Cellucci, and Lettie Flores.



Tony Cellucci: "I think the clinic directors traveling around on this list are having way too much fun." Colleen Byrne and Lettie Flores proving the point.

We like each other. . .



Tony Cellucci and Saneya Tawfik

Hearty Directors getting together for an early morning walk. Or run. I think some ran. In Austin, TX, at the 2015 Annual Meeting.



Heidi Zetzer (second from right) toured the clinics of much of the US. In New York: The trip was "topped off with a wonderful Thai dinner with APTC colleagues in NYC: Dinelia Rosa from Teachers College, Columbia University, Bill Salton, from Yeshiva University, and lore dickey from Louisiana Tech ."