

Commission Favors LPC Board Over LSBEP

10 to 5 Majority Vote Supports Munn–Morrell Proposal for Merged Bd

In a 10 to 5 majority vote, members of the Behavioral Analysts Licensure and Regulation Study Commission decided to place the behavior analysts with the Licensed Professional Counselors (LPC) board rather than the state psychology board. The vote on the regulatory home for the behavior analysts came at a December 7, 2012, meeting.

The Commission also voted unanimously to approve a “merged” board structure for behavior analysts, in contrast to either a new, independent board, or an “umbrella” type subcommittee.

The Commission was initially created by a Senate Resolution authored by Senator J. P. Morrell of New Orleans. Morrell emerged as a leading opponent of a spring 2012 legislative effort by the LSBEP (Louisiana State Board of Examiners of



Commission member Mary Alice Olsan (C), Executive Director of LPC board, speaks at December 2012 meeting. Dr. Elizabeth Christian (R) and Mr. Michael Malinowski from LSU Law Center (L) listen to discussion.

Staff photo M.Dooley

Psychologists) to pass a bill placing the behavior analysts (BAs) under the psychology board.

The Study Commission’s unanimous vote on December 7 for a merged board put aside an earlier proposal by

Dr. Grant Gautreaux for an independent, stand alone state board. Gautreaux represents from 26 to 40 behavior analysts as president of the Louisiana Behavior Analysis Association (LaBAA), according to his statements about the

organization noted the Study Commission’s minutes.

The unanimous vote also rejected an earlier proposal for an “umbrella” subcommittee arrangement for BAs, initially put forth by the

LSBEP and supported by the Louisiana Psychological Association (LPA).

The psychology board’s initial proposal for a subcommittee structure was dramatically modified

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YEAR IN REVIEW

The 2012 news year was characterized by some interesting politics in the mental health and educational segments of the community, but in many areas things were fairly quiet. Perhaps people were knuckled down and coping with the economy. The bright spots in the 2012 news were the individuals, who pushed ahead with contributions and innovations in science, practice, education, and training, aimed at making the world a better place. The national tragedy coming late in the year, and that set the country reeling, may direct many of the discussions for 2013 in the psychology community. Here is some of what we reported.

JANUARY

LSBEP Says No Dice to LPA President - The LSBEP (Louisiana State Board of Examiners of Psychologists) responded negative to a request from LPA President Dr. Phil Griffin of the Louisiana

Psychological Association (LPA) about discussing ways to bring psychology back from under medicine. Dr. Tony Young wrote, “This is a legislative matter and is not the responsibility of the LSBEP to change.” The request came from a resolution by LPA members, years in the making, to seek certain changes in Act 251.

Tulane’s Dr. Adrienne Colella took on the President role for the Society of Industrial and Organizational Psychology (SIOP), the largest group of IO psychologists in the country.

Dr. Lisa **Tropez-Arceneaux**, New Orleans licensed clinical psychologist, returned from a trip to Honduras where she assisted youngsters recovering from burns.

FEBRUARY

DDS Director Cautions About LPA Seminar - Executive Director of Louisiana Disability Determination Services sent a

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Louisiana Praised For Therapy Programs In Juvenile Justice

Models for Change Contributors Include
Drs. Paul Frick, Tiffany Simpson, Jana Sutton

A December 2012 report by the Association for the Advancement of Evidence-Based Practice, a watchdog group for crime prevention, Louisiana is among the top five states for its rapid and successful implementation of proven programs for juvenile offenders. The report was presented at the *Models for Change* annual conference held in Washington, D.C., in December.

Of the top five ranked states, the Association explained that Louisiana had made the most rapid and effective improvements, using the number of therapist teams as the measure of performance.

“The Pelican State may be the most interesting case for those states that are just beginning to experiment with EBPs [Evidenced Based Practice],”

the report noted. The authors pointed out that Louisiana turned a crisis into opportunity after *The New York Times* profiled conditions in Louisiana’s juvenile

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INSIDE

- Guest Editorial by Dr. David Brady from Connecticut
- Three Run For LSBEP
- Bookshelf, Dr. Adrienne Colella

Editorial Page

Editor's Note: In my extended circle of friends, family and colleagues, there are some from Connecticut. Some of those are at the epicenter of the heartbreak.

Dr. David Brady is a licensed naturopathic medical physician and Vice Provost of the Division of Health Sciences, and associate professor of clinical sciences at the University of Bridgeport, practicing in Trumbull, Connecticut.

I was fortunate enough to be linked to Dr. Brady's extended circle of friends and colleagues when he shared a letter he had penned to his local newspaper, capturing the thoughts of a physician, scientist, professor, father, husband, and friend.

I asked David if I could publish his letter in the *Times* and I'm honored he allowed me to include it in this issue. Also in this issue we report on some of the other national and state responses.

And, in one of those odd juxtapositions, the *Times* also reports in this issue on the success of Louisiana's *Models for Change* initiative, which uses the *Blueprints* for violence prevention and proven psychosocial interventions to reduce violence in Louisiana's youth.

The Sandy Hook tragedy calls to all of us to become involved, wherever we find ourselves, with all the knowledge, wisdom, determination, and innovation we can gather, a call echoing through David's letter. The tragedy in Connecticut is so profound that everyone in the psychology community must say, "This can go no further. Here is where we draw the line."

Dr. David Brady's short biography can be found at the conclusion of his article on page 7.

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Guest Editorial

The Perfect Cultural Storm For A Tragedy

by *Dr. David M. Brady*

*Naturopathic medical physician
Clinical Nutritionist*

For those of you with your nerves still frayed and hearts broken over the horrific act of violence in Newtown, the holiday season was a very difficult one this year, and particularly so for those of us here in the neighboring communities of Connecticut. However, while we may all want to forget about it and move on, this incident had better not be forgotten so easily like those that have happened prior. It had better be a call to action on a multitude of fronts or these precious children and adult educators will be added to the long list of those who have recently died in vain. There are a multitude of cultural issues facing us as a society that we simply can no longer delay facing and effectively dealing with head-on.

The immediate reaction to tragedies like this latest one is to concentrate on gun access and availability. No matter what side of the issue you are on politically on the Constitutional right to bear arms, it is becoming impossible to rationally support the need for public access to semi-automatic assault rifles, high capacity magazines, and military-style ammunition. Their only real purpose, by design, is to kill lots of people very quickly. There is a big difference between defending rational rights to gun ownership, and even concealed weapon permits, versus private access to military-style weapons. However, regardless of these issues, the guns remain the low-hanging fruit in this conversation. Other issues are equally, if not more, important and responsible for creating an environment for this kind of situation to occur.

The constant exposure to violent video games, movies, TV shows, and music of our children during their developmental years creates desensitization to violence and, in a small number of subjects, a tolerance for actually committing these kinds of acts as a way of living out for real what they do on the television or computer screen on a daily basis. Would anyone really be surprised if next year you can buy a video game where the theme is a person with an assault rifle entering a school to shoot up the place?

The breakdown of the family unit which has occurred in the past several decades is yet another issue that must be honestly evaluated. This is complex and due to many issues such as the steep rise in divorce, escalating numbers of births by single mothers, and fatherless homes being the norm in large segments of our population, and all are clearly taking a toll on our children. Declining spirituality and faith, and the aggressive, and many believe excessive, level of politically-correct secular pressure to defer from categorizing anything as unacceptable behavior with negative societal influence also has not helped.

Our population is also literally eating "junk" and goes through their daily life consuming calorie-rich, nutrient-insufficient, foods of convenience routinely just like they are encouraged to do on all of the television commercials. The cold hard truth is that even in a country of abundance like the U.S.

people are malnourished. Yes, I said it, malnourished! Of course, I am referring to the inadequate consumption of real or whole foods and the critical micronutrients they contain, not the amount of calories. This has significantly contributed to the epidemic of chronic illness, including mental illness, and skyrocketing healthcare expenditures. We are frankly, as a society, becoming fatter, stupider, and more culturally regressed by the day. Yes, all of this matters! Finally, one of the most important factors, in my opinion (and credible data backs this up) creating the soil for this reality we now confront is the literal breakdown of the mental health system. Since an almost total federal defunding of comprehensive mental health services in the 60s, 70s and 80s we have seen serious negative effects on our society. Almost total privatization of the system has led to non-livable wages for counselors and many front-line mental health professionals and no funding for their continued education. In fact, many have pointed out correctly that the U.S. effectively has no mental health "system" at all. However, in an outstanding Medscape article published as a response to the Newtown tragedy, psychiatrist James Knoll, IV, MD stated "*It is my contention that there exists no legitimate 'system' in the United States when it comes to mental health treatment. From a literal perspective, one might define a system as an organized, regularly interacting set of principles forming a network -- especially for distributing something or serving a common purpose.*" The reality is that we really have no "system" at all by the classic definition to even blame. After one tragedy in Massachusetts, the state's former mental health director responded, "*Will this case be the canary in the coal mine? Will it signal that we've gone too far in reducing client-staff ratios, in closing hospitals, in pushing independence for people who may still be too sick?*"

The reality is that the standard of care has been reduced to the cheapest solution, if you want to call it that, which is basically a "drug them and shove them" (out the door) approach. People with serious mental illness, and clearly violent tendencies, are no longer institutionalized and given the long-term comprehensive care they need. It is cheaper and easier to just prescribe an antidepressant, an antipsychotic medication, or both, and send them off unsupervised to live among us. It has been reported that Adam Lanza, the Newtown shooter, was taking the atypical antipsychotic drug Fanapt (formerly known as Zomaril), a medication with a very problematic history of its own. We know from medical studies that while antidepressant drugs may be marginally effective and necessary for some, other large meta-studies show they may be no better than placebo. We now have over 30,000,000 Americans taking SSRIs and the majority of those prescriptions are written by GPs, NPs, and PAs, most of who have no advanced psychiatric training. We also know that teenagers and young adults can react

Commission Votes, cont'd

following a November 2 presentation when Chair Ashley Munn and Vice Chair Catherine Morrell suggested that the BAs merge with the LPC board. The idea took some by surprise and spurred a modified and unprecedented proposal by the LSBEP to offer two positions on the LSBEP including one for a BA masters professional. (See *Times* Vol 4 No 4.)

The December vote favoring the LPC board, rather than the LSBEP, highlighted both philosophical and political differences in the mental health groups represented.

Those voting for the LPC board as regulatory authority included Dr. Elizabeth Christian, a physician and parent, representing the Developmental Disability Council.

Dr. Debra Duhe, representing the Office of the State Superintendent of Education, voted in favor of the LPC board. Dr. Duhe is supervisor of school psychological services for the Department of Education and a nationally certified school psychologist.

Dr. Grant Gautreaux, president of the LaBAA, voted in favor of the LPC board.

Michael Malinowski, representing the Paul Hebert Law Center at LSU, voted for the LPC authority. Dr. Gautreaux and Malinowski have published professional articles together for the St. Louis University School of Law and Cornell International Law Journal.

Parent members of the Commission, Chair Ashley Munn and Vice Chair Catherine Morrell, Senator Morrell's wife, voted in favor of the LPC proposal, a proposal they recommended at the November 2, 2012 meeting of the Commission.

Executive Director of the LPC board, Mary Alice Olsan, voted in favor of her board.

Tony "Bo" Vets II, an assistant behavioral analyst representing St. Mary's Residential Training School voted in favor of the LPC board.

Dr. Steven Welsh, Dean of the College of

Education at Nicholls State U. and school psychologist, voted in favor of the LPC board. Nicholls provides training for behavior analysts and also for specialists in school psychology.

Those voting in favor of the behavior analysts merging with the psychology board included Dr. Denise Arellano, representing the psychology department at McNeese State University. McNeese has a training program for behavior analysts, the McNeese Autism Program, with faculty advisor Dr. Cam Melville. McNeese also lists the McNeese Association for Behavior Analysis (MABA) on their website, noting that the membership in MABA includes students, faculty, and alumni.

Dr. John Courtney, medical psychologist and Vice Chair of the state psychology board, voted in favor of the LSBEP. Courtney originally led the legislative project for the LSBEP in spring 2012. He has since resigned from his duties on the psychology board and will be relocating to New Mexico because of family reasons, according to sources.

Dr. Jodi Kamps, representing the Autism Center at Children's Hospital in New Orleans,

and a colleague of Courtney in the Children's psychology department, voted in favor of the psychology board.

Dr. Robert Marier, Executive Director of the state medical board, supported the LSBEP option. His vote represented a combined vote by members of the state medical board, according to sources.

Dr. Lacey Seymour, representing the

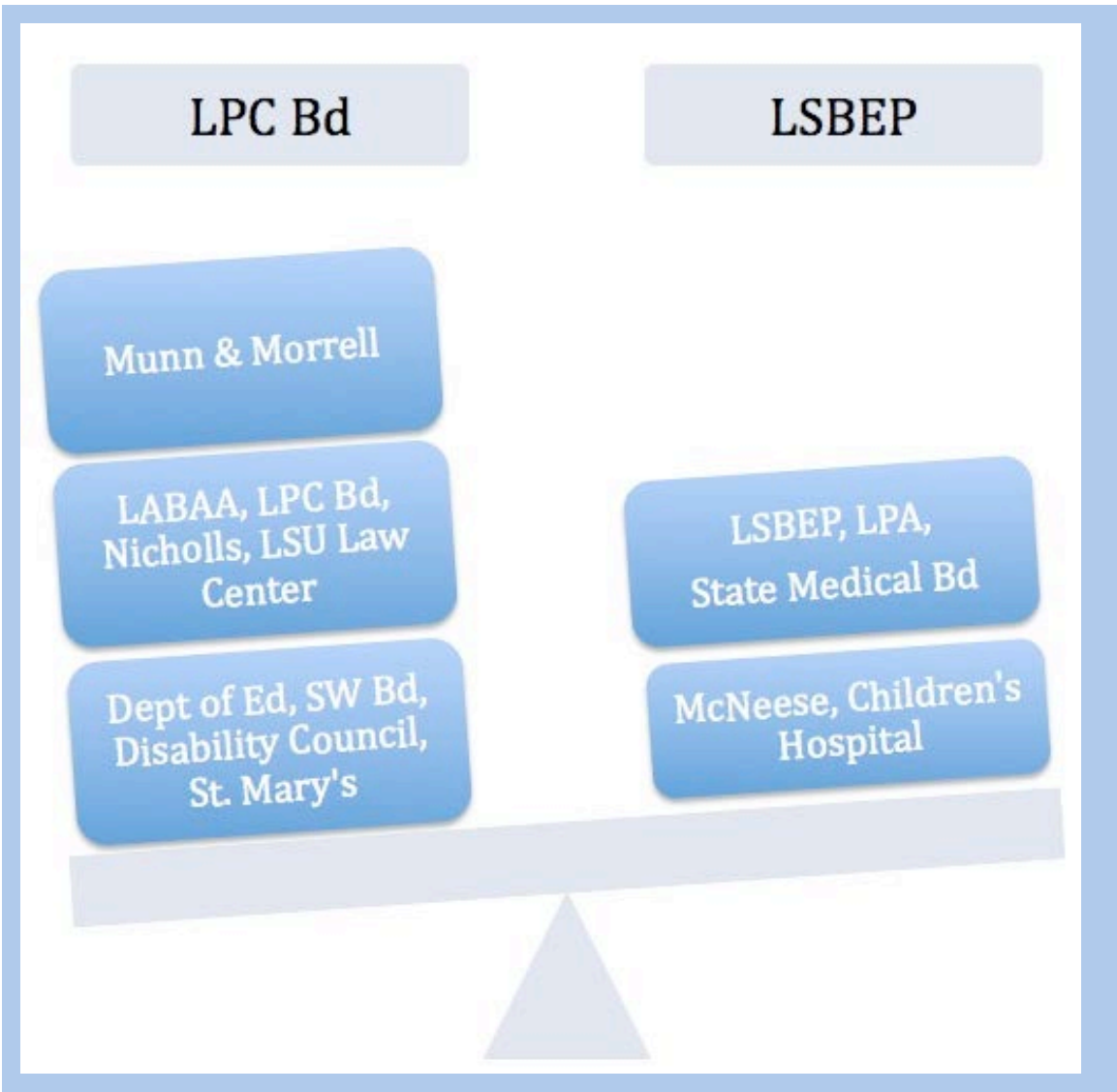
Louisiana Psychological Association, voted in favor of the LSBEP.

The Commission is set to meet again on January 11, 2013, to work on a report for the legislature, and then again on January 25, 2013, to review the final draft. Both meetings are scheduled to take place in room 173 of the Department of Health and Hospitals building, downtown Baton Rouge. The results will be included in a final report

to legislature and Senator Morrell has said that he will submit legislation for BA regulation in 2013.

While the group members agreed on many issues such as disciplinary actions, qualifications, fees, and moral character, the December 7 vote brought to a head one of the main issues that the members touched on throughout the six months of deliberations.

Cont'd next pg



Dr. Lacey Seymour (L) and Dr. John Courtney participate in discussion at the Study Commission on December 7.

Staff photo M.Dooley

Commission Votes Cont'd

The underlying issues of the December 7 vote including feelings about whether the psychology board, and psychologists in general, could be trusted and also to some degree, if the behavior analysts should have autonomy.

Other issues were discussed and voted on, the more controversial issues usually revolving around scope of practice and identity, based on the minutes. In the September 21 meeting, members discussed matters of definition.

According to the minutes, the following definition passed, with members voting 7 yeas, 5 nays, 1 abstain. Christian, Gautreaux, Malinowski, Vets and Welsh voting against the definition, and Kamps, Marier, McBride, Morrell, Munn, Parker and Seymour voted in favor of it. Knight abstained. Olsan and Matenzbacher were not represented. Seymour made a motion to remove the phrase “By a behavior analyst,” which also passed, 7 to 5.

“ ‘Applied behavior analysis’ means the design, implementation, and evaluation of systematic instructional and environmental modifications to produce socially significant improvements in human behavior. It includes the empirical identification of functional relations between behavior and environmental factors, known as functional assessment and analysis. Applied behavior analysis interventions are based on scientific research and the direct observation and measurement of behavior and environment. They utilize contextual factors, establishing operations, antecedent stimuli, positive reinforcement, and other consequences to help people develop new behaviors, increase or decrease existing behaviors, and emit behaviors under specific environmental conditions.”

The group also disagreed on education, and called for a vote on whether to add psychology to the list of educational degrees. Gautreaux, Malinowski, McBride and Vets opposed the measure, and Christian, Kamps, Marier, Morrell, Munn, Parker, and Seymour supported the addition.

Also according to the minutes, a lengthy discussion took place regarding both the assistant behavior analyst and the “line therapists.” In October, Bo Vets, an assistant behavior analyst told the group, “For insurance companies, registration [is] no[t] good enough. They want licensure.”

Dr. Knight was noted to say, “Classic opportunity for true study group. In-depth investigation of why, references, alternatives, comparisons, availability of services, insurance reimbursement. Take Vets’ offer for presentation. We cannot err.” The group voted to see a presentation on BCaBA by Mr. Vets.

The group also discussed “Line Therapists.” Morrell was noted to say, “Ensure not excluded from working with children or reimbursement.” Malinowski said, “Parents have earned BCaBA status to work with their children, establish custodial care.” Munn said, “Let’s study. What to look at more in depth. Open time for emails for those not present. BCBAs, citizens, parents,



Dr. Debra Duhe (L) and Dr. Jodi Kamps (R) listen to suggestions from Dr. Grant Gautreaux (C) as he describes his views on the regulation of behavior analysts at the December meeting of the Commission.

Staff photo M.Doole

How They Voted

Member	<u>Vote on Board Structure</u> Independent, Merged or Umbrella?	<u>Vote on Licensing Authority</u> LPC or LSBEP?
Denise Arellano Psychology Dept, McNeese State University	Merged	LSBEP
Elizabeth Christian Developmental Disability Council	Merged	LPC
John Courtney Vice Chair LSBEP	Merged	LSBEP
Debra Duhe, Office State Superintendent of Education	Merged	LPC
Grant Gautreaux Louisiana Behavior Analysis Assn	Merged	LPC
Jodi Kamps, Autism Center Children’s Hospital	Merged	LSBEP
Cheryl Knight/Steven Wright, Department H&H	–	–
Michael Malinowski, Paul M Hebert Law Center	Merged	LPC
Robert Marier La State Medical Board, Ex Dir	Merged	LSBEP
John McBride La State Board of SW	Merged	LPC
Catherine Morrell, Vice Chair	Merged	LPC
Ashley Munn, Chair	Merged	LPC
Mary Alice Olsan, Ex Dir La Lic Professional Counselors Board of Ex	Merged	LPC
Dawn Richard, L-SLP Pathology and Audiology	–	–
Lacey Seymour La Psychological Assn	Merged	LSBEP
Tony “Bo” Vets II, St. Mary’s Residential Training School	Merged	LPC
Steven Welsh Dean, College of Ed, Nicholls State University	Merged	LPC



Staff photo M.Dooley

Dr. Steven Welsh (L) Dean of the College of Education at Nicholls State University and licensed school psychologist, listens to Michael Malinowski, professor from the Paul M. Hebert Law Center, at the December meeting of the Behavior Analyst Study Commission.

Commission Votes On Place and Structure for BAs, Cont'd

employees. Have to get this right." Minutes indicated that a motion to identify line therapists might wait until national guidelines are published.

Group also discussed reciprocity, exemptions, and dual licenses. In October, a motion by Olsan passed unopposed: "Members of professions who are licensed or certified under the laws of this state shall be permitted to render services consistent with their professional training, course work, experience and code of ethics, provided they do not represent themselves as behavior analysts or licensed behavior analysts or use any such terms which may be misconstrued by the public as a Louisiana licensed behavior analyst. Individuals of any professions who have the BCBA, BCBA-D, or Baca credentials may designate themselves as such."

The vote on who would regulate the BAs was intentionally delayed to the end of the meetings, Chair Ashley Munn telling the *Times* in a previous interview that they first would "... decide *how* we are going to do that, instead of *who*." And that the *who* could be a major hurdle for the group.

A review of the minutes suggests that very little was discussed regarding who would regulate the BAs until the November 2 presentations. However, in a July meeting the Executive Director of the LPC board may have first posed the idea. From the minutes, "Olsan said any board represented on the commission could handle regulating the board and possible others. She agrees that the biggest concern is regulation and public protection is paramount. She stated that one possible method of regulation could be a composite licensure Board. BA therapists could be represented based on their number of

licensees. A composite board can be structured so that one profession cannot constantly override the actions of another profession by majority vote."

The November 2 presentations brought to the surface trust problems that had emerged during the spring legislative session. Munn and Morrell stated in frank terms their views about disadvantages of the psychology board, listing "Established Economic Conflict of Interest," and "Mistrust/Antagonistic Relationship."

Following the presentation by Munn and Morrell, Seymour and Munn talked about the psychology board's public meeting in April. Munn was noted in the minutes to say, "All questions were answered. When I walked away, more of the negative stuck with her. Left with more questions than answers. Effort was there. Forum was well attended but I don't think it was welcoming, It was a tough environment."

Parker was noted to comment, "It was a tough environment because of misrepresentations made prior to the meeting. There were BAs on the news stating their clinics would be shut down, which just wasn't true."

Also during the November 2 discussions, minutes indicated that Seymour asked Gautreaux what problems he saw with being under the psychology board, and he was noted to answer, "unintentionally suppression of services" and extra work. Welsh was noted to say, "More unintentional consequences. Move to grow more school psychologists in the state. Had to be supervised by licensed psychologist but there weren't enough at the time. Had people who were not licensed school psychologists supervising and it caused a real problem. ..."

Where Are BAs Regulated in Other States?

Psychology Boards:
Arizona, Missouri, Nevada,
and North Dakota

Medical Boards:
Pennsylvania and Virginia

Behavior Analysts Board:
Kentucky

Department of Human Services:
Oklahoma

Department of Safety and Professional Services:
Wisconsin

Behavior Analyst Certification Board:
West Virginia

Sources: Association of State and Provincial Psychology Boards, Draft Report, and BACB

Olsan explained how the LPC board worked with counselors and marriage and family therapists. She said, "My understanding is that it was difficult at first because neither LPCs nor LMFTs knew the LMFTs would be joining the LPC Board until it happened. Professional organizations don't always get along. LPCs and LMFTs don't agree on everything but when you have trust between professions and a true lack of fear of one profession dominating the other, you can have a great relationship." She explained that it took time to build trust.

The members also discussed the independent board model, and Gautreaux said that he viewed the new board, if approved, able of being financially capable.

If the proposed arrangement goes forward, Louisiana will be the first state to adopt this type of structure for behavior analysts. Currently, behavioral analysts fall under Psychology Boards in Arizona, Missouri, Nevada, and North Dakota. They fall under Medical Boards in Pennsylvania and Virginia. And they fall under an independent board, the Behavior Analyst Board, in Kentucky.

In Oklahoma they fall under the Department of Human Services and in Wisconsin they fall under the Department of Safety and Professional Services. The National Board (BACB) notes that it has responsibility for the BAs practicing in Florida.

Some states license one level of behavior analyst called the BCBA or Board Certified Behavior Analyst, and some states license two levels, the BCBA and the assistant behavior analyst or BCaBA. Some states include a third level, the technician.

Louisiana Praised, cont’d

institutions in 2006. Followed by a lawsuit brought by the U.S. Department of Justice, a major push for change began.

Louisiana’s comprehensive juvenile justice program involves a group of key leaders, including physicians, psychologists, and counselors. The program is supported by the John D. and Catherine T. MacArthur Foundation and its *Models for Change* program.

Dr. Peter Greenwood, executive director of the Association for the Advancement of Evidence-Based Practice authored the report. An article on the *Models for Change* website noted, “Dr. Greenwood’s study praised Louisiana specifically for its creation of the state Juvenile Justice Reform Act Implementation Commission to oversee execution of evidence-based programs in the state and the state’s transition to a therapeutic model of care. He also emphasized the importance of the MacArthur Foundation’s Louisiana *Models for Change* initiative and its leader Dr. Debra DePrato, faculty at LSUHSC School of Public Health, for her success in developing good working relationships with key stakeholders at the state and local level and bringing together those stakeholders to disseminate and implement more effective community-based services for youth.”

Dr. DePrato, physician and senior faculty member of the LSU Health Sciences Center School of Public Health, is the home for the *Models of Change* program in the Institute for Public Health and Justice. She was named 2012 Champion of Louisiana Juvenile Justice. But DePrato agreed to take the job of project director for the *Models for Change* program only if she could handpick her team, noted the report.

One of these key team members is Dr. Paul Frick, Department Chair at U. of New Orleans and international expert in understanding the factors in adolescents’ emotional and behavioral problems. He designed and coordinated information tools needed for the program’s success.

“Paul’s data is giving us concrete information about how youths are entering the system, what interventions are being provided and the outcomes. This gives us a rock-solid foundation for

reform,” says DePrato, in a report on the *Models* website.

“Dr. Frick has also motivated and organized his colleagues,” she said. “In a state that has recently embraced community-based reforms, he exemplifies the desire of committed professionals across the state - from local sites to state government - to work toward a common goal of achieving improvements in the juvenile justice system.”

Frick developed a comprehensive data mapping process of the juvenile justice system in each parish and a state data group involving a diverse group of key leaders and stakeholders. He also developed an Outcome Evaluation Plan to look at effectiveness in reaching those goals, noted the MacArthur report.

“Paul’s great accomplishment is integrating his understanding of child and adolescent psychology and immense data collection expertise with an understanding of politics and policy,” DePrato said. “He knows how important data collection and research are in developing effective interventions that lead to lasting reforms and better lives for kids.”

The *Louisiana Models for Change* also includes state partnerships that provide infrastructure for statewide reform. Another of these partnerships is the Children’s Cabinet, Executive Director Dr. Tiffany Simpson.

Dr. Simpson is a University of New Orleans graduate and student of Dr. Frick, now leading the Children’s Cabinet and its multiple programs, including Youth planning Boards, State level Data/Information Sharing, and Best Practices for Informal Status Offenders.

The Cabinet coordinates children’s policy across five Louisiana departments that provide services for young people. The Children’s Cabinet was awarded a Louisiana Technology Innovation Fund grant which helped to fund the Louisiana Supreme Court’s Integrated Juvenile Justice Information Systems for statewide communication.

Another Higher Education partnership in the *Models of*



Dr. Paul Frick is a key contributor to the Louisiana *Models for Change* program in Louisiana that was recently given top marks for its use of evidenced based therapy programs. Louisiana uses two from the Blueprints for Violence Prevention Model Programs. Here, Dr. Frick speaks on the MacArthur and UTube site about the methods he developed.

Change program is the U. of Louisiana at Monroe – Marriage and Family Therapy Program for Adolescent Substance Abuse Assessment and Treatment Models, led by Dr. Jana Sutton. Dr. Sutton is Assistant Professor and Director of Clinical Training – Marriage and Family Therapy, in the department of Behavioral Sciences at U. of Louisiana at Monroe. Sutton was awarded a MacArthur Foundation: Models for Change Grant over recent years. Dr. Sutton has degrees in Marriage and Family Therapy and undergraduate in psychology. She is a licensed professional counselor and licensed marriage and family therapist.

Also, Dean of Northshore Technical Community College Sharon Hornsby, a licensed professional counselor was named “Champion of Change” for juvenile justice this December at the Washington conference.

The report from the Association for the Advancement of Evidence-Based Practice also outlined and looked at the three most highly regarded evidence-based programs for family therapy, with the goal to reduce future delinquency. The report noted that Louisiana is using Multi-Systemic Therapy and Functional Family Therapy, two programs described by the Center for the Study

and Prevention of Violence Institute of Behavioral Science, University of Colorado Boulder and its Blueprints for Violence Prevention. At Blueprints, 11 programs have been selected from over 900 therapy programs for effectiveness. Detailed information about these therapies is available at <http://www.colorado.edu/cspv/blueprints/modelprograms.html>

The report, “Implementing Proven Programs for Juvenile Offenders: Assessing State Progress,” can be downloaded from the website, Advancingebp.org.

Dean Hornsby Named Champion for Change

Source: Press Release, J. Harris

The John. D. & Catherine T. MacArthur Foundation’s *Models for Change* initiative has recognized Sharon Hornsby, dean of the Northshore Technical Community College Florida Parishes Campus, as a “Champion for Change” in juvenile justice reform efforts.

Dean Hornsby, a licensed professional counselor, is the project director of the Louisiana *Models for Change* pilot program at the Northshore Technical Community College Florida Parishes Campus in collaboration with the Louisiana Office of Juvenile Justice and the Louisiana State University Health Sciences Center Institute for Public Health and Justice to provide career development and job training enrollment opportunities for adjudicated youth.

“Dean Hornsby embodies the values of Models for Change: fundamental fairness, recognition of developmental differences between youth and adults, and believes that all youth have the potential to not only change, but to become contributors to building their own communities,” said Dr. Debra DePrato, director of the LSUHSC Institute for Public Health and Justice and the lead for Louisiana Models for Change. “As a result of her leadership, this group of students, many of whom have never before seen what success looks like, have become more successful in school and in life. ”

An astonishing 80 percent of the students in the *Models for Change* NTCC program so far have successfully completed the entire educational/job training program. Seventy percent have already earned a job-based credential.

Guest Editorial, cont'd
The Perfect Cultural Storm For A Tragedy
by Dr. David M. Brady

differently to these medications than adults do, and a small but significant percentage of them can be made worse by these drugs. Many teenage girls have committed suicide after starting antidepressant medications for what was only mild depression prior. Some boys and young men have virtually disassociated from reality and have committed horrendous acts of violence, sometimes in a manner completely out of character for them previously.

I have, since this latest incident, heard some discussion about the lack of funding for mental health, but will more funding really just mean more of these medications being handed out to our already drugged-silly children without serious thought to who they may be inappropriate for, or will it finally result in the addition of more comprehensive services and approaches? The handing out of medications to our children like it is candy is out of control and the link between their use and these incidents is becoming compelling. Could this be one of the main elements in the rise of such incidents? After all, guns have been widely available for a very long time, while the mass and almost reflexive use of these medications, like these incidents, is relatively new.

Fellow health care providers, citizens, and especially parents, we have a toxic soup of issues facing us, and particularly for our children, which may very well be leading to the acts of horror we have witnessed now on a multitude of occasions since Columbine. However, having an honest and non-political discussion as a nation about them will be difficult, but imperative. This will ultimately involve taking on powerful interests including the NRA, Big Pharma, Big Food, and the entertainment industry. These days our politicians are financially beholden to these very same powerful interests, they are barely capable of speaking civilly across the aisle to one another, and have become virtually worthless in affecting any kind of meaningful change. Do the politicians really have the backbone? I seriously doubt they do unless their feet are held to the fire by an outraged populous, and a united health care workforce, that will no longer stand by and see our children slaughtered in their schools.

Dr. Brady is a licensed naturopathic medical physician and certified clinical nutritionist. He is currently the Vice Provost of the Division of Health Sciences, Director of the Human Nutrition Institute, and associate professor of clinical sciences at the University of Bridgeport. He is also the Chief Medical Officer of Designs for Health, Inc., and maintains a private practice, Whole Body Medicine, in Trumbull, CT. Dr. Brady has been a featured presenter at many of the most prestigious conferences in integrative

and functional medicine, including the Institute for Functional Medicine, American College for Advancement in Medicine, American Academy of Anti-Aging Medicine, International and American Associations of Clinical Nutritionists, and more. He is a contributing author for *Integrative Gastroenterology*, the first integrative medical textbook on gastroenterology by Johns Hopkins physician Gerard Mullin, MD, and is a contributing author for *Laboratory Evaluations for Integrative and Functional Medicine* by Lord and Bralley and the second edition of *Advancing Medicine with Food and Nutrients, Second Edition*, by Ingrid Kohlstadt, MD.



Dr. David M. Brady
(Courtesy photo)

APA Sets Goals After CT

In a December 27, 2012, message to members, the American Psychological Association promised to develop a plan to aid in violence prevention and prepare a response to the national tragedy at the Sandy Hook Elementary School. Chief Executive Officer, Dr. Norman Anderson wrote in the email letter that he has assembled a team to “focus on an issue psychology can uniquely address: **the prediction and prevention of violence.**”

Anderson wrote that the team will work with a small number of APA members who have expertise in violence assessment and prevention and then to plan the next steps. He indicated that the work will include the inadequacy of the current mental health care system, mental illness stigma, the need for more mental health professionals, and trained police and other public safety individuals. He also wrote that the goal will be “to share the best available science with policymakers, the news media, other health professionals, community leaders and public.”

Anderson also noted that his team would reach out to the Obama administration, Congress, news and educational groups.

He stated that the factors motivating Lanza were “probably a complex set,” but APA will be reviewing its policy on violent video games, to consider new research since the 2005 policy was adopted.

National School Psychologists Speak About CT Tragedy

In a press release on Friday, December 14, 2012, about the Sandy Hook tragedy, the Communications Director for the National Association of School Psychologists, Kathy Cowan, expressed sadness and support for all involved, and noted the death of Mary Sherlach, school psychologist. Cowan wrote, “On behalf of our 25,000 members, the National Association of School Psychologists (NASP) joins the nation in expressing our sadness and shock at the horrific events at Sandy Hook Elementary School in Newtown, CT today. Our thoughts and prayers go out to everyone affected by this heartbreaking tragedy.”

She said that it is important to remember that an event like this is rare and that schools are one of the safest places for children. She provided ideas to help children with the aftermath of the shooting. And she wrote, “This is an extremely important time to reinforce children’s natural resilience and emphasize the preventive steps that schools can take to maintain a safe and caring school environment.”


“Among those who lost their life today was Mary Sherlach, Sandy Hook ES school psychologist and a NASP member,” Cowan wrote. “Like all school psychologists, Mary cared deeply about her students and was committed to their personal well-being and success in school, at home, and throughout life. The thoughts and prayers of the school psychology family are with Mary’s family and circle of friends, as well as the students she served so well.”

LA House Committee On Homeland Security To Meet Wed, Jan 9 at 10am

BATON ROUGE – State Representative John Schroder, Chairman of the Select Committee on Homeland Security, has called a meeting for Wednesday, January 9, at 10:00 a.m. The purpose of the meeting is to review security procedures and crisis prevention, especially aimed at Louisiana’s educational institutions. The House Select Committee on Homeland Security meeting will be held in House Committee Room 5.

In an earlier press release on Friday, December 21, 2012, House Speaker Chuck Kleckley said, “We in Louisiana should take special notice of the tragedy at the Sandy Hook Elementary School in Newtown, Connecticut. “

“While we grieve with the families of Newtown, we as legislators need to ask if there are lessons to learn and apply to our own hometown schools. I have talked to many members across the state, and it is clear that we should evaluate and question the policies and procedures of our schools to determine if our children are as safe as possible.”



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Dr. Joe Comaty



Dr. Phillip Griffin



Dr. Lynn Schechter
(Courtesy photo.)

Three Vie for Spot on LSBEP

Three psychologists are running for the Louisiana Board of Examiners of Psychologists beginning when Dr. Lee Matthews completes his term in June 2013. The ballots were mailed recently and must be returned by January 25, 2013. The *Times* contacted the three candidates, Dr. Joe Comaty, Dr. Phil Griffin, and Dr. Lynn Schechter, by email and asked them some questions. Griffin and Schechter responded, Comaty did not.

The three candidates have a number of differences. Dr. Comaty is the only medical psychologist running, and he is the only one of the three who has already served on the board. He completed a five-year term in 2011. On his application Comaty noted that he is with the Office of Behavioral Health in the Department of Health and Hospitals in Baton Rouge, but retiring in January 2013.

Comaty has been engaged in teaching and training. His current positions are as part of the teaching faculty at the Southern Louisiana Internship Consortium, as noted on his application. He is a site reviewer for American Psychological Association (APA). He notes that he is also Chair of the APA RxP Designation Committee. He earned his PhD from Rosalind Franklin University of Medicine and Science in Chicago in 1992. He is a member of APA and the Baton Rouge Area Society of Psychologists. He did not list himself as a member of LPA or LAMP, but he has contributed to the LAMP and sources say that he was in LPA at one time. He is listed as a faculty member for the psychopharmacology program at Alliant University, according to the website.

Comaty’s overall objective, as stated on the nomination form, is to address “... greater risk to the public which faces an ever broader array of professionals who claim to be able to provide services usually restricted to licensed psychologists. It is even more important that the Board act to protect the public from the illegal practice of psychology.”

Dr. Comaty was serving on the LSBEP in 2009 when the psychology board reviewed Act 251 and discussed matters about the bill, but took no action.

The second candidate is Dr. Phillip Griffin, clinical psychologist who is engaged in institutional practice, teaching/training, and research, according to his application form. Griffin is the Professor and Chief of Psychology at the Psychiatry Department of LSU Health Sciences Center, DePaul Hospital, in New Orleans. He earned his PhD from the U. of South Carolina. He has been licensed since 1978. He is the only

one of the three who holds a diplomate in clinical psychology. He is the only candidate who is a member of Louisiana Psychological Association, for which he has twice served as president.

He notes his community service at the Charity Hospital, saying, “I have always served the underserved.”

If he is appointed, he says he would like to see psychologists licensed immediately post internship. And, he wants to retain traditional types and amounts of continuing education activities, and also wants to add the newer options for continuing development.

The *Times* asked Dr. Griffin how he felt about Act 251 and also about the supervision of psychology interns by medical psychologists who do not have state psychology licenses.

“I have found that Act 251 does not personally affect me in any way,” he said. “I did not like the move of Medical Psychologists to the Medical Board at all when it was initially revealed. I have since come to understand some of the reasons for the move and now believe that it was necessary for self-preservation. The secretive manner in which the transition took place offended many of us but that was the strategy of those involved at the time.” He noted, “I am still amazed at the number of people who won’t let this thing go and who would still choose to meddle with the chosen direction of the MPs.”

Regarding the supervision of psychology interns by medical psychologists not licensed by the state psychology board, Griffin said, “Interns and pre-licensed psychologists being supervised toward licensure are to be supervised by an LSBEP licensed psychologist. MPs can choose to keep their LSBEP affiliation so they would definitely qualify.”

The third candidate is Dr. Lynn Schechter, the only one of the three in private practice and the only licensed school psychologist running this time. She earned her PhD from Columbia University in New York and was first licensed in New York in 2002. She includes in her list of service to the profession assistant professor at LSUHSC, Clinic Director for Infant, Child, and Family Center at the Capital Area Human Services, and private practice with mostly low-income families. She has provided services to survivors of 9/11 in New York, in shelters post-Katrina, and post Gustav.

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Board Attorneys Get Into Dust-Up

On July 24, 2012, the attorney for the Licensed Professional Counselors Board of Examiners sent a letter to the Executive Director of the psychology board, Ms. Kelly Parker, saying that she improperly testified regarding SB 216. SB 216 was a successful effort by LPCs to remove restrictions of a consultation and collaboration clause when LPCs treat individuals with serious mental illness.

In the July 24, 2012, letter, authored by LPC Board General Council, Mr. Steve Adams, wrote:

“The Louisiana Licensed Professional Counselors Board of Examiners was surprised that you, as a paid representative of your Board, actively lobbied against, and testified against, SB 216 at the Senate Health and Welfare Committee hearing on April 25, 2012.

“We believe that this action was improper, unethical and possibly illegal, in that you utilized state funds to openly attempt to influence the outcome of legislation pending before the Legislature.

“Louisiana RS 28:56 (F), provides as follows: F. No state employee in his official capacity or on behalf of his employer shall lobby for or against any matter intended to have the effect of law pending before the legislature or any committee thereof. Nothing herein shall prohibit the dissemination of factual information relative to any such matter or the use of public meeting rooms or meeting facilities available to all citizens to lobby for or against any such matter.

“You appear to have violated this provision when you filled out the Committee’s “red cards”, and actively testified against the bill.

“As a courtesy to you and your Board. we are attempting to resolve this issue Informally before referring this matter to appropriate state agencies for their review. and action.

“We would appreciate a response to the concerns stated herein.”

In a letter dated August 2, 2012, Council for the psychology board, Mr. Loyd Lunceford, wrote back saying:

[...] “Your letter asserts that Ms. Parker engaged in action that you believe is ‘improper, unethical, and possibly illegal’, by ‘utilize(ing) state funds to openly attempt to influence the outcome of legislation pending before the Legislature.’

“You quote a provision (incorrectly cited as R.S. 28:56(F) but properly cited as La. R.S. 24:56(F)), which provides that no state employee in his official capacity or on behalf of his employer shall lobby for or against a matter pending before the Legislature.

“Respectfully, your allegations against Ms. Parker are unwarranted. No state funds were utilized. The LSBEP does not receive state funds. Its budget, including Ms. Parker’s salary, is entirely funded from licensing application fees and renewal fees . See La. R.S. 37:2353(G).

Additionally, Ms. Parker does not qualify as a ‘lobbyist’ as that term is defined at La. R.S. 24:51(5)(a)(i) and (ii). Lobbying does not constitute one of the principal duties of Ms. Parker’s employment. ‘Principal duty’ is defined at R.S. 24:51 (8) as any duty which is expected to account for 20% or more of a person’s time in fulfilling the terms of his or her engagement. Ms.

Parker’s job duties as they relate to pending legislation do not come anywhere near the 20% threshold. Ms. Parker’s testimony at the Senate Health and Welfare Committee hearing on April 25, 2012 was unanticipated, prompted by someone else’s unexpected absence, and peripheral to her normal duties as LSBEP Executive Director. Because she does not meet the statutory definition of ‘lobbyist’, she was not engaged in ‘lobbying’.

“As you know, representatives of state licensing boards, including those representing your client (the LPC Board), often appear in committee to testify concerning pending legislation. Cards sometimes filled

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Three Vie for LSBEP, cont'd

Schechter indicated that she has been a member of LPA, APA, and NASP but is not a member of any of these currently.

She writes on her application that she is concerned about the changes that impact lower income children and families in the state. And she is also concerned about the divisions that have erupted in the state between medical and non-medical psychologists.

When asked about Act 251, Dr. Schechter said, "I have mixed feelings about Act 251." She noted that "... it does seem to make sense that the medical board would have to play *some* role in regulating their [medical psychologists] practice since medication (which can potentially have dire physical risks and side effects) ..."

"From a personal standpoint," she noted, "much of what bothered me concerning Act 251, from what I have read and from what I have

heard, concerns the lack of transparency which seemingly occurred in order to enact it. I believe that caused a lot of unnecessary division, anger, and problems of trust within our state's profession as a whole, which does not strengthen the public's perception of our capabilities."

Regarding supervision of interns, she explained that if the intern is to pursue a career only as a medical psychologist, and "... will become licensed under the medical board, ... it would make sense."

"... however, I would think that it could potentially be a problem for the young, aspiring psychologist who ultimately needs to be licensed by LSBEP, and not to the medical board." She explained that it would make sense for an intern who has no interest in becoming a medical psychologist to be supervised by a regular psychologist who is licensed under the psychology board.

Dr. Janet Ruscher Speaks To APS Observer



Dr. Janet B. Ruscher, past Chair of the Tulane Psychology Department and currently Associate Dean for Graduate Programs in Tulane's School of Science and Engineering, spoke with Dr. Joseph E. Steinmetz in his Presidential Column in the APS *Observer*, December 2012.

Dr. Ruscher and colleague Dr. Neil Rowland from the University of Florida, shared their experiences in leading their departments of psychology, in Steinmetz' column titled, "From Where the Chair Sits."

Dr. Janet Ruscher
(Courtesy photo)

Ruscher said challenges for department heads include the large numbers enrolled in psychology courses. But, Ruscher explained, that if one asks a colleague what she was busy doing, "one hears not only about these obvious responsibilities but also about the nearly invisible – and certainly under-acknowledged – activities that cumulatively devour an academic psychologist's time."

In this list Ruscher included: colleagues outside of psychology who ask for statistical advice, those who ask for strategies to address program evaluations for grant proposals, and colleagues who ask for comments on STEM initiatives.

She also included that department chairs are to play a leadership role in "service learning and internships, coverage of behavioral medicine to address the new MCAT, and both new and classic interdisciplinary initiatives such as social entrepreneurship and neuroscience."

Author Steinmetz notes that it is clear that scientific psychologists at universities make a "significant impact on the life of those institutions."

Ruscher said, "These contributions to the university are akin to dark matter in the universe: critical to structure and function but overlooked, underestimated, and even doubted by current standards."

"Personally, I would not trade the chaos of relevance for the tranquility of the inconsequential," Dr. Ruscher told Steinmetz.

Dr. Janet B. Ruscher served as the Chair of the Psychology Department at Tulane until last year when she accepted the Associate Dean position. Her research work involves social cognition, prejudice, and language. The article can be read in full at the APS website.

Attorneys' Dust-Up cont'd

out in haste may not always accurately reflect the substance of the testimony. I note, for example, that Dr. Cecelia Mouton, Director of Investigations for the Louisiana State Board of Medical Examiners, filled out cards on April 25th both 'in opposition' and 'for information only' regarding SB 216. When Ms. Parker appeared in committee on April 25th she was acting in a manner consistent with the responsibilities of the LSBEP. The LSBEP does not advocate for the special interests of a particular profession but serves the health and welfare of the general public by licensing those who wish to engage in the authorized practice of psychology, regulating those who are so licensed, and policing against the unlicensed practice of psychology. Of course, any comments provided for informational purposes (irrespective of the color of the card that was filled out), will in the minds of legislators necessarily have implications that bear on the merits of legislation under consideration. However, this does not convert everyone who testifies into a lobbyist as that term is defined in Louisiana law.

"The LSBEP thanks you for bringing your concerns to its attention.

Going forward, it will continue to be mindful, as it has been, of the provisions of Title 24."

Then on September 27, Adams wrote back, saying:

"Thank you for your letter of August 12 [*sic*], 2012 relative to the above matter. We certainly do not agree with the legal conclusions you reached, we will not take any further action on the incident in question at this time.

"R.S. 24:51, quoted by you, provides only relative to who meets the definition of 'lobbying' for purposes of mandatory lobbyist registration.

"It does not address the issue of whether your client violated the ban on any lobbying which utilizes state funds. LSBEP operates on 'State funds', even though they may be self-generated. Accordingly, we will bring any further activity of this nature to the attention of the Inspector General and/or the Board of Ethics for appropriate action."

Then on October 4, 2012, Lunceford writes:

"Thank you for your letter of September 27th. My client will not be intimidated by your threats. If my client was in violation of any statute I'm sure you would have cited it, but your letter was notably silent in this regard. You concede that R.S. 24:51 was not violated, but attempt to dismiss it by asserting that it pertains only to mandatory lobbyist registration. That is incorrect. The only definition for a "lobbyist" found anywhere throughout the Louisiana Revised Statutes is found at R.S. 24:51(5)(a)(i) and (ii)-and Ms. Parker clearly does not fit that definition.

"If you know of any other legally controlling definition of a 'lobbyist' in Louisiana, please cite me the statute. Otherwise, your energies would better be directed to advising your own client to follow the advice you would give mine, inasmuch as members of the LPC Board have over the years repeatedly testified in committee advocating for or against pending bills."

Editor's note: The issue was documented in the LPC board's minutes and the *Times* requested the letters. The LPC board provided them to the *Times* as a matter of public record.

Dr. Ivory L. Toldson Dies Tuesday December 25, 2012

Dr. Ivory Toldson died suddenly on Tuesday, December 25, 2012. He died of cardiac problems at 4:15 pm.

Dr. Toldson was a psychologist and active member of the Louisiana Psychological Association and respected colleague and friend. During his rich and extended career, he was professor at Southern University and became the Dean of the College of Education. He was a licensed psychologist and started the Center for Psychological Health Care as a home-based psychology practice, expanding to a full range of outpatient and residential services.

The *Times* will publish a complete obituary in our February issue.

Year In Review, cont'd

message to consultative examination providers cautioning them about a presentation hosted by the Louisiana Psychological Association (LPA), where Dr. Michael Chafetz gave information about his research about malingering. Throughout 2012 the *Times* asked repeatedly for explanation but the government has yet to respond.

Dr. Speier Named Asst Secretary OBH – Psychologist Dr. Anthony Speier became the New Assistant Secretary for the Office of Behavioral Health.

Boards Get Ready For Sunset Law – Everyone braced for Sunset, but it never came. The Sunset process was pushed forward to July 2017.

LPCs Continue to Work on 320 Rules - Members of the Licensed Professional Counselors (LPC) Board continued to discuss revisions to rules for Act 320, legislation passed in 2011 that clarified and expanded the scope of practice for counselors, but required collaboration and consultation with someone licensed under the state medical board when treating individuals with “serious mental illness.”

LAMP Has New President - Dr. Cathy Castille, Baton Rouge medical psychologist, became the new President of the Louisiana Academy of Medical Psychologists, replacing Dr. John Bolter.

Southeastern Psychological Association Meets in New Orleans – Presenters included Dr. Susan Thorson-Barnett, Chair of Psychology at Northwestern State U.; and Drs. Mary Livingston, Alice Carter, Jerome Tobacy, and Angela Kennedy, from Louisiana Tech.

MARCH

Senate Bill 185 - The “Board Certified Behavioral Analyst Practice Act,” designed by the LSBEP and led by Dr. John Courtney, medical psychologist, became a slow motion train wreck, crystallizing opposition and dislike toward the psychology board and perhaps psychologists in general.

The issue would come to define the 2012 political scene after eliciting heavy opposition in autism parent groups, some of the education departments, and many behavior analysts. Opponents fended off several attempts by LSBEP to push the legislation through, and it came to an end in May when Senator J.P. Morrell, a parent also, created a commission that worked throughout the year on ideas for regulation.

The reason for the 2012 legislative move by the LSBEP was not explained in their minutes, nor did a vote ever appear to have been taken on the matter.

By the end of the year, the commission members would vote to place the behavior analysts under the LPC board, the main issue seeming to be a general distrust of the psychologists. While parent groups appeared most concerned about costs and restriction of providers, some old wounds in the psychology community also seemed obvious in the vote. (See story this issue.)

SB 216 - LPCs Successful In Removing Requirement - Licensed Professional Counselors were able to remove a requirement that their clients had to be under the care of a professional who prescribes medication, wording that came about in the changes to the Mental Health Counselors Licensing Act in 2011, but that had caused the LPC board to file emergency rules throughout the last year to deal with the requirement. Leaders in LPA did not oppose the bill, but a dust-up occurred between the psychology and LPC board attorney’s over statements by the LSBEP Executive Director.

HB 326 - Supported by the Louisiana Psychological Association, 326 amended the Children’s Code Articles regarding emergency certificate admission, allowing psychologists and some nurse practitioners to make emergency admissions. The medical psychologists tagged along for the ride.

The Louisiana School Psychology Internship

Consortium (LAS*PIC), a program of the Human Development Center of the LSU Health Sciences Center in New Orleans, celebrated 20 years of excellence.

Dr. Burnett Captured Top Spot in LSBEP Election - Dr. Darla Burnett, the only medical psychologist running, received ten more votes than LSUS Chair Gary Jones for the LSBEP election. Dr. Arnold James was third. Burnett was appointed by the governor later in the year. Her appointment would maintain a majority of medical psychologists on the psychology board.

LSU’s Dr. Gouvier Wins Sage Science Award - Dr. William Gouvier, Randee Booksh, Russell Pella and Ashvind Singh were recognized for their study, “Ability of College Students to Simulate ADHD on Objective Measures of Attention,” by Sage.

APRIL

Medicaid Psychologists Respond to DHH - Medicaid psychologists wrote to DHH Medicaid Director about concerns of utilization of psychologists in the new Medicaid program.

LPA Investigates Risk To Interns - Dr. Alicia Pellegrin, Secretary and Legislative Affairs Chair for Louisiana Psychological Association, contacted ASPPB (Association

of State and Provincial Psychology Boards) to ask about Louisiana’s unique regulatory situation and its impact on psychology interns in Louisiana. The ASPPB Director said, “... I am concerned that any number of boards may not recognize psychologists licensed by a medical board as licensed psychologists regardless of the law in Louisiana.” The supervision issue resulted from the reversal of an earlier opinion, led by Dr. Joe Comaty, after he was contacted by the president of LAMP and the Executive Director of the state medical board to reconsider the position.

Louisiana Psychological Association Convention featured Dr. Suzanne Chabaud, A&E television expert on *Hoarders*, from New Orleans, Dr. Cam Melville from McNeese on behavior analysis, and Dr. John Pickering on mindfulness, among others. Dr. John Fanning was chosen as the next president. A resolution to bring psychology by medical psychologists back under the state psychology board, was corrected by Dr. Tom Hannie, who explained that his original wording had been changed by the medical psychologist who recorded the 2011 motion.

LAMP Conference - Louisiana Academy of Medical Psychologists (LAMP) held their

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Nutrition and Health

The recent Newtown Connecticut mass murder forces us to reexamine our approach to mental illness in this country. Depression is one of the top three most highly medicated conditions in the US and suicide is the 8th leading cause of death in the US. About one in 10 Americans aged 12 and over takes antidepressants. However, antidepressants alone may not lead to long-term resolution of symptoms because they do not address the underlying causes of mental illness.

Important biochemical, nutritional, and dietary factors for patients with mood disorders include neurotransmitters, amino acids, fatty acids, allergenic foods, and cortisol. These biomarkers can be measured, are easily modifiable and treatments have little to no adverse effects. Clinicians who address the patient’s biochemistry as a foundational treatment to mood disorders are seeing remarkable clinical improvements including a decreased reliance on antidepressants. Underlying causes of depression must be investigated and addressed as part of a comprehensive strategic plan for decreasing the prevalence of depression, and associated violence, in the United States.

1. Andrews, P.W., et al., Primum non nocere: an evolutionary analysis of whether antidepressants do more harm than good. *Frontiers in psychology*, 2012. 3: p. 117.
2. CDC. NCHS Data Brief. Antidepressant Use in Persons Aged 12 and Over: United States, 2005-2008 2011 [cited 2012 6/20/2012]; Available from: <http://www.cdc.gov/nchs/data/databriefs/db76.htm>.
3. Andrew, L.B. and B.E. Brenner. Depression and Suicide. 2011 [cited 2012 12/31/2012]; Available from: <http://emedicine.medscape.com/article/805459-overview#a1>.

LAP academy online webinar “Nutrition and Mood” recorded June 27, 2012
5 Causes of Depression that You Need to Know About
<http://www.metamatrixinstitute.org/post/2008/11/15/Six-Causes-of-Depression-that-You-Need-to-Know-About.aspx>

Brain Biochemistry: Using the Triad Panel to Treat Neurological Disorders
<http://www.youtube.com/watch?v=zLqNsf61Uds&feature=youtu.be>



Sharing Paths to Health with Functional Testing
<http://www.metamatrixinstitute.org/>

Year In Review

cont'd

spring conference. Dr. Cathy Castille refused to provide any details about speakers or dates. Later the *Times* later obtained the information. Presenters included Drs. Joe Comaty, Claire Advokat, Cecil Reynolds, and Kim Gratz. The LAMP conference was scheduled on the same dates as the LPA conference. Undisclosed sources noted to the *Times* that the agenda for LAMP activities is confidential and restricted to dues paying members. .

The LSBEP held a town hall meeting at the LPA convention. Board members attempted to resolve parents’ and analysts’ doubts about the LSBEP legislation to put behavior analysts under the psychology board, at a town hall meeting. Later reports by parents suggested the effort to ease fears did little.

Governor Jindal Reappoints Dr. Armelie To Commission - Dr. Aaron Armelie, health science specialist at the Southeast Louisiana Veterans Healthcare System, was reappointed to the HIV, AIDS, and Hepatitis C Commission by the governor.

LA Team Leads Successful CE Program at SWPA - Dr. Lawrence Dilks headed up the planning committee for Southwestern Psychological Association with the assistance of intern Burton Ashworth, student Jackie Bourassa, and doctoral student Billie Meyers. Dr. John Simoneaux was a Preconference Speaker

Dr. Ally Presented For APA - Louisiana medical psychologist, Dr. Glenn Ally, presented for APA “Clinician’s Corner.”

Dr. Muse Launched MensanaPublications.com Dr. Mark Muse, Louisiana medical psychologist and author of *Handbook of Clinical Psychopharmacology for Psychologists*, launched an online continuing education resource.

Dr. Pickering &Thay Dao Quang Offered “Mindfulness Day” - Dr. John Pickering, clinical psychologist from Baton Rouge, and practitioner of Zen Buddhism and meditation for over 40 years, joined Thay Dao Quang, Zen- trained Buddhist monk and Abbot of the Tam Bao Buddhist Temple in Baton Rouge, to offer a day of training.

MAY

Merger of LSUS to LaTech Failed - A proposed law aimed to transfer Louisiana State University at Shreveport from the LSU System to the



State psychology board Executive Director Ms. Kelly Parker and Dr. Tony Young listen to comments at the April town hall type meeting that the board held to hear comments by parents and behavior analysts. While the meeting allowed for some interactions, it did not resolve concerns about the board.

University of Louisiana System. The plan was ultimately abandoned for want of a supermajority.

LSUS School Psychology Receives Accreditation - The Specialist in School Psychology (SSP) program at LSU Shreveport earned a seven-year accreditation and full approval from the National Association of School Psychologists, Dr. Kevin Jones explained.

Dr. Tiffany Stewart Launches “App” For Healthy Behavior - In her role as co-founder of a science-based technology company, Body Evolution Technologies, Dr. Tiffany Stewart helped to launch a new commercial app named *The Body Image Voice*™.

Dr. Chafetz Named LPA Distinguished Psychologist 2012 - Louisiana Psychological Association named Dr. Michael Chafetz, board certified clinical neuropsychologist from New Orleans, as its Distinguished Psychologist for 2012.

Zero-To-Three Names Tulane’s Dr. Heller To Leadership Group - The national organization for the well-being of infants and toddlers named Dr. Sherryl Heller to its 2012 Class of Leaders for the 21st Century.

UNO’s Dr. Reed In Best 300 Professors - Dr. Gilda Werner Reed of the U. of New Orleans psychology department has been named in the nation’s top-rated professors, according to Princeton Review’s *The Best 300 Professors*.

LaTech IO Student Works with Golf Digest - Luke Simmering, an industrial-organizational psychology

graduate student from Louisiana Tech teamed up with *Golf Digest* to survey golfers nationwide on certain attitudes.

Louisiana Researchers Present at APS May – A host of psychological researchers presented at the Association for Psychological Science, including Kendall Eskine from Loyola, Jennifer Thibodeaux, Walter Buboltz, and Tillman Sheets from La Tech, and Sean Lane and Leslie Butler from LSU.

JUNE

School Psychologist Tweets Draw Sharp Criticisms - A Jefferson Parish school psychologist drew strong criticism from a number of sources for his comments on Twitter and NOLA.com.

Dr. Lemoine Commended - Dr. Randall “Randy” Lemoine was commended by the Legislature for his thirty-five years of distinguished service with the Department of Health and Hospitals.

UNO’s Dr. Laird Looks At Family To Improve Teen Driver Safety - Dr. Robert Laird, associate professor at the University of New Orleans (UNO) earned a \$515,000 grant from the W. T. Grant Foundation to study teen drivers.

LSBEP Board Member Files Suit Against Angie’s List and a Psychiatrist for Libel - John Courtney, PsyD, MP, filed a lawsuit against Bartholomew Vereb, MD, and against Angie’s

List, Inc., in March for comments that he was a “joker” and a “quack.” Angie’s List was later dismissed from the suit based on legal protection for blogs.

LPC Board Posts New Rules for Marriage & Family Therapists - The Licensed Professional Counselors Board of Examiners published 11 pages of rules for the regulation of Marriage and Family Therapists.

Times’ Request for 251 Memo Rejected Again by LSBEP - The *Times* was again denied the memo discussed during two key board meetings in 2009, about Act 251. And the board did not answer the questions about an earlier rationale about preparing for ligation.

Pennington’s Dr. Stewart Wins \$2.3 Million NIH Grant To Study Health of Female Athletes - Pennington Biomedical Research Center and Dr. Tiffany Stewart was awarded a five- year, \$2.3 million grant by the National Institutes of Health (NIH) to investigate a program designed to improve the health and well-being of female collegiate athletes.

Tulane Faculty Member Dr. Beth Wee Honored - Psychology faculty member Dr. Beth Wee has received the John Stibbs Award for Outstanding Faculty Member from Tulane’s undergraduate Student Government.

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Year In Review cont'd

JULY

School Psychology Internship Program Threatened - An eleventh hour message that the Louisiana School Psychology Internship Consortium (LAS*PIC) was to be cancelled prompted a number of actions by the program director and concerned colleagues. These efforts helped forestalled the Department of Education's apparent decision to cancel funding. "For now," a source told the *Times*.

Forensic Psychologists Questioned New Procedures As State Restructures - Forensic psychologists who work with state clients formed a task force to study the newest decisions in state programs. Led by Dr. Jesse Lambert and supported by LPA, the team began analyzing quality issues regarding the Louisiana Behavioral Health Partnership, a coordinated system of care involving the Department of Health and Hospitals, Department of Education, Department of Children and Family Services, and the Office of Juvenile Justice. The task team is concerned that the medical insurance contractor Magellan is structuring legal decisions to be made by individuals who are not qualified to make high stakes forensic determinations.

New CE Guidelines Were Reviewed for Psychologists - The psychology board continued with their goal of updating the continuing education guidelines tracking the Association of State and Provincial Psychology Boards (ASPPB) ideas. The changes were published in the LA Register and drew comments from the community, mostly about the reduction in traditional training hours allowed. More kinds and types of continuing development were generally accepted.

Psychology & Cyberspace - Dr. Rick Stevens, associate professor of psychology at the U. of Louisiana of Monroe, uses the technology of the "virtual world" to help him with his research and teaching.

VA Hires 1,600 Mental Health Professionals - To deal with growing mental health issues in veterans, the U.S. Department of Veterans Affairs moved to hire more help. Position postings began to appear at the VA centers in Shreveport, Alexandria, Baton Rouge, and New Orleans for psychologists, social workers, and psychiatrists.

HOLA - "Hola" visited the Louisiana State Board of Examiners of Psychology at their June meeting. The Goldendoodle pet of Dr. John Courtney needed a place to crash and the board adjusted.

PT Interviews New LPA Pres -Dr. Bryan Gros told the *Times* that one of his main objectives for his presidency: "An overall, broad strategic vision is one of my main objectives. We could benefit from better defining, or better understanding, who we are, where we are, who we want to be, and where we want to be in the future."

AUGUST

BP Settlement Funds Health Projects in LA Coastal Community: LSUHSC Professors Lead Mental and Behavioral Health Project. A legal settlement for health issues provided \$105 million to projects aimed at increasing the availability of healthcare to the coastal communities in Louisiana and four other states. As part of the 432-page class action medical settlement between plaintiffs and BP, which set out compensation procedures for those with illnesses arising from the spill, BP agreed to allocate \$105 million for four



"Hola" visited the Louisiana State Board of Examiners of Psychology at their June meeting. The Goldendoodle pet of Dr. John Courtney needed a place to crash and the board adjusted.

projects to support residents' primary and psychological care.

LSU Combines Six Schools Into College of Human Sciences & Ed - LSU combined the School of Education, the School of Human Resource Education and Workforce Development, the School of Kinesiology, the School of Library and Information Science, the School of Social Work and the University Laboratory School.

LA Presenters at APA in Orlando - Louisiana psychologists and researchers who presented at the American Psychological Association included Dr. Darlyne Nemeth, Dr. Michael Cunningham, Dr. Glen Ally, and Dr. Kelly Ray. Dr. John Robinson won the Matarazzo Award. Tulane students Laura Marques, Alison Lubin, Dr. Douglas Walker, Laura Danna, Shereen Naser, Claire Mendez, and Dr. Stacy Overstreet presented research. Dr. Mark Muse and Dr. Bret Moore presented on their *Handbook*.

Gov Announces Appointments To LPC Board of Examiners - Kathy Lammert, LPC from Metairie, Military Program Coordinator and lead therapist for Dual Diagnosis Inpatient Program for

River Oaks Hospital, and Dustin Dowling, public member, were appointed to the board.

LSU Education Professor and Psychologist Dr. Culross Spoke In London During the 2012 Summer Olympics - Dr. Rita Culross, LSU College of Education professor and licensed psychologist, spoke at the Oxford Roundtable at Harris Manchester College in the University of Oxford in Oxford, England, on talent development in Olympic athletes.

SEPTEMBER

Who Paid for Act 251 and Why? - The *Times* did an investigative story about some of the missing information around Act 251, a law that repealed the landmark 2004 Act 11 and moved medical psychologists and their practice of psychology under the authority of the medical board.

Cont next pg

American Board of Medical Psychology



The Specialty for the Coming Integrated Care Models in Primary Care Centers and Hospitals

Medical Psychologists are post doctorate trained and licensed psychologists with training in psychopharmacology, behavioral medicine, and health psychology. A medical psychologist is more than a psychopharmacologist and clinical psychologist and they are prepared for the mainstream healthcare system.

They have passed a national oral and written examination and have completed a preceptorship.

Join our interest society or present your credentials and training for examination and diplomat status at:

www.amphome.org

Year In Review

cont'd

Dr. Overstreet Takes Over Chair at Tulane, Dr. Ruscher Takes On Associate Dean - Dr. Stacy Overstreet, a professor, licensed school psychologist, took over the duties of the Chair of Psychology as Dr. Janet Ruscher who led Tulane Psychology for 9 years, was named to Associate Dean of Graduate Programs in Tulane's School of Science and Engineering.

ULM Partnering With Pennington to Study Dementia Prevention - Dr. Karen Kopera-Frye, department head of Gerontology, Sociology and Political Science at University of Louisiana Monroe (ULM) helps lead a joint project between ULM and Pennington Biomedical Research Center, Baton Rouge, part of the LSU System. “



Dr. George Hebert (L) looks over some of the materials being prepared by Dr. Chavez Phelps at the Louisiana School Psychological Association conference in November. Dr. Phelps originally came to the APA approved internship program, LAS*PIC and worked with Dr. Hebert.

OCTOBER

Dr. Hutto Takes On New Department at U. of LA Monroe - Dr. Cecil Hutto was appointed Chair for the newly created Department of Behavioral Sciences at the University of Louisiana - Monroe (ULM). Dr. Hutto takes over from retiring Dr. David Williamson, in an expanded department.

Psych Bd Asks AG To Expedite ABA Opinion - The psychology board has requested that the state Attorney General expedite an Opinion regarding the practice of applied behavioral analysis.

The Power List 2012 - Using an idea from the *Independent News* (Pensacola) the *Times* conducted a rough focus group to discover who is perceived as having power. Dr. James Quillin received the most nods.

Dr. Stewart Interviewed by Huffington - Dr. Tiffany Stewart was interviewed by *Huffington Post* Healthy Living writer, Jean Fain, MSW, who was inspired by Stewart's work in the video, Body Image Project video.

Dr. Rizzuto Joins LSU College of HS & ED - Dr. Tracey Rizzuto joined the School of Human Resource Education & Workforce Development in the newly organized LSU College of Human Sciences & Education. She left her position as assistant professor in IO at LSU Psychology.

NOVEMBER

AG Opinions Clarify LMFT Scope of Practice, ABA Issues - The Louisiana Attorney General issued Opinions for the LSBEP about rules for Licensed Marriage and Family Therapists (LMFTs), and the practice of applied behavior analysis. The Attorney General (AG) found no problem with the LMFT rules, and basically answered that while the board had the right to put injunctions on behavior analysts, it would be up to the judges to determine if it was reasonable or not.

Dr. Simpson Launches Kid's Dashboard - The Children's Cabinet launched its "Louisiana Kid's Dashboard" a continuing step in the Cabinet's efforts to coordinate and engage the statewide community to help for Louisiana's children. Dr. Tiffany Simpson, a graduate of the University of New Orleans psychology department, is the Executive Director of the Cabinet.

LA Psychologists Note Issues For Understanding Military Life - The *Times* spoke with two Louisiana psychologists for Veterans Day, Dr. Dana Boose and Dr. Andrew Thrasher, about their perspectives. Dr. Dana

Boose is a Clinical Psychologist in the Post Deployment Healthcare Clinic at the Alexandria VA Healthcare System, and Dr. Andrew Thrasher is a veteran and member of the Give An Hour program.

Psychological Science in Public Interest Webinar Presented by LPA - Dr. Michael Chafetz presented a special review of his research on malingering in social security disability for Senator Thomas Coburn's Congressional Office members.

Southern U. Psychology Department Hosted Research Conference - The Psychology Department at Southern University hosted the 13th annual Behavioral and Social Sciences Undergraduate Research Conference. Dr. Murielle Harrison, psychologist and professor, is Chair of Psychology at Southern.

DECEMBER

Commission Heated Up - Psych board offered an unprecedented two positions on the LSBEP in rushed negotiations after the parent chairs listed an "Established Economic Conflict of Interest," and "Mistrust/Antagonistic Relationship" with the psychology board. A proposed a merged board arrangement for LPCs and behavior analysts prompted the surprising offer from the LSBEP.

UNO's Dr. Weems Drew National Media Interest - University of New Orleans psychology professor Dr. Carl Weems and his graduate students Brandon Scott, Donice Banks, and Rebecca Graham, drew national attention for their study about stress, television, and disaster coverage, published in *Psychological Science*, the highest ranked empirical journal in psychology.

Louisiana School Psych Assn Hosts 200+ Attendees - Over 200 school psychology professionals took on the critical topics of how to help at-risk youngsters at the Louisiana School Psychological Association (LSPA) conference. LSPA President Dr. Yael Banai told the *Times* that this year's theme, "Resilience and Reconnection," was chosen to help spotlight the particular strengths that students have. Presenters included Drs. Stacy Overstreet, Michael Cunningham, Conni Patterson, and Bonnie Natasi, from Tulane, Dr. Alan Coulter of LSUHSC, Dr. Kevin Jones, LSU Shreveport and past president of LSPA, and Dr. Rebecca Nolan, also from LSU Shreveport, school psychologist and medical psychologist.

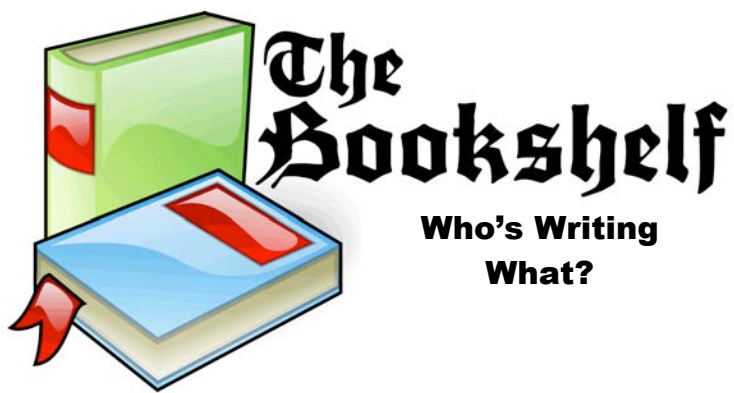
U of LA Monroe Researchers Begin Assessment Of Academic

Psychologists & Students - Researchers from the University of Louisiana Monroe (ULM) launched an effort to better understand the needs of academic psychologists and students of psychology last month in collaboration with members of LPA. Dr. Karen Kopera-Frye, Ms. Janease Traylor, Ms. Sandra Dillion, Dr. Bill McCown, Interim Provost at ULM, Dr. Susan Dardard, Membership Chair of LPA, and Dr. Gail Gillespie, are helping.

Dr. Courtney Resigns from LSBEP - Vice Chair of the psychology board, Dr. John Courtney, stepped down from his position on the Louisiana State Board of Examiners of Psychology in December.

Dr. Schechter Speaks To USA Today About Stress and Sandy Superstorm - Dr. Lynn Schechter, Baton Rouge psychologist and native of Oceanside, New York, was interviewed for a *USA Today* article on the psychological impact of the storm.

UNO's Dr. Gilda Reed Honored - Excellence in Teaching - The U. of New Orleans International Alumni Association named Dr. Gilda Reed recipient of its Excellence in Teaching Award.



Organizational Behavior

Third Edition

Michael Hitt, Chet Miller, and
Adrienne Colella

Wiley, 2011

Peel back a few layers of the onion from *Organizational Behavior* and we have all sorts of wonderfully useful knowledge from the essential areas of applied organizational-industrial psychology.

In a comprehensive look at the psychology of people and their relationship to task performance, including how they make decisions separately and together, and how they behave in groups, the authors give us the important big picture.

What does psychology – personality, motivation, group dynamics, human communication, judgment errors, and a host of other areas rich in science, have to offer those who have a leadership role? This book gives salient answers to the question, and is well worth the entry fee.

Authors Michael Hitt (Texas A&M), Chet Miller (U. of Houston), and Tulane's Adrienne Colella lay out the scientific and applied information for the study of people and human social systems in organizations. If anyone is looking for where personality, motivation, social psychology, and other needed topics were hiding out, here they are.

Dr. Adrienne Colella holds the McFarland Distinguished Chair at the A.B. Freeman School of Business at Tulane University. She is a Fellow in the Society of Industrial and Organizational Psychology (SIOP) and the American Psychological Association. She recently completed her term as president of SIOP, the largest group of IO psychologists in the country.

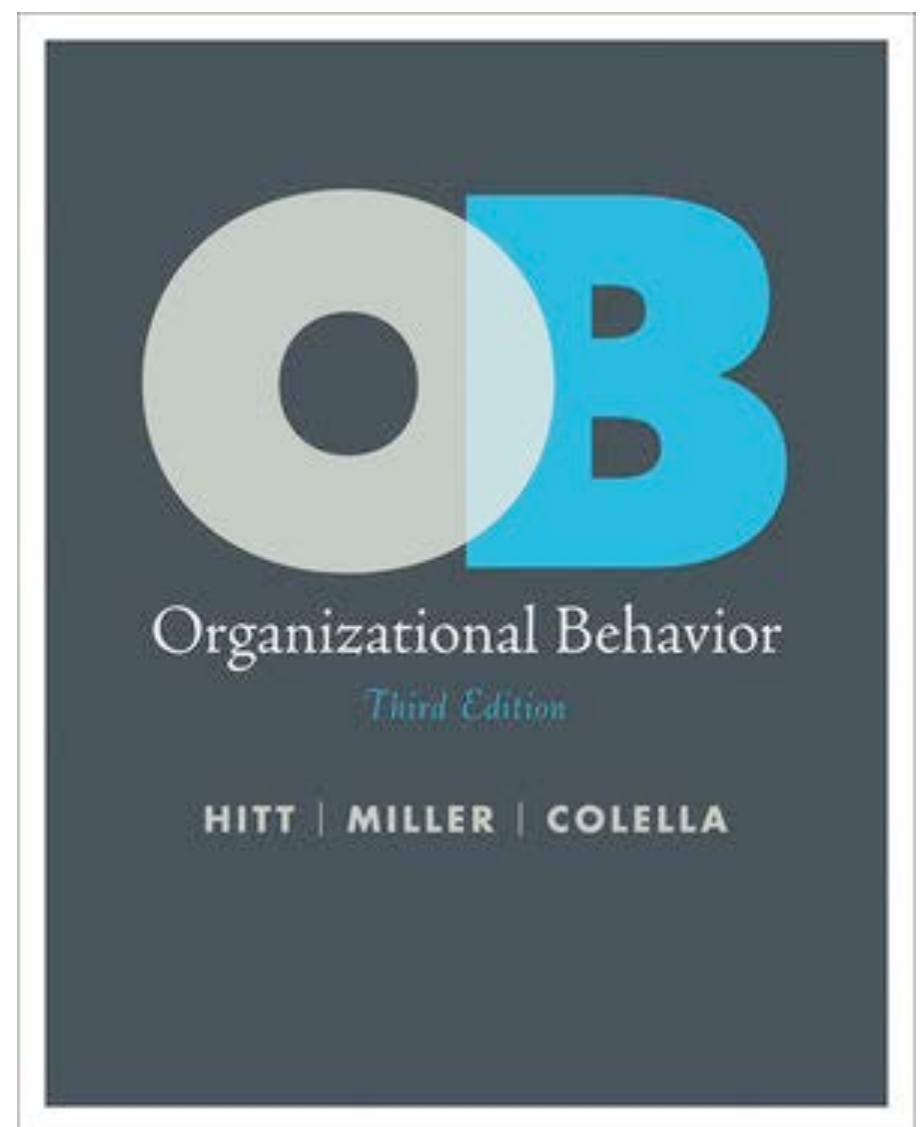
Dr. Colella has left her mark on *Organizational Behavior*, key chapters and topics link with her expertise in diversity and her research on issues related to people with disabilities. She has received numerous grants for this line of work including support from the New Jersey Developmental Disabilities Council and Texas A & M University. Her work has been published in top journals such as the *Journal of Applied Psychology* and the *Academy of Management Journal*.

The third edition of *Organizational Behavior* opens by placing the reader firmly into the framework of the strategic approach and idea that people are the foundation for the successes of any organization. *OB* provides the psychology behind this comprehensive business objective – what we know about people, how they relate to one another, what characteristics of social organization are conducive to their productivity. This and a host of other applied psychology knowledge sets, make up the text. The work aims to help business students, managers, top executives, middle and lower managers, but it is also the foundational knowledge for anyone in a leadership role.

A blend of psychology helps the reader understand the “social capital” of the organization and brings together individual, interpersonal, team, organizational, and inter-organizational characteristics. The authors use the “lens of an organization's strategy” as a guiding principle, layering the applied issues on this heuristic so that readers remember why it matters.

One way they accomplish this is to give the reader a rich and varied fabric of information with fascinating case studies: Whole Foods, Apple, FedEx, Men's Wearhouse, McDonald's, and Starbucks, are included, just for starters. The authors link the real world to the topics and strategic importance, starting and ending each chapter with connections to the strategic value of the topic.

Authors also explain applications of the concepts in sections on “Experiencing Organizational Behavior” and “Managerial Advice,” regularly appearing at chapter ends, to help readers apply the new information. Also included are critical concerns of the times in the closing pages of each chapter with “Thinking about Ethics.”



“Human Resource Management Applications,” “Building Your Human Capital,” and “Team Exercise,” address business needs of readers directly, providing interesting and compelling examples in self-assessments and team exercises. Such topics include, “Experiencing Emotional Labor,” “An Assessment of Low Tolerance for Change,” “Are You A Transformational Leader?” and “Communication Barriers.”

Authors also include exercises for student involvement in class discussion, resources from Wiley for instructors such as the resources guide, test bank, PowerPoint presentations, and web quizzes. There is also a companion website.

The text covers Part I, The Strategic Lens, with chapters on the Strategic Approach to Organizational Behavior; Organizational Diversity; and Organizational Behavior in a Global Context.

Part II is Individual Processes. This part includes chapters on Learning and Perception; Personality, Intelligence, Attitudes, and Emotions; Work Motivation; and Stress and Well-Being.

Part III is Groups, Teams, and Social Processes. This section includes chapters on Leadership; Communication; Decision-Making by Individuals and Groups; Groups and Teams; Conflict, Negotiation, Power, and Politics.

The last section, Part IV, is The Organizational Context, and includes Organizational Structure and Culture, and also Organizational Change and Development.

With their “Strategic lens” approach, authors show how individual learning, personality, motivation, emotions, decision-making, and many other areas of psychological science, bear on the goals of business organizations. Through his strategic viewpoint they also examine the organizational context of organizational design, culture, and organizational change.

In chapters on leadership, teams, and communication, as with other areas of the book, the authors lay out a wealth of important IO psychology for the readers, information that relates the challenges anyone trying to lead in today's society will find in their way.

Some examples of the information provided by *Organizational Behavior* include Chapter 8, “Leadership,” where authors define and describe theories of leadership, including transactional leadership that focuses on the social exchanges and how leaders respond to the needs and behaviors of those they want to lead.

Just one of the many interesting topics is the concept of transformational leadership. In this section authors point out for the reader ideas that integrate concepts from behavioral, contingency, and transformational leader research and theory.

They list the behaviors for transformational leaders, drawing from the research of Yukl and Van Fleet, “Theory & research on leadership in organizations,” in Dunnette & Hough's Handbook of Industrial and Organizational Psychology.

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Bookshelf, cont'd

- Transformational leaders articulate a clear and appealing vision that is beneficial to followers
- They delegate significant authority and responsibility
- They eliminate unnecessary bureaucratic constraints
- They promote cooperation and teamwork
- They modify organizational structure and policies

The next chapters, “Communication,” “Decision Making by Individuals and Groups,” and “Groups and Teams,” spell out in detail the essential nature, goals, and challenges of group endeavors.

In Communication we learn (or remind ourselves) that communication is of strategic importance and vital to organizational performance, regardless of what type of organization we are dealing with – two people or two million people. Communication aligns goals and behaviors and “few things are accomplished in organizations without it,” the authors write. Authors show different patterns or networks of common communication structures: centralized, decentralized, connected and hierarchical. They show how communication can be downward, upward, and horizontal, or formal and informal.

Barriers to communication include information overload, distortion, jargon, time, status differences, and poor listening skills. Overcoming these and other barriers requires some tap-dancing, they remind us.

They recommend “communication audits” to investigate if things are going well or poorly, and explain the need for an open climate, one in which the right methods include encouraging feedback loops.

They point to the common problems. One example they note as referred to by communication expert Virgil Scudder. He calls it the “me to me to me” communication, based in an ignorance of the audience’s differences and characteristics.

Chapter 10 is “Decision Making by Individuals and Groups.” Here authors provide a meaningful overview of the fundamentals of decision-making with the major decision-making styles, and sections on cognitive bias, moods, emotions, and pitfalls in decision-making and human judgment. The authors explain that the strategic importance of decision-making is critical for organizational success, because major decisions are not only at the top of the organization but also all throughout.

Steps in effective problem-solving techniques are laid out for the reader, and descriptions of individual decision-making styles. They explore Jung’s theory of type, and information on the Myers Briggs types called Sensing, Intuition, Thinking and Feeling, so popular today in business and industry. They describe the sensing decision style that is focused on gathering specific and detailed information and the intuitive style that works mostly on abstractions. They point out that both styles can be the most effective style when matched to the style demands of the task. One example is from Steven and Burley’s research, “Piloting the rocket of radical innovation.” In a Fortune 500 company where the sensing group identified ideas worth \$15.2 million of profit and the intuitive group, displaying greater creativity, identified ideas worth \$197.5 million of profit.

Next the authors review risk-taking and cognitive biases. They include descriptions of judgment errors common to humans including the “confirmation bias,” mental shortcuts, the tendency to seek information only supportive of one’s belief, the ease of recall bias, anchoring bias, and the sunk-cost bias or the “we’ve come this far already” error.

The authors outline problems with groupthink, when groups focus too much psychological energy on avoiding conflict or generating consensus, at the expense of self-critique.

The authors outline the characteristics of groupthink in a clear, succinct list, including:

- self-censorship – members who recognize errors remain silent
- pressure – members apply social pressure to anyone with differences of opinions
- rationalization – “members build complex rationales that effectively discount warnings or information that conflict with their thinking”
- invulnerability – feeling that they are invulnerable
- mindguards – some members work to “shield the group from any facts, criticism, or evaluation ...”

Authors also point out that groupthink includes a feeling of superiority and of stereotyping outsiders, especially that block possibility of compromise with others who represent differences.

Next authors describe diversity-based infighting, and how when it becomes extreme, the group members have no mechanism for channeling conflict constructively. Group techniques are outlined, including brainstorming, the Delphi technique, “dialectical inquiry,” and “devil’s advocacy,” as group development methods.

The authors include a fascinating section on comparison of individual vs group decision-making, and when each might be the best direction for organizational development.

Throughout the text real world case examples are included and this chapter 11 opens with a review of from Starbucks, “Groups and Teams.” The chapter provides a description of “identity groups” and how social identity is part of the social fabric in organizations, with the natural formation of people into these types of subgroups.

A section on “Virtual Teams” brings in modern conditions where technology is used in work groups, the authors pointing out strengths and weaknesses of the virtual team, and research about ways to compensate for or manage problems.

In one example, authors note that virtual teams are more effective when they were empowered to make their own decisions, and when lead by transformational leaders. They report on research where successful virtual teams have increased productivity and saved companies millions of dollars.

Authors continue in describing self-managing teams, using McKinsey and Company consulting project teams as examples. They explain how team effectiveness is measured, as well as outcome criteria of shared knowledge and whether the team members are emotionally satisfied.

A section on team effectiveness examines “process loss.” Process loss is the situation where team performance drops because energy is used maintaining the team vs reaching team goals. Diversity, personality, team size, roles, structure, and other factors are described.

In the chapter on conflict, “Conflict, Negotiation, Power, and Politics,” authors explain functional and dysfunctional types of conflict and what are the common sources of conflict in the typical organization or group. They look at escalation of conflict and outcomes from the organizational framework perspective.

And the authors also describe three types of conflict: personal, procedural, and substantive, and show that for the first two task performance goes down as conflict increases. However, in case of substantive type conflict, the relationship between the degree of conflict to performance is an inverted U. So in this situation, when the degree of conflict rises to moderately high levels, performance goes up.

Causes and outcomes for conflict, including lose-lose, win-lose, compromise, and win-win, are discussed, and along with a section on the types of power.

Organizational Behavior last sections, including reviews on social structure, culture, and development are essential for those who want to understand the nature of human systems.

This exceptional text should be a foundation for psychologists, even those working in other areas, and especially for those who have lost track of social and personality as it impacts normal human behavior.

Early last year, Dr. Colella explained to the *Times* that she feels IO can offer a comprehensive set of services to benefit others. “We help individuals through coaching and welfare programs, and EAP programs,” she said. “I teach in a business school and I have all my career,” she said.

“One of my basic tenets is that nothing happens in an organization without people.” And, she said, “IO psychology is concerned with the welfare and functioning of those people. So I think it has a huge impact.”



A.B. Freeman School of Business at Tulane University.

(Photo courtesy of Tulane.)

2012 We Remember You

Dr. Mary Ann Goodwyn

Dr. Lisa Jo Bertman Pate

Dr. Nathan Gottfried

Dr. Mary Williams-Brewer

Dr. Arthur J. Riopelle

Dr. Charles Robertson

Dr. Ray Houck

Dr. Ivory Toldson



Not too long ago: Dr. Riopelle at one of his favorite places on earth, Navarre Beach.
(Courtesy Dr. Jean Riopelle Guez.)

Up-Coming Events & Dates

APS Calls For Submissions

The Association for Psychological Science (APS) is calling for submissions for the 25th Annual Convention, to be held in Washington DC, May 23-26, 2013.

The organizations put out a call for submissions. The deadline is January 31, 2013.

Southeastern Psychological Association Conference March 13 – 16, 2013

The Southeastern Psychological Association (SEPA) is scheduled for March 13 to 16, 2013 at the Omni Hotel at the CNN Center in Atlanta, Georgia.

The Psychology Times

CLASSIFIED ADS

Position Wanted: Research Associate, Health Psychology. Accomplished and dynamic masters level professional with degree in health psychology. Competencies include: Health Care · Patient Assessments · Patient Relations · Health & Safety Regulation · Care Coordination Policies / Procedures Compliance · Time Management · Needs Assessment · Email for more info at Neurology579@yahoo.com

Psychology Practice looking for professionals interested in joining our practice in **Metairie**. Two fully furnished offices in beautiful atrium building available 3 days per week. Rental includes telephone, fax, wireless internet, basic office supplies and receptionist. Contact Lynn at 504-455-0109.

Professional Shared Office Space for Rent: **Baton Rouge and Kenner** professional office space for rent by the hour, day, week, or month. Group room available upon request. No sublease required for part-time use. Utilities included. Support staff, services, and supplies available upon request and prior arrangements. Affordable rates. Please call 225-769-2533 for details.

Private Office Space for Rent in complex with other mental health professionals: **Baton Rouge, South Sherwood area**. Single office space with individual private waiting room. Entry door to waiting room and exit door from treatment room allows for your clients' privacy. Utilities included. \$650 per month. Call 850-564-0077 for more information.

Clinical Psychologist
Department of Veterans Affairs
Fort Polk, Louisiana
Salary: \$81,823.00 - \$106,369.00 /Year
Open Period: 12/7/2012 to 9/30/2013



Staff Psychologist
Department of Justice
Nationwide
Salary: \$57,408.00 - \$89,450.00 / Year
Open Period 2/27/2012 to 2/27/2013

**Psychologist
Positions Posted**
USAjobs.gov

The Psychology Times

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None of the content is intended as
advice for anyone.