



Photo by Britney Waters

Laura Brooks (L) and Dr. Susan Tucker wait to begin graduation ceremony at the Bossier Sherriff's Office facility.

Dr. Tucker's Program Finds New Home at Bossier Sherriff Facility

Psychologist Dr. Susan Tucker and her nationally recognized treatment program survived the state cutbacks, despite the closing of Forcht Wade Correctional Center in Keithville, Louisiana, this past July.

"It took a while," Dr. Tucker explained to the *Times*, "but the entire staff moved to the new facility."

The staff and their innovative programs relocated to the Bossier Sherriff's Office, Medium

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Groups watching LPA gives dissenting opinion BA Commission Report Goes To Louisiana Senate

The Behavior Analysts Licensure and Regulation Study Commission submitted its final report to President of the Louisiana Senate for a February 1 deadline. The report contains recommendations for the licensure and regulation of behavior analysts, including scope of practice, definitions of three levels of practitioners, and the decision for a merged board arrangement with the Licensed Professional Counselors. The final report also included a dissenting opinion from the Louisiana Psychological Association.

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Right: Dr. Robert Marier, Director of state medical board at recent commission meeting.

N.O. Psychologist's Research Key

U.S. Senator Coburn Takes Science's Flag to Social Security Administration

The U.S. Senator known for confronting government waste and inefficiency, Oklahoma's Dr. Tom Coburn, took up the banner for psychological science recently when he challenged the Social Security Administration's anti-scientific approach to detecting malingering in its disability claims.

Senator Coburn had help in understanding the science behind these complex issues from New Orleans clinical and

neuropsychologist, Dr. Michael Chafetz.

Chafetz and his colleagues have been studying malingering in disability claimants and publishing research in the area since 2006, something that the Social Security Administration (SSA) does not do for itself.

In a January 30, 2013, letter from Senator Coburn to national SSA Commissioner Michael

Astrue, Coburn asked the SSA to reverse its decision to defund psychological tests that detect malingering.

Coburn wrote, "... the agency's decision stands in stark contrast to current scientific research and findings, which support the use of SVTs [symptom validity tests] to identify malingering in psychological evaluations. In fact, there is broad consensus within the

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Members From Behavioral Health Step Up For Violence Prevention

Professionals from various behavioral health groups have formed a coalition to promote safety in Louisiana by strengthening early identification of those at risk of violence. The group, named the Louisiana Coalition for Violence Prevention, includes members of the psychology and behavioral health community, a cross section of leaders from school psychology, counseling, and social work.

Steering group member Dr. John Simoneaux told the *Times*, "Recognizing that it is our responsibility, we

want mental health professionals in Louisiana to ensure that we are trained in scientifically sound techniques for identifying and intervening with potentially dangerous individuals."

The concept that mental health professionals can help reduce violence if they are better able to identify the risk factors and determine the correct next step, stems from ideas voiced by several national experts who commented after the Sandy Hook tragedy

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Photo by M. Dooley

Editorial Page

Solving Problems

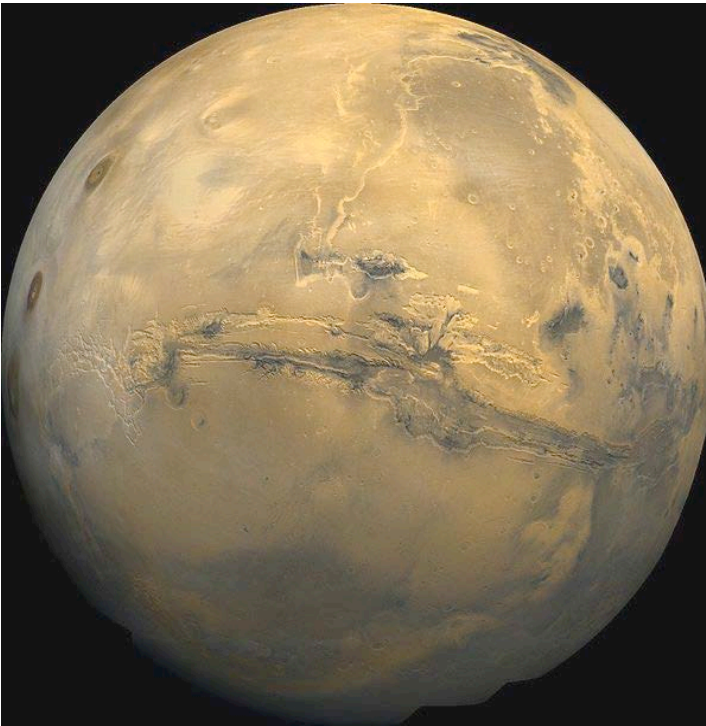
The first thing you need to do to make a good decision is to get your arms around a good problem. It needs to be an excellent, worthy problem, not some lame issue or minutia. If it's something lame, try what works for some people – let it sit at the bottom of your in-basket or sink in your email, delegate to a secretary, an intern, or a wife if you're lucky enough to have one and she hasn't read *I Feel Guilty When I Say No*.

The reason you should only focus on a good, worthy problem, despite the American need to affiliate and establish superiority, is because it is going to be expensive in time, energy, and lost productivity, especially if you solve it correctly. Which by the way is unlikely. I did a very rough calculation of the cost of the Behavior Analyst Study Commission and it had to be upwards of \$150,000+. The approach required highly paid people to travel, study, call around, research, plus loads of support staff, and so on. Hopefully the problem was a good one.

It was never quite clear to me what the original problem was, however. Something about people needing to be regulated and the public needing protection. The LSBEP never explained it in their minutes, so perhaps they weren't sure either. But if the public's raising cane over the legislation was any indicator, they certainly did not want the help offered to them by the people doing the regulating.

So, first make sure you have a really good problem, supported by some actual evidence. Failing that, check with a kindergartner since they are good at the question "Why?"

Which brings me to my second point. It is critical that you figure out exactly what issue you are trying to solve, so you don't wind up working on the wrong problem or trying to solve a symptom of it. This thing that happens to a lot of us –solving symptoms of problems– is so common a mistake that we have a name for it – the medical model. Much of medicine has developed excellence for treating symptoms. We even name diseases by their symptoms, which seems to confuse people. In this category is also the problem that Daniel Kahneman unfortunately named WYSIATI (What You See Is All There Is) which in English means that there is always invisible stuff and so then fertile ground for unintended consequences and poor results.



NASA photo

A third thing you should remember when solving complex problems is to refuse vigorously to allow your team to grow larger than 5 or 6 people. Government and associations don't seem to be concerned about this. But if you are going to have any hope of a high-functioning team, this is critical. If you are unlucky enough to be assigned a large group and told to manage some sort of problem-solving process, and there is absolutely no way you can get out of it, then you must have a facilitator, and everybody must be assessed for cognitive style, conflict style, leadership style, and decision-making skill. My advice is to call in sick.

The fourth thing to remember is to avoid compromise and other shortcuts. Compromise has somehow gotten unwarranted positive reviews, probably because most people don't know that compromise is only a bad solution in disguise. Another bad idea is majority rule voting, which usually means it was a poor decision. Probably nobody knew what else to do, people were all worn out, blood sugar was tanking, it was time for lunch, or traffic was picking up. Compromise and majority rule result in halfway, mediocre decisions that only a percentage find fully acceptable.

Perhaps one of the worse things about bad solutions is that they lull people into thinking that they actually have an adequate solution, when they don't. People stop searching for the best idea, or even just a better one. Bad decisions clutter our social and political landscape, pile up in all the corners, and dangerously frame and anchor future decisions.

Which brings me to a final point. Failure is a good thing. Knowing when to throw in the towel, when to call it quits, when to yell Uncle, and when discretion is the better part of valor, is a valuable but rare trait.

If only the LSBEP had allowed things to die after the Commerce Committee killed their bill last year. (I thought I remember learning in civics that it was important for bills to die.) But as I've watched the government for a few years now, I see that bills don't die their proper deaths much of the time. They morph and return like flesh-eating zombies that just won't die.

Failure is one of the best ways to get rid of stuff that isn't working. It is human nature for us to kick and scream when we lose something, even if what we're losing isn't working in the first place. Once invested, our judgment goes out the window. No new evidence, statistics, no new frame—nothing works to press our reset button.

I was one of those kicking and screaming when NASA went off-line, when they mothballed the Enterprise and cut programs. I grew up with the Apollo missions. But the fact is, we hadn't sent anyone out pass the moon in 40 years. At that pace we'll never make first contact with the Vulcans.

So now here's a millionaire fellow, Dennis Tito, who loves space travel. He even paid to visit the International Space Station as a tourist. Tito is trying to arrange a Mars flight for a husband and wife astronaut team. He's planning on taking advantage of the alignments of planets for a 2018 launch date. Thank you Mr. Tito!

Here's to endings and beginnings.

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Senator Coburn Takes Up Science with SSA

Cont'd

medical community that malingering is a problem and must be addressed.”

Chafetz, one of the top researchers in this area, has had his work published in a string of scientific journals, which, along with other accomplishments, earned him the title of Distinguished Psychologist from the Louisiana Psychological Association last year. He has also presented his findings by invitation at the American Psychological Association. He is licensed in two states and board certified in clinical neuropsychology.

In a series of research articles, Chafetz and colleagues demonstrated that base-rates of malingering in social security claims come to 41.8 percent. This is higher than the 30 percent that is typically found in legal cases.

Coburn noted in his letter to Commissioner Astrue, “Translating these base-rates of malingering to benefit payments is alarming.”

“Considering only adult beneficiaries asserting mental disorders and using the widely accepted figure of 40 percent malingering in medicolegal cases,” Coburn wrote, “SSA paid approximately \$20.02 billion in SSI and SSDI benefits in 2011 for claims based on malingered mental disorders alone. If one considers that ‘disability,’ which is defined as an inability to work, can be feigned no matter what the illness, then the agency spent approximately \$68 billion (or 40 percent of \$170 billion in total net benefit payments) in 2011 on disability beneficiaries who were likely malingering.”

Coburn has been investigating both errors and inefficiencies in SSA. In a review of outcomes from administrative law judges last year, Coburn’s subcommittee found that



Dr. Michael Chafetz (L) speaking with Dr. James Van Hook at a conference in Baton Rouge. Dr. Chafetz is a leading researcher in the area of low effort during disability evaluations. U.S. Senator Tom Coburn has recently taken an interest in this area of science and is pushing for more accountability in the SSA.

up to 25 percent of the judgments involved “insufficient, contradictory or incomplete evidence.” Backlogs, delays, and overload are considered to be some of the reasons for the poor quality outcomes.

In September 2012, Coburn and the Congressional subcommittee asked SSA officials why they rejected tests for malingering. The SSA said it was because there is no test that “conclusively establishes a claimant’s credibility.”

But in his January letter Coburn countered this argument, saying that all psychological tests have limits to their use, but that that doesn’t negate their value as evidence.

Coburn pointed out that administrative law judges require this evidence in order to make their decisions, and that all tests, including those for malingering, can provide evidence. He said that the SSA decision to defund tests for malingering runs counter to the SSA policy of requiring evidence for decision-making.

“SVTs are emphatically supported by the scientific community,” Coburn noted, “and are an important tool for the examining psychological evaluator. In my opinion, SVTs should be required in disability determinations to help determine if an individual truly qualifies for benefits.”

“At the same time,” Coburn wrote, “SSA cites no authority for its policy change. Further, since SSA does not track the number of SVTs requested each year or the total amount spent on them, the agency has no idea of its inability to measure the impact of the fraud occurring under its own roof.”

In February 2013, the Inter-Organizational Practice Committee, a group representing the American Academy of Clinical Neuropsychology, Division 40 of the American Psychological Association, the National Academy of Neuropsychology, and the American Board of Professional Neuropsychology, sent a letter of support and thanks to Senator Coburn for his position with SSA.

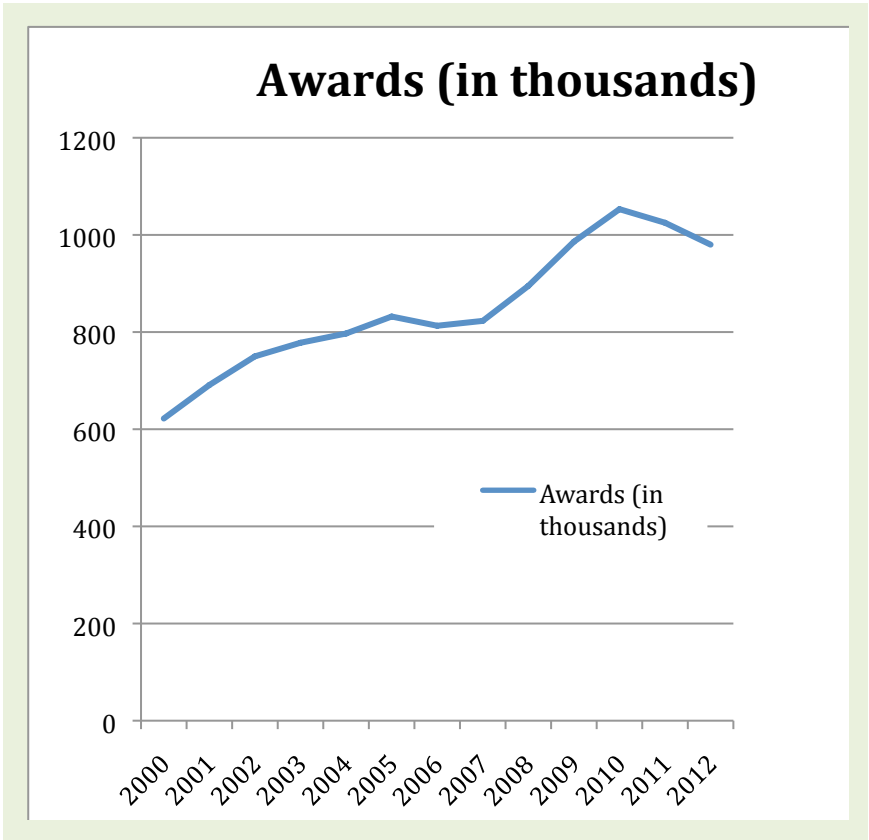
The authors of the letter wrote, “Results of SVTs alone do not automatically indicate that someone is attempting to obtain

benefits fraudulently, but they speak directly to the validity of psychological and neuropsychological assessment results.” The authors indicated that it is well understood that simple judgment and observation are inadequate for knowing who is malingering. They pointed out that for psychologists ignoring the existing large body of research on the matter could constitute “unethical and irresponsible practice...”

They also say that two of their associations, “... have issued strongly worded practice guidelines stating that the failure to use validity testing in a medicolegal context is considered substandard practice.”

In a related story, last January 2012, the local Disability Determinations Services, which handles the state’s SSA services, issued a memo cautioning its psychological examiners about a presentation given by Chafetz and hosted by the Louisiana Psychological Association. Following that the *Psychology Times* asked the Director, Terri Spurgeon, who authored the memo, for clarification. The *Times* never received a response. A formal request six months ago, asking for information about the memo and other matters regarding Dr. Chafetz, continues to be ignored.

Chafetz was hosted multiple times by the state psychological association later that year, however, including a special event for the public interest, provided especially to Senator Coburn’s staff.



Awards for disability benefits have been rising in the last decade, along with the number of applications. (Source: SSA)

Dr. Susan Tucker and Team Land with Bossier Sherriff Correctional Facility, cont'd

Correctional Facility, located between Benton and Plain Dealing, LA.

The overall facility includes three units, maximum, medium, and minimum security. Dr. Tucker is the assistant warden for the care and treatment programs. She and her team handle the Medium Security Facility, with from 400 to 450 offenders.

After the decision to close Forcht Wade was made, it was a difficult time, explained Tucker.

Forcht Wade was the smallest correctional facility in the state. The Department of Corrections said that having Forcht Wade as a stand-alone treatment center was not cost effective, reported KSLA news, Shreveport.

"But Secretary LeBlanc wanted to save the program," Tucker explained to the *Times*.

"For intensive substance abuse, he asked us, 'Wouldn't it be perfect for you if we take 400 beds at Bossier Sherriff's Office?'"

"The Sheriff, Julian Whittington, is a progressive, out-of-the-box type thinker," Tucker said.

Everything has worked out, even though it has taken some time and effort on everyone's part. "It really took us a while," Tucker explained, for the staff to get settled in and functioning in the new facility. "We have a new building, a chapel, and Chief Rudy Craine is the most pleasant man to work with," she said.

The program recently graduated another of its first classes in the new facility. Inmates put on caps and gowns and graduated from the Intensive Substance Abuse Program at the end of February. The intensive program is a nine-month, 40-hour per week curriculum, for those with a history of substance abuse.

The programs that were at risk were some of the most innovative and forward-thinking in the country, recognizing the underlying issues in effective treatment for offenders and recidivism issues.

"In light of research that indicates between 70-80 percent of offenders have a substance abuse history or problem and only 15 percent actually receive intensive treatment, DOC Secretary LeBlanc saw the need for a specialized program," Dr. Tucker told the *Times* in a previous interview.

She explained that the ultimate goal "is to reduce recidivism and create safer and healthier communities within our state."

"Rather than simply 'warehousing offenders' who will eventually be released into our communities," Dr. Tucker told the *Times*, "we are focusing on offering intensive treatment, skill development, and educational opportunities, as well as post release support and care."

The results are impressive. The comprehensive and

creative treatment approach achieved a significant reduction in recidivism, from an expected first year rate of 18 percent to only 3 percent.

Tucker's programs have earned state and national recognition for results. The group received The Residential Substance Abuse Treatment grant for eight years. In 2010 they were awarded the governor's grant for prevention.

Also, in 2010 the Vera Institute of Justice, an organization dedicated to improving justice systems through research and innovation, noted that Forcht Wade Correctional Center's family program, "...should be a model for the nation."

And the American Correctional Association had requested that Forcht Wade present their treatment program at the national conference in Kissimmee, Florida in 2011.

In 2012, Dr. Tucker presented at the American Correctional Association, the oldest and largest international correctional association in the world. Dr. Tucker presented a workshop on identifying aspects of personality disorders. She is scheduled to present again at the 43rd Congress of Correction in National Harbor, Maryland this August.

Tucker explained that basis of the program's success is in the innovations, the



Photo by Britney Waters
Officers waiting to enjoy the graduation ceremonies.

comprehensive approach, and the evidenced-based methods.

"The philosophical approach to our treatment," Dr. Tucker explained, "includes focusing on the thinking patterns, emotional reactions, and behavioral events that often lead to self-defeating patterns and eventually to criminal activity. We utilize psychological assessment instruments to illuminate areas of concern, including low cognitive ability, personality disorders or features, mood disorders, and thought disorders. We individualize a treatment program for that offender and he works closely with his assigned counselor to meet the goals of that treatment plan."

The core program consists of four therapeutic and educational groups: "Living in Balance," "Moral Reconation," "Risk Management," and "Victim Awareness." The Family Recovery Program is also key, she explained.

"The devastation caused by addictions in families can be virtually insurmountable for a family without help and support from the professional community," Tucker noted. "We have acknowledged this and developed a program based on the needs of family members struggling with offenders returning home, as well as their own issues and painful experiences."

The Family Recovery Program offers 14 weeks of therapy where family members engage in groups with the incarcerated individual. The program is based on the principle that strong family bonds are essential to recovery.

The first graduation for the program at the new Bossier Sheriff's Office facilities was last August, after Tucker's team moved from Forcht Wade in July 2012. Graduations are to be held monthly.

Along with her duties as Assistant Warden at the Bossier Sherriff Medium Correctional Facility in Plain Dealing, Dr. Tucker is also the Substance Abuse Coordinator for Department of Corrections (DOC).

Among her contributions, Tucker has developed a classification system for addicts that help tailor their course of treatment. She uncovered important information to guide specialized training for substance abuse therapists during her research.



Photo by Britney Waters

The treatment team includes professionals for psychology, family therapy, counseling, parenting, and substance abuse. Above are some of the therapists for the programs: (L to R) Sandra Burton, Dr. Anita Flye, Laura Brooks, Shannon Gresham, Dr. Susan Tucker, Dawn Robinette, Alexis White, Lori Culpepper, Dr. Gil Loe.

Behavioral Health Steps Up For Violence Prevention, cont'd

that there was no effective mental health system in operation.

“Proper risk assessment is analogous to CPR training,” Simoneaux told the *Times*, “and should be a basic skill held by virtually all behavioral science professionals and many laypersons.”

Simoneaux is a licensed psychologist, an expert in forensic psychology, and a person who also trains mental health professionals.

“Our simple, straightforward idea,” he said, “is based on the hypothesis that we can reduce violence if we can increase early detection.”

The group is planning a number of projects, each with the theme that better detection and accurate knowledge about the antecedents of violent behavior is a key to addressing problems before they escalate into tragedy. Engaging the mental health community and making sure professionals have the necessary skills for early detection is a major goal of the group.

Cindy Nardini, MS, licensed professional counselor, is also a member of the steering committee. She told the *Times*, “This initiative is different in that it was developed by mental health professionals who are also stepping out first to insure competent skills in identifying and interrupting violent behaviors.”

“This plan recognizes that for interventions to be successful, there has to be involvement from those closest to the potentially violent person,” Nardini said, “to the professionals that can offer support and effective treatment. For violence to be reduced and stopped, we must all work together.”

The Coalition is currently working to engage others in the behavioral health community to gather feedback and ideas.

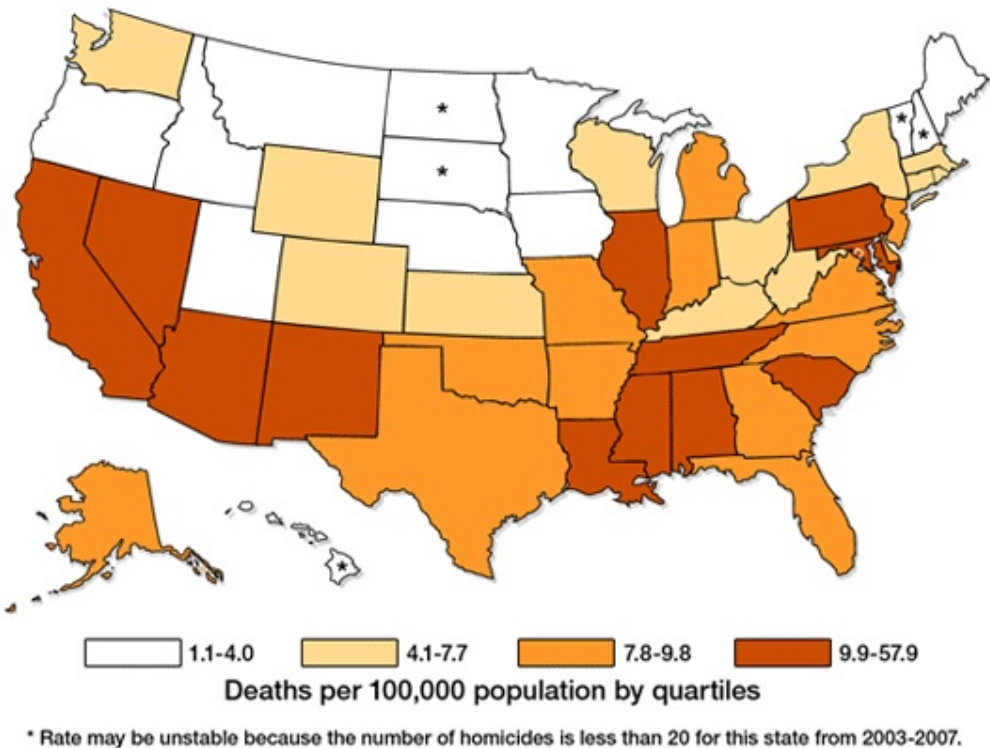
Along with Simoneaux and Nardini, other steering group members of the Coalition include Yael Banai, PhD, Bryan Gros, PhD, and Bobette Laurendine, MSW, LCSW.

Simoneaux explained, “We hope to develop practical and cost effective strategies for delivering this knowledge base and these skills directly to those individuals and professionals who have immediate contact with the potentially violent person.”

Simoneaux said that a lack of violence-related skill and knowledge among mental health staff has been found to be a barrier to early recognition and identification of those who need assistance before a situation escalates out of control.

The goal of promoting the early and effective identification of those at risk for violence is the main direction for the group at this

Homicide Rates and Quartiles for Persons 10-24 Years by State, 2003-2007



National chart from the Center for Disease Control showing states’ homicide rates for youth and young adults through years 2003 to 2007. Louisiana falls in top quartile.

time. Enhancing and strengthening risk assessment skills and abilities for all those in the mental and behavioral health community will help build a net of protection in the Louisiana community, explained Simoneaux.

The Coalition will use existing science and the available knowledge about successful training to guide their efforts, programs which are to be offered to all those in the mental health community, he said. Topics will include information about risk factors for various specific populations and screening techniques for violence potential, Simoneaux said.

Currently the members are also networking with others

would are involved in research and development of programs, and learning what has been shown to work in violence prevention, and using those tools if possible in their efforts.

For another phase of their program, the group will include community and layperson training for early detection and referral. According to their website, “Many times it is the perpetrator’s social circle that has the information that violence is possible. We view this social group as essential for us to reach. We propose awareness building aimed at the violent individual, that person’s family and other close relations, and also first-line helpers, such as teachers, other school personnel, clergy, and law enforcement.”

“Those trained in violence risk assessment and intervention will be prepared to outline and formulate specific and concrete safety plans based in the best scientific approaches, rather than in ill-conceived, emotional reactions,” Simoneaux noted.

The group also plans to create a community media effort to support early detection and referral. This will also include messages that help to counteract the negative themes so common in today’s media and entertainment. Also, the group plans to support themes of positive beliefs, connectedness, personal responsibility, and positive models for healthy living and emotional expression, according to their website.

Members are hoping to engage with others in the community and invite anyone interested to contact them. For information, go to louisianacoalitionforviolenceprevention.com

(Editors note: Julie Nelson, PhD, publisher of the Times, is serving as community member and facilitator for the Coalition.)



A workshop at Professional Training Resources. Dr. John Simoneaux, developer of PRT, along with colleagues from psychology, counseling, school psychology and social work are looking at ways to help in violence prevention. They have created the Louisiana Coalition for Violence Prevention and believe that better skills for mental health professionals in early detection of at-risk individuals may be an important key.

(Photo courtesy of PTR)

BA Commission Sends in Report, cont'd

The political process began last spring when the state psychology board proposed legislation to bring behavior analysts under that board, a move that crystallized and escalated issues in the mental health, educational, and autism support communities.

The study group formed by Senator J.P. Morrell's Senate Resolution 159, voted 10 to 5 in December 2012, to place the behavior analysts in a merged board structure with the counselors board.

The registry of a national board lists 64 individuals certified in Louisiana. Five are assistant behavior analysts. In a presentation to the Commission in November, Dr. Grant Gautreaux, president of Louisiana Behavior Analysis Association, noted that the numbers would increase to about 115 by 2017.

The commission's decision places the small group of behavior analysts, with the Licensed Professional Counselor board (LPC Board). The proposed legislation will exempt persons who are licensed with others boards from having to have a dual license.

The LPC Board regulates approximately 5,000 people, according to an estimate from the board's office recently. This includes about 4,000 LPCs and about 1,000 LMFTs, or Licensed Marriage and Family Therapists.

Currently the LPC Board includes 11 people, composed of 6 LPCs, 4 LMFTs, and one public member. The present Chair is Dr. Gerra Perkins and Dr. Laura Choate is Vice Chair. Ms. Penny Millhollon and Mr. Mark Reynaud serve from the Marriage and Family Advisory Committee. Also currently serving are Mr. Alysius Allen, Dr. Ernie Cowger, Ms. Kathy Lammert, Mr. Anthony Williams, Dr. Kathryn Steele, and Dr. David

Legendre. Mr. Dustin Dowling serves as a Member at Large.

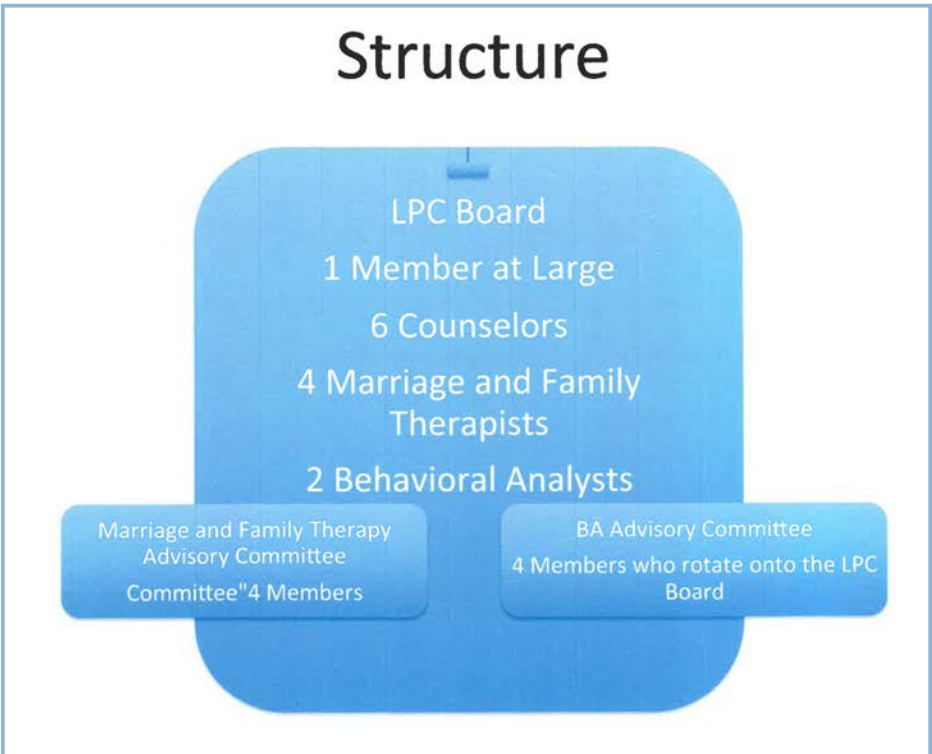
The Commission's recommendation would restructure the LPC board to include two behavior analysts. However, while six LPCs and four LMFT represent about 5,000, the two Behavior Analysts would be representing perhaps 65, increasing to 115 by 2017.

In December 2012, officials of the Louisiana Counseling Association (LCA) noted in a memo that they would be watching the outcomes of the commission and more recently the LCA Government Relations Committee members noted that they will be making a decision about what position to take once the bill is presented.

The memo indicated that LCA could be looking at the representation levels for the Board, and possibly asking that the number of LPCs be increased.

In an interview last month with the *Times*, Dr. Alicia Pellegrin, legislative chair for the Louisiana Psychological Association (LPA), said that her group would be watching the coming bill closely as well, but that they were pleased that psychologists were exempted as part of the recommendation of the commission.

In a memo to members, LPA president Dr. Bryan Gros indicated that LPA will closely monitor any proposed bill to make sure that psychologists will be allowed to practice behavior analysis without reporting to another state board other than psychology.



Proposed new structure for the LPC board from Commission's report. Six LPCs will represent approximately 4,000 people, 4 LMFTs will represent about 1,000, and 2 BAs will represent from about 65 to 115 people.

However, LPA included a Dissenting Opinion in the study commission's final report. In that opinion letter, Dr. Gros, wrote that the association "strongly disagrees with the study commission's vote to place the regulation of behavior analysts practitioners under the Louisiana Board of Professional Counselors."

He noted that the association's objection is based in two issues. "First and foremost," he wrote, "the practice of behavior analysis falls under the scope of practice of psychology and is specifically listed as such in LA RS: Title 37, Chapter 28§2352(5)." He also wrote that the practice of behavior analysis is not listed in the practice act of professional counselors.

He noted, "... over 25% of practicing behavior analysts in this state are also psychologists and regulated by the psychology board." And, "Furthermore, the

vast majority of individuals in Louisiana who are practicing behavior analysis in this state hold doctorate degrees, indicating the highest level of education and training, are psychologists and not counselors."

He also noted that no other state in the country has chosen the counselors board to regulate behavior analysts. "It is our desire to foster collaborative relationships with the individuals practicing behavior analysis in Louisiana and to protect all populations served from losing valuable resources. We believe that this can best [be] accomplished by creating a merged board with the Louisiana State Board of Examiners of Psychologists rather than the Louisiana State Board of Professional Counselors."

The final report going to the Senate marks an end to the discussions of the Behavior Analysts Study Commission, including a majority rule vote of 10 to 5. The vote appeared to be a statement regarding sentiments toward the psychology board.

The vote separated the education department at Nicholl's from the psychology department at McNeese. And, those associated with school psychology also favored the LPC board over the LSBEP. The other department qualified by the national Behavior Analyst Board, LSU, was not represented on the commission.

Public members, Munn and Morrell, favored the LPC board. Senator Morrell took a clear stand against the 2012 legislation proposed by the LSBEP. Vice Chair Ms. Morrell is Senator Morrell's wife.

Members from the Louisiana Behavior Analysis Association have said they would have preferred an independent board, but due to small numbers and the general political situation, accepted the merged board option.

During the process, the psychology board made an unprecedented offer to place not only a PhD level behavior analyst but a masters level professional on the LSBEP.



Psychology board Executive Director Kelly Parker and LaBAA President Dr. Grant Gautreaux at a meeting last year to discuss merged board options for the behavior analysts and psychology board.



Dr. Phillip Griffin received the most votes in a recent election for a place on the state psychology board. Above, he announces poster awards to Ms. Amber Germlion (C) and Ms. Taighlor Whittington at an LPA convention.

Dr. Phil Griffin Grabs Top Votes In LSBEP Election

Dr. Phil Griffin received the top number of votes in the LSBEP election that closed on January 25, 2013. Griffin won the top spot by capturing 81 of the 166 total votes cast by licensed psychologists in the state, or about 49 percent of those voting.

There are currently about 660 who receive ballots.

Also hoping to serve on the board, which would be for a second term if appointed, is Dr. Joe Comaty, a medical psychologist who recently retired from the state Office of Behavioral Health. Comaty received 46 votes, or 28 percent of the vote.

Dr. Lynn Schechter, a psychologist in private practice in Baton Rouge, received 39 votes or 23 percent.

The president of the Louisiana Psychological Association submitted the two names to the Governor, Griffin and Comaty. The Governor is allowed to appoint either person, or an entirely new individual if he wishes.



Dr. Joe Comaty

Governor Jindal Announces Appointments to the Marriage and Family Therapy Advisory Committee

In December Governor Jindal announced two appointments to the Advisory Committee for Marriage and Family Therapy including Dr. Kathryn “Kathy” Steele, of Metairie.

Dr. Steele is an Assistant Professor in Psychology and Counseling at New Orleans Baptist Theological Seminary, and serves as the Director of Clinical Practice at NOBTS. Steele was nominated by the Louisiana Association for Marriage and Family Therapy, and will be appointed to serve as a licensed marriage and family therapist.

The press release from the Governor’s office also noted the appointment of Dr. David Legendre’, of Lafayette. Dr. Legendre’ owns a private practice for individual, couple and

family therapy in The Centre for Family Mediation at the Acadiana Addiction Center.

Dr. Legendre’ was nominated by the Louisiana Association for Marriage and Family Therapy and will be appointed to serve as a licensed marriage and family therapist.

Members are appointed by the governor from a list of names submitted by the executive board of the Louisiana Association for Marriage and Family Therapy. The Advisory Committee serves to examine and qualify all applicants for licensure as marriage and family therapists and recommend to the Louisiana Licensed Professional Counselors Board of Examiners each successful applicant for licensure, according to the press release.

Psychologist Designed Teacher Assessment Program Moves Into Full Swing Across State

by Suzanne Booth, MA, Psychology Times Intern

The value added assessment portion of Louisiana’s teacher evaluation system developed by school psychologist and LSU professor, Dr. George Noell and colleagues, is taking full effect across Louisiana this year. The program, derived from the earlier Value-Added Teacher Preparation Program Assessment Model, began in 2003 when Noell and colleagues created a complex, nested, multivariate evaluation design. The purpose was to examine how teacher performance as indexed by student academic gains was related to teacher preparation.

According to Dr. Noell, the biggest development to date for the project is the implementation of Act 54, a state law mandating that Value-Added data be used in teacher evaluations. Act 54 was implemented around the state starting in the 2012-2013 school year. Under Act 54, 50 percent of teacher evaluation information will come from the assessment of the growth and learning displayed by the individual students of that particular teacher as well as other inputs such as principal observation.

Recently several districts participated in a pilot program for the Value-Added program around the state, including Ascension, DeSoto, East and West Baton Rouge, Iberville, Jefferson, St. James and St. John parishes.

The researchers have tracked data related to teacher preparation institutions, including Louisiana State University, McNeese State University, Northwestern Louisiana University, Southeastern Louisiana University, University of Louisiana–Lafayette, and University of Louisiana–Monroe.

Dr. Noell’s findings have helped to focus program development and improvement efforts for some programs that have obtained weaker results. For some this has led to gains on the value added metric.

This expansion of the project, as required by Act 54, is designed to make the degree of student progress more

transparent to teachers and educational leaders. This way they can more effectively target development efforts. And also, it will allow educators and leaders to assess the degree of educational progress that students made relative to similar students and act on this information.

In addition to teachers, the value-added program data is also provided to the teacher preparation institutions around the state that trained the teachers. This information has helped point to some surprising gaps in student results for some programs. These findings have motivated program improvement efforts in a number of cases.

Dr. Noell commented that currently there are “... two instances where institutions made changes and got improved results based on the data.” So, universities in the state are implementing changes in their preparation programs. And those changes are resulting in improved student standardized test scores when subsequent waves of teachers get into the workforce.

Dr. Noell said that the project is helping provide “... a degree of visibility in schools that [we] never had before,” regarding what is being taught and learned.

Noell and the Board of Regents have experienced success with the value-added teacher preparation program assessment model, and have received national attention and acclaim from others around the country. These have included Secretary Duncan with the Federal Department of Education. Additionally, several states around the nation, including Tennessee, Texas, Florida, New York, and North Carolina, are also starting or have in place their own programs examining teacher preparation thorough value added assessment.

Dr. Noell told the *Times* that he is pleased that the program has provided teacher educators with feedback on their impact on student learning gains. He explained that he is excited to see the subsequent changes those institutions are enacting to make improvements in the education of future teachers.

Even with his work of crafting strategic initiatives to address policy and evaluation issues in education, Dr. Noell still finds his greatest enjoyment in helping children. In a previous report he explained to the *Times* (see PT, Vol 2 No 5) he recalled the feelings of working in the clinical setting. “There is nothing more rewarding than going home that day knowing you have helped a kid, a mom, or a teacher,” he said. “You could really see it, feel it, it was right there—that you made a difference in someone’s life.”

“There is nothing more rewarding than working on behalf of children and adolescents,” he said.

For more information about Act 54 and the assessment programs, go to <http://www.act54.org>

State & National News

DHH Corrects Discrepancy In Reimbursement for Psychologists, Medical Psychologists for Testing

Dr. Alicia Pellegrin noted to the *Times* last week that a representative from the state Department of Health and Hospitals indicated to her that an error had been corrected in the Magellan reimbursement schedule. According to their plan, medical psychologists were to receive slightly higher reimbursement for psychological testing compared to other psychologists. Pellegrin said this had now been corrected by the department, although no explanation was given for how the mistake happened. Both psychologists and medical psychologists are reimbursed at 80 percent of that of a physician, based on information from Magellan, Pellegrin said. (See February issue of the *Times* for background.)

Reduction in School Counselors Avoided For Now, Amendment To Be Heard Soon

Through testimony from school counselors, counselors, Louisiana Association of Principals, Louisiana State Superintendents, and others, the Louisiana Board of Elementary and Secondary Education (BESE) decided against removing language from a regulation that maintains a ratio of one school counselor for every 450 students at a January meeting of BESE.

Members of the Louisiana School Counseling Association along with members of the Louisiana Counseling Association urged the board to maintain levels of counselors in the schools. BESE member Lottie Beebe, objected to the reduction saying it was ill advised at a time with serious

concerns about bullying, student mental health, and safety.

A memo email from leaders of the counselors' groups said, "Positive messages that focused on students to BESE members, newspaper editorials, and to Superintendent John White, are largely responsible for preventing the proposed changes."

However, an amendment was offered with would allow some schools to bypass the required ratio if they are "capable of providing academic guidance, postsecondary counseling, and personal developmental support through alternate means." The amended statement is required to go out for public comment.

Three Offer To Fill One-Year Spot LSBEP

Three candidates are offering to serve on the psychology board, to fill an unexpired term caused by Dr. John Courtney's resignation in December 2012.

Dr. Jessica Brown, Dr. Thomas Fain, and Dr. Beverly Stubblefield are included on a ballot that was due in yesterday.

According to nomination information Brown has worked for the Department of Health and Hospitals in Behavioral Health, as Director of Planning and Policy. She is in transition to the Neuromedical Center, in Baton Rouge, as a staff psychologist.

She received her degree in 2001 in clinical psychology.

Dr. Fain, is a clinical and medical psychologist, is in private practice in Baton Rouge. He is licensed to practice in Louisiana and Texas. He has served twice as president of the Louisiana Psychological Association and Treasurer twice.

Dr. Stubblefield is a clinical psychologist from Slidell, Louisiana, who been licensed in Louisiana since 1987 and Mississippi since 1989. She has served previously on the LSBEP, as investigator and supervisor of impaired psychologists for the board.

LPA President Writes Governor To Ask That Those With Top # Votes Be Appointed To Psych Board

In a February 21, 2013, letter to Governor Bobby Jinal, President of the Louisiana Psychological Association, Dr. Bryan Gros, submitted the top two names of the recent election for the board. The names were Dr. Phil Griffin and Dr. Joe Comaty.

Gros also asked that the Governor to appoint the person with the top number of votes, in this case Dr. Griffin, according to a copy of the letter obtained by the *Times*.

Gros wrote that the psychology community supports the Governor's goals of transparency and accountability and, "We need your help in creating a more democratic and transparent theme for us as well."

Some in the psychology community are concerned that appointments to the psychology board are too political.



Dr. Yael Banai, outgoing president of the Louisiana School Psychological Association greets new president Francoise Parr, SSP, NCSP, at a recent meeting of the association's council. (Courtesy photo.)

Louisiana School Psychological Association Welcomes New Officers At Executive Meeting

At the recent meeting of the Executive Council of the Louisiana School Psychological Association (LSPA), the gavel was ceremonially passed from outgoing President, Yael Banai, PhD, NCSP (Nationally Certified School Psychologist), to the current and new President, Francoise Parr, Specialist, School Psychology (SSP). Ms. Parr is also a nationally certified school psychologist (NCSP).

Candace Dozier, SSP, NCSP will serve this year as President-Elect.

Banai has been a school psychologist in Ascension Parish for the last 28 years and has served in various leadership capacities in LSPA since 2005. "It has been a pleasure to serve the state association this past year", Banai said. "School psychologists perform valuable and critically needed services to school children and staff throughout this state and nationwide. School psychologists have been leaders at the school and state level in promoting technologies to boost student performance, particularly those of our lowest performing students."

Parr has worked in St. Tammany Parish for the last 8 years and previously worked at the Yale Child Study Center in New Haven. When asked what her primary goals for LSPA were for the coming year, Parr said that she would direct the formulation of a strategic plan for LSPA and work with the Executive Council to modernize some of the organization's policies and procedures to reflect the high-tech world in which we live.

Dozier is also employed by St. Tammany. She stated that her interest is in improving discipline procedures at the school level to foster healthier behavioral performance among students who are difficult to manage.

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

Dr. Thomason First in LA To Use Data-Referenced EEG Technology

Making national headlines in *NY Times*, *Huffington Post* and *Fox News* is a company that provides an objective, physiologically based measure using EEG results and norms to help doctors and nurses choose the right medications for their patients.

The method is called the Psychiatric EEG Evaluation Registry, or PEER Report, and it compares features of the patient’s EEG patterns to a database of others with known characteristics, and then provides a complex quantitative analysis to guide the clinician. The online database, developed by physicians, allows medical professionals to exchange objective, statistical neurophysiology-based data on individual patient medication response and outcomes. Physicians use the information to aid treatment of anxiety, ADD, depression, bipolar, addiction and other behavioral disorders. It gives clinicians a heads-up about specific medications for certain patients.

In a number of recent retrospective studies the PEER Report was shown to be of value in identifying medications that caused adverse events for a patient.

The *Times* spoke with Dr. David Thomason, a medical prescriber practicing in Monroe, Louisiana, who is part of the network of providers trying out this new technology, and the only person listed in Louisiana by the company, CNS Response, Inc.

“This is a data-referenced tool,” Dr. Thomason explained. “I haven’t used it that much, but it looks at data from an individual’s EEG to help predict responses to medications. The developers analyze the EEG and they send back a report with recommendations that can help guide the use of medications.” Thomason also said he uses other tests also to help guide his decisions regarding medications with his patients.



Dr. David Thomason

Finding the exact right medication and dose can be one of the most difficult issues for the healthcare professional and the patient, explained George Carpenter, CEO of CNS Response, the company who provides the analytical tool for clinicians and researchers.

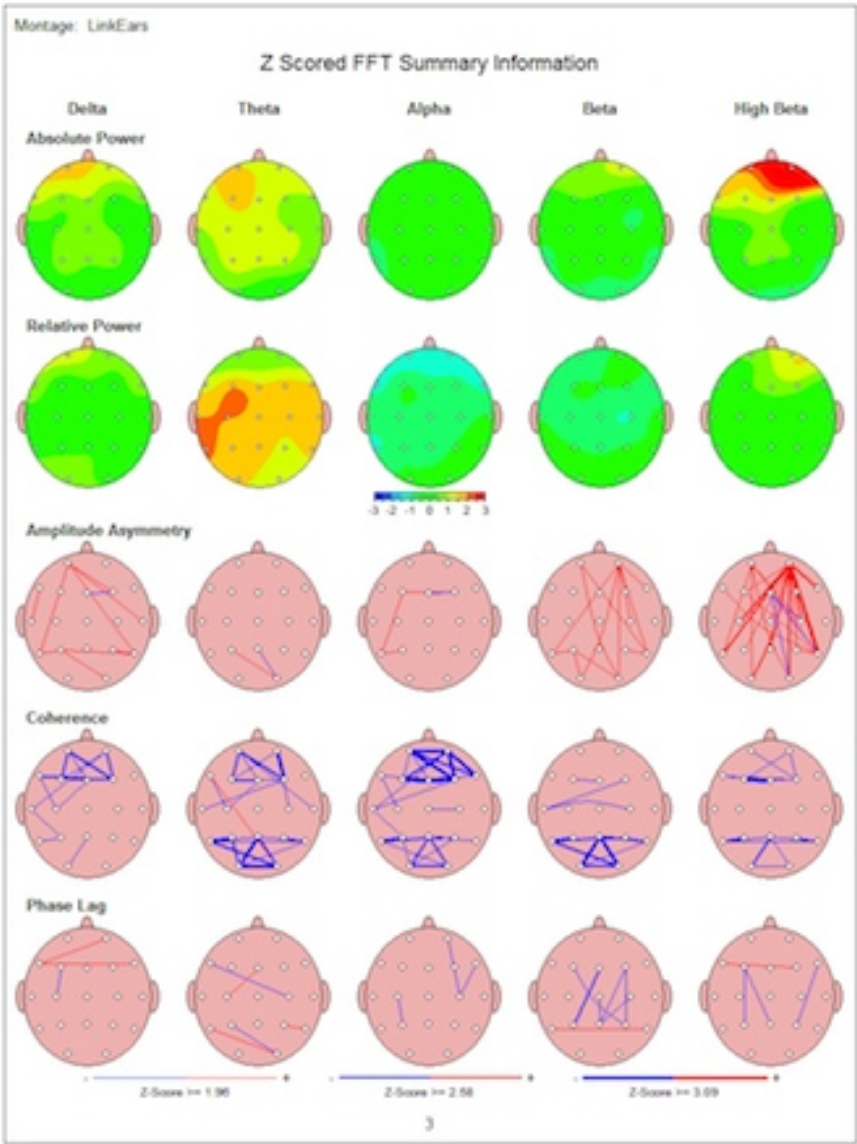
“There is no denying that today’s mental health care treatments are producing poor results. In fact, only 12.7% of Americans receive ‘minimally effective’ treatment according to government studies,” Carpenter wrote in *Huffington Post* this last December. “We must do better. We can’t afford to accept treatment failure in mental health any longer. While civic leaders look for solutions, they should also accelerate new technologies that are offering promising answers to help those with mental disorders get the right medications.”

There are more than 130 drugs for those with behavioral and psychological problems, and because medications affect different people differently, there is a real and ongoing problem of which approach is best. The most common result has been that doctors try drugs in a trial-and-error process, which is not only ineffective and frustrating for the client, but often dangerous. Patients are often misdiagnosed and/or prescribed a drug to which they are treatment-resistant or that worsens the condition.

Researchers reporting results of a retrospective analysis of patients using the PEER results, published a June 2012, article in *Neuropsychiatric Disease and Treatment* article. “A large body of the recent psychiatric literature is questioning the empirical value of current prescribing habits,” write the researchers, “as well as the psychiatrists’ choice of medication selection as increasing amounts of polypharmacy and risk of medications creep into patients’ regimes. Without better evidence-based research, often medication choices are made by trial and error, leading to significant delays to effective treatment.” And the authors noted, “There is little empirical evidence supporting the benefits of polypharmacy, and continuing a trial-and-error approach to the implementation of psychotropic medications.”

Considering that the majority of patients with mental health issues show no response, partial response, or temporary response to pharmacotherapy, a better approach has been long overdue, say the PEER developers. Trial and error prescribing is costly and most of all it can be harmful. Better matching of patient with medication can save time and money and avoid patient suffering.

The company notes that the technology has demonstrated good



Example of QEEG images of brain maps. The different colors indicate abnormality in different areas of the brain. The new, data-referenced method helps to predict patients’ response to medications, cutting down on trial-and-error approaches.

success with clinical outcomes 2 to 3 times better than the current trial and error treatment. Walter Reed National Military Medical Center begins using the technology in a 2,000 soldier pilot program in early 2013, according the company spokes person, George Carpenter.

Some reviewers feel the approach to be especially helpful with treatment resistant individuals.

Studies have also indicated that third party payer outcomes improved also, with a shorter time for the patient to stabilize and significantly fewer required office visits.

CNS Response’s Psychiatric EEG Evaluation Registry, or PEER Online is a cloud-based platform, which allows doctors to exchange outcome data referenced to their patients’ neurophysiology. The advantages included cautions against using certain medications with potentially adverse events for a given patient, and a quicker path to recommending those medications that have shown positive results with those patients with similar brainwave patterns. For more information, go to www.cnsresponse.com <<http://www.cnsresponse.com>>

APA Stress in America™ Report Published

APA news release
WASHINGTON—When it comes to stress management and wellness, there is a gap between what Americans want from their health care system and what they actually get, according to a new survey released today by the American Psychological Association. Findings from *Stress in America™*: Missing the Health Care Connection, which was conducted online by Harris Interactive among 2,020 U.S. adults in August of 2012, suggest that people are not receiving what they need from their health care providers to manage stress and address lifestyle and behavior changes to improve their health.

While Americans think it is important that health care focuses on issues related to stress and living healthier lifestyles, their experiences do not seem to match up with what they value. For example, though 32 percent of Americans say it is very/extremely important to talk with their health care providers about stress management, only 17 percent report that these conversations are happening often or always.

See full report at:
<http://www.apa.org/news/press/releases/stress/index.aspx>



Psychology Gumbo

by Julie Nelson

This month I'm delighted to have experts from the community comment, spanning from a study on neuroscience, to stress, to religious beliefs, to an unusual study on placebo. I wanted to add my 2¢ to this with a brief note about vocational interests, and benefits of related to job-person-environment match.

• **“Vocational Interests and Performance: A Quantitative Summary of Over 60 Years of Research” – *Perspectives on Psychological Science*, July, 2012.**

This is a comforting review of the literature about vocational interest and its value to predicting certain outcomes for occupation and academic work. The bottom line is, yes, vocational match is an important characteristic and the authors give us correlations of .30 and above for showing that interest, and also match (congruence), is as useful a predictor as many other traits. Authors conclude that interests are related to performance and persistence for work or academic context. Taking the Holland's model, with interests of Realistic, Investigative, Artistic, Social, Enterprising, and Conventional, and developing the congruence score, they show us corrections mostly without problems in race or gender. Whoopee. We found this also in our research. One application is in teams and task matching. While the Myers-Briggs Type Indicator is good, it makes sense to drill down a little more, so that teams don't have to waste time trying to fit round pegs into square holes.

• **“Short Report: Changes in Anterior Cingulate and Amygdala After Cognitive Behavior Therapy of Posttraumatic Stress Disorder” - *Psychological Science*, February 2007.**

“Although PTSD patients show increased orbitofrontal and medial prefrontal activity following treatment with serotonin reuptake inhibitors (SSRIs;[...]), no studies have investigated neural networks before and after exposure-based treatment of PTSD. We report on the first study.” Felmingham, and other found that “successful exposure therapy for PTSD is associated with increased rACC and reduced amygdala activation during fear processing.”

COMMENT: Kelley S. Pears, PhD, Psychologist, PTSD/SUD Specialist, Alexandria VA Hospital, VA Health Care System.

“The results of the study make perfect sense. It's nice to have some confirmation of those hypotheses. However, when it comes to treatment, it does not change what we are doing at this point. PE works! CPT works! These therapies work because they help the individual suffering with PTSD to process the emotions associated with the traumatic event. PE and CPT just take different routes to achieve the same effect. “

• **“Control of Gene Activity Altered by Acute Stress,” reviewed in *Medical New Today, Translational Psychiatry*. August 2012.**

“Acute stress alters the methylation of the DNA and thus the activity of certain genes. This is reported by researchers at the Ruhr-Universitat Bochum together with colleagues from Basel, Trier and London for the first time in the journal *Translational Psychiatry*.”

COMMENT: Susan Andrews, Ph.D. Licensed clinical neuropsychologist and consulting neuropsychologist, assistant professor, and author of *Stress Solutions for Pregnant Moms*.



“The ‘psychosomatic’ argument that raged in medicine and psychology only a few short generations ago is finally being answered by brilliant biochemical research, such as this study published in *Translational Psychiatry*. Are the diseases that we know to be associated with stress really “all in our minds,” as we were once taught? Or, has the missing link been found?

According to an interdisciplinary team of German, British and Swiss scientists, the *missing link* may well be epigenetic processes. Stress alters parts of our DNA molecules within the first 10 minutes of normal, acute stress (such as having to solve math problems while others watch.)

Stress does not affect all genes but already we know it reduces some gene expression that is critical to the human ability to cope

with stress. Research has already demonstrated that *chronic* stress increases the risk of physical and mental illness. Now, a link has been established between *acute* stress and changes in the body's ability to regulate.

It is my hope that this information will motivate us to become more mindful of managing our daily stress. Young people who thought themselves immune to the effects of stress may need to rethink this opinion.”

• **“Mind-Set Matters,” in *Psychological Science*, July, 2007.**

Authors Alia Crum and Ellen Langer from Harvard describe their study testing whether the relationship between exercise and health is moderated by one's mind-set, 84 female hotel room attendants were either given health feedback or not, suggesting they were benefitting from exercise. Compared to the control, those given the information lost more weight.

COMMENT: Phillip J. Brantley, PhD, John S. McIlhenny Professor, Associate Executive Director for Education, Pennington Biomedical Research Center



“An entertaining and clever study implicating the power of suggestion in altering important health risk factors. Study investigators apparently did a good job of convincing a group of 44 hotel maids that their jobs provide them with a healthy level of physical activity. Baseline and 4 week follow-up measures of perceived exercise, weight, body composition and blood pressure were taken and the group was compared to another group of 40 hotel maids who are not told their jobs provide them a health level of physical activity. This minimal intervention was reported to be associated with changes in weight (almost 2 lbs average weight loss) , percentage of body fat , hip-to-waist ratio, and blood pressure (10 mm reduction in systolic blood pressure) after 4 weeks. Given my experience conducting large multi-site clinical trials using intensive diet and exercise programs to reduce weight and blood pressure I find these results highly inconsistent. Even the authors are at a loss to explain how the suggestion of one having healthy levels of physical activity can achieve the reported changes in health risk factors. I certainly value the power of suggestion for enhancing motivation to make changes in diet and physical activity but “no behavior change, no health gain.” I vote for measurement error e.g., did they rest the participants for at least 15 minutes and take the average of three separate measurements to determine blood pressure, but the paper lacks sufficient procedural detail to test this hypothesis.

• **“Religion Replenishes Self-Control,” in *Psychological Science*, May, 2012**

Authors Rounding, Lee, Jacobson, and Li-Jun Ji look at the idea that regions is a cultural adaptation for self-control, and in four experiments they found that when religion themes are made implicitly salient, people exhibited great self-control.

COMMENT: Susan Dardard, PhD, Media Consultant, President, Sound Psychology, Inc., a non-profit educational media production corporation



“Here we have a timely topic for this Lenten season of the Christian calendar. Secular psychology scholars, including those writing this article, consider hypotheses on the creation and impact of religion on civilization. These authors review the literature on the emergence of religion as an adaptation that enhanced the advancement of civilization through promotion of prosocial behavior, and propose instead that "religion enhances self-control, which, in turn, promotes prosocial behavior." The researchers found that religious-primed subjects endured discomfort, delayed gratification, and ego-depletion significantly better than those who received a neutral prime. As a believer, I assume the eternal existence of God, and experience, on a personal level, that the power of faith does indeed provide the self-control that empowers me to ignore all ice cream everywhere until I finally feast on an ice cream Easter Sunday sundae. Happily, my personal practice and this scientific investigation unite to bolster my determination to abstain, making this an article well worth reading in this season of self-denial.”

Industrial Organizational Psych Education Thriving In Some Unexpected Places Around LA

by Shane Lowerly, MS, Psychology Times Intern

If you ask the average person on the street about Industrial Organizational (I/O) psychology, you will likely be met with a blank stare or confused expression. Yet across the state, seemingly right under our noses, lies a hotbed of I/O research waiting to be discovered.

The *Times* recently sat down with two of Louisiana’s leading academic I/Os, Dr. Tilman Sheets of Louisiana Tech and Dr. Tracey Rizzuto of LSU, to learn more about the work going on across the state. As it turns out, I/O psychologists are becoming one of Louisiana’s most valuable resources that few know about.

For those familiar, Industrial and Organizational Psychologists are some of the leading researchers in applied psychology across the country. Whether they are housed in academic programs or in private consulting firms, these applied scientists continue to make strides in organizational research.

The I/O psychology program at Louisiana Tech, although in its infancy, has already become a fast growing, internationally recognized, applied research program. In only its 4th year, La Tech currently has 4 full-time faculty and 15 graduate students, with 4 to 5 new students expected in the fall.

“I’m getting that question a lot,” said Dr. Sheets when asked if he has seen an increase in the overall number of applicants. “... I would say we are certainly getting an increase in applicants. I think more importantly, we seem to be getting an increase in quality people.”

Dr. Sheets is not only seeing a spike in the quality of applicants, research within the program is thriving as well. When asked about some of the current projects, Dr. Sheets told the *Times*, “We always stay pretty deep into some interesting things...we have projects that come through our AROS consultancy, which is Applied Research for Organizational Solutions,” he said. “We’ve gone international, with an engineering firm doing a cultural analysis for companies in South Africa.”

But not all of the research at Louisiana Tech is applied. “We’re very much an applied program, but we have a lot of cool academic research going on as well,” Dr. Sheets told the *Times*. He noted that two of the faculty members, Drs. Frank Igou and Mitzi Desselles, even won a top poster award at last year’s SIOP conference in San Diego.

Yet, in Louisiana, Dr. Sheets faces the same barriers as most when trying to work in and around the state.

“It has always been a really tough market in Louisiana. I think that the vast majority of Louisiana doesn’t understand what I/O is,” he said. “Most of the large companies in metropolitan areas understand it [I/O], they know and appreciate what I/O psychology does, but right now, it’s a tough sell in Louisiana.”

Across the state, Dr. Tracey Rizzuto is also familiar with the problems facing I/O psychologists in Louisiana. With the future of the I/O program uncertain within the Department of Psychology, Dr. Rizzuto has quickly established herself, and her research, within the Department of Human Resource Education and Workforce Development (HRE).

When asked about the status of I/O psychology at LSU, Dr. Rizzuto told the *Times*, “Training and opportunities in I/O psychology at LSU are very strong and very vibrant.” Indeed, some exciting new developments not only in terms of research, but from an academic standpoint are currently being implemented, she explained.

“At the undergraduate level, HRE now features an I/O concentration,” Dr. Rizzuto explained. “We see these students ultimately going into I/O doctoral programs after graduation.” On the graduate level, HRE is now offering I/O coursework and training such as new courses in Advanced Level I/O Psychology and Training and Development.

In terms of research, Dr. Rizzuto has numerous projects that are active. She recently received funding to work with the Baton Rouge Area Violence Elimination (BRAVE) initiative that focuses on I/O related research in mentorship and networking. “I’m doing work that is interdisciplinary that’s looking at organizational structure and organization science in conjunction with criminologists and social workers.”

In addition, Dr. Rizzuto has now partnered with Dr. Reid Bates, also in the HRE Department, to establish an in-house consultancy firm. The goal is to provide industry awareness and services, and bridge the gap between I/O and industry that academics may not properly communicate.

Dr. Rizzuto has also been busy trying to get the word out across campus. In



Dr. Tilman Sheets, previously Chair of Psychology at La Tech, has taken on building the industrial-organizational psychology program at the university. He told the *Times* that he is finding an increase in the number and quality of applicants to the program. Here, Dr. Sheets speaks at a scientific conference in 2010.

order to strengthen the presence of I/O at LSU, Dr. Rizzuto is establishing a student organization for individuals interested in the study of human behavior at work. “This group, *Tiger P@ws* (People @ Work) is multidisciplinary and very inclusive,” she said. “Our hope is that any who have an interest in employment, human behavior, or workplace matters, regardless of their training background, have a home to go to at LSU that will allow them to learn about opportunities for furthering their career, their interests, and get access to both peer and faculty mentorship.”

The group will have its first campus-wide open house in April. In addition, in order to highlight both graduate and undergraduate papers that involve human behavior in the workplace, *Tiger P@ws* will be publishing its first ever student journal that month as well.

In terms of I/O awareness within the state, Dr. Rizzuto seemed to mirror the concerns expressed by Dr. Sheets. “It’s definitely a challenge in Louisiana. You have to do more to educate your audience on what the I/O profession really is,” she told the *Times*. “However, there is a tremendous place for I/O psychologists in Louisiana. My hope is that in the future, universities such as LSU and industries can come together and build partnerships so that they can address the problems facing the state.”

While it’s certain that the I/O research will continue to thrive under leaders such as Drs. Sheets and Rizzuto, the questions still remain. How can Louisiana take advantage of the resources and opportunities that I/O’s can provide? Are more awareness and education needed? Are companies simply not looking to the proper channels to address their issues and needs? It is our hope that sometime in the near future, our state will come to realize what others already know...that I/O psychologists are here, they are flourishing, and are ready to be part of the future of Louisiana.

(Shane Lowerly, MS, is a graduate student in I/O at the LSU Psychology Department.)

LSU Researchers Join To Help Baton Rouge Police Fight Violence & Crime

The LSU School of Social Work professors Dr. Cecile Guin and Juan Barthelemy have linked up with the East Baton Rouge Parish law enforcement project, called BRAVE, along with organizational psychologist Dr. Tracey Rizutto from the School of Human Resource Education and Workforce Development, and Dr. Edward Shihadeh of the Department of Sociology, to help the Baton Rouge Police in dealing with violence and crime.

BRAVE stands for Baton Rouge Area Violence Elimination and is a law enforcement-based effort that began in 2011 to address problems with gun violence, homicide, and drug deals, noted LSU news reporter Billy Gomila recently.

According to the report, the LSU research team will help use geographic and social network information to map the actions of offenders and help predict their movements in the community.

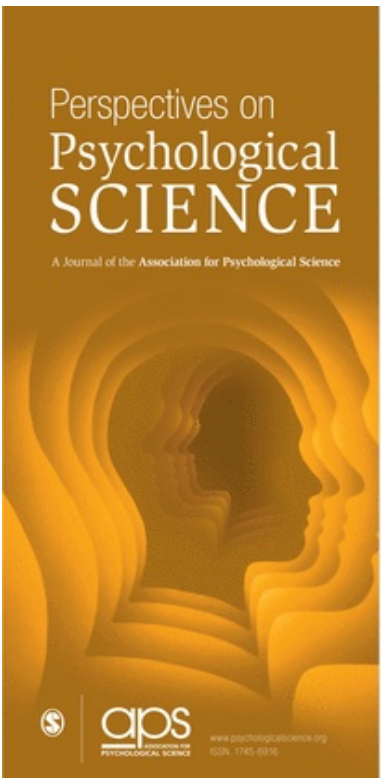
The model is based on the work of criminologist David Kennedy of the John Jay School of Criminology, noted the report.

Dr. Tracey Rizutto, an organizational psychologist previously in the Psychology Department and who is now located in the School of Human Resource Education and Workforce Development, will help with the analysis. She will be developing diagrams that show the activity and movements of the groups, and how they are connected to others, said the report. This will help police understand where to concentrate their efforts, said the report.

The information will be automated to help the police officers see who is committing crimes and even why people are prone to the crimes they commit. The combined work between the social scientists and police will bring together theory, methods, and statistical tools to understand the criminal patterns in the community.

The new LSU College of Human Sciences & Education combines the School of Education, School of Human Resource Education and Workforce Development, School of Kinesiology, School of Library and Information Science and the University Lab School.

(Source LSU media, B. Gomila)



APS Offers Free Download Special Issue on Replicability

Association for Psychological Science announced in January that they would offer the November issue of *Perspectives on Psychological Science* to everyone, free. According to the announcement, “APA and SAGE have made the full issue freely available in order to encourage wide discussion of these important topics.”

The issue is dedicated to the topic of replicability and research practice. Topics in the issue include: Editors’ Introduction to the Special Section on Replicability in Psychological Science: A Crisis of Confidence? Replications in Psychology Research: How Often Do They Really Occur? A Vast Graveyard of Undead Theories: Publication Bias and Psychological Science’s Aversion to the Null, and Scientific Utopia: II. Restructuring Incentives and Practices to Promote Truth Over Publishability. The issue was downloaded over 215,000 times in the first three weeks online, according to APS.

To download the issue, go to <http://pps.sagepub.com/content/7/6.toc>

Pennington’s Dr. Martin Co-Designing Smartphone Imaging for Food Intake

Dr. Cory Martin, Associate Professor at Pennington Biomedical Research Center and Director of the Ingestive Behavior Laboratory, is working with Dr. Bahadir Gunturk of LSU School of Electrical Engineering and Computer Science, to build a device that allows dieters to know more about what they are really eating. Martin and Gunturk are building an automated image analysis system that uses photos of a meal, and then compares it to a computerized database to provide nutritional information. People will be able to take a photo of their plate and know exactly what is in store for them. The work is advocated by the Louisiana Technology Council.

Martin, health and clinical psychologist, uses modern technology in novel ways in the battle with weight and obesity.

Dr. Martin and his team conduct randomized controlled trials on weight management and study the effects of different interventions on food intake and energy expenditure-metabolism. He specializes in the development and delivery of e-Health interventions.

“Health psychology is an expanding area in psychology. Dr. Martin explained to the *Times* in a previous interview.

Southeastern’s Dr. LeBlanc Works with LSU Kinesiology For Kids, Anxiety, & Activity

Assistant professor of psychology at Southeastern Louisiana University, Dr. Monique LeBlanc will be teaming up with Dr. Birgitta Baker of the Kinesiology Department at LSU to investigate physical activity as an adjunct to cognitive behavior therapy for children and adolescents who experience anxiety. The study is called the IMPACT-Anxiety study and participants will receive treatment at no cost. The researchers will look at the advantages of combining both activities compared to either approach alone. LeBlanc told LSU media, “Children and adolescents with anxiety disorders are at greater risk for adult psychopathology; including depression and substance abuse, peer neglect and early withdrawal from school.”


(Source LSU media, B. Gomila)

Dr. Elaine Maccio, LSU Social Wk Co-Authors Toolkit for LGBTQ

Dr. Elaine Maccio of the LSU School of Social Work has co-authored a toolkit of best practices for working with lesbian, gay, bisexual, transgender and queer/questioning, (called LGBTQ) runaway and homeless youth. The toolkit gives practitioners important service information and help for working this group of clients.

Maccio said to LSU media, “LGBTQ youth are overrepresented in the RHY population at 20 to 40 percent. They are also more likely to be physically and sexually assaulted, rely on survival sex, use drugs and alcohol and develop mental health problems. Clearly this is a population that needs our attention.”

(Source LSU media, B. Gomila)



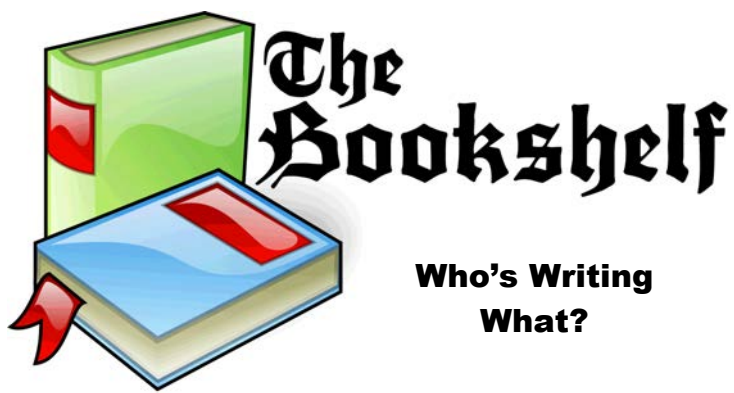
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Getting Better at Private Practice

Chris E. Stout

Wiley, 2012

I'm diverging from my usual review of a book by a Louisiana author because Wiley sent me what I consider a must read for professionals in private practice.

Anyone in the human service industry who is going through a transition of one type or another, due to government cutbacks, changing health care industry, or the economy, may find a lot of help and inspiration in Stout's *Getting Better at Private Practice*, a wonderfully fresh, comprehensive, and courageous look at modern business development for those in private practice and human services.

The editor is Chris E. Stout, PsyD, MBA. He seems like the real McCoy with his list of credentials, including more creative, innovative, and entrepreneurial achievements than is typical.

Wiley notes that Stout is a licensed clinical psychologist. He is the founding director of the Center for Global Initiatives. He is Clinical Professor at the University of Illinois College of Medicine and Director of Research at the Athletic and Therapy Institute. He has published over thirty books including two bestsellers on practice management. He is a Fellow in three divisions of the American Psychological Association and also past-president of the Illinois Psychological Association. He is a Distinguished Practitioner in the National Academies of Practice. He has been interviewed by CNBC, CNN, NBC, PBS, NPR, *Oprah*, *Time*, the *Chicago Tribune*, and the *New York Times*. He has won four Humanitarian Awards for his work on behalf of the not-for-profit organization Center for Global Initiatives.

What can you say?

There are 27 contributors to *Getting Better at Private Practice*. While I couldn't find a signal one who was from Louisiana, this group is a forward-thinking and inspirational lot. They say what they mean and don't pull punches when it comes to giving necessary advice.

I was delighted and impressed by how well Stout and his contributors were able to mesh the time-honored ethical warnings and concerns with a modern, "get out there and tell people what you can offer" style for present day. They understand and appreciate the role of media, social media, and communication in today's world.

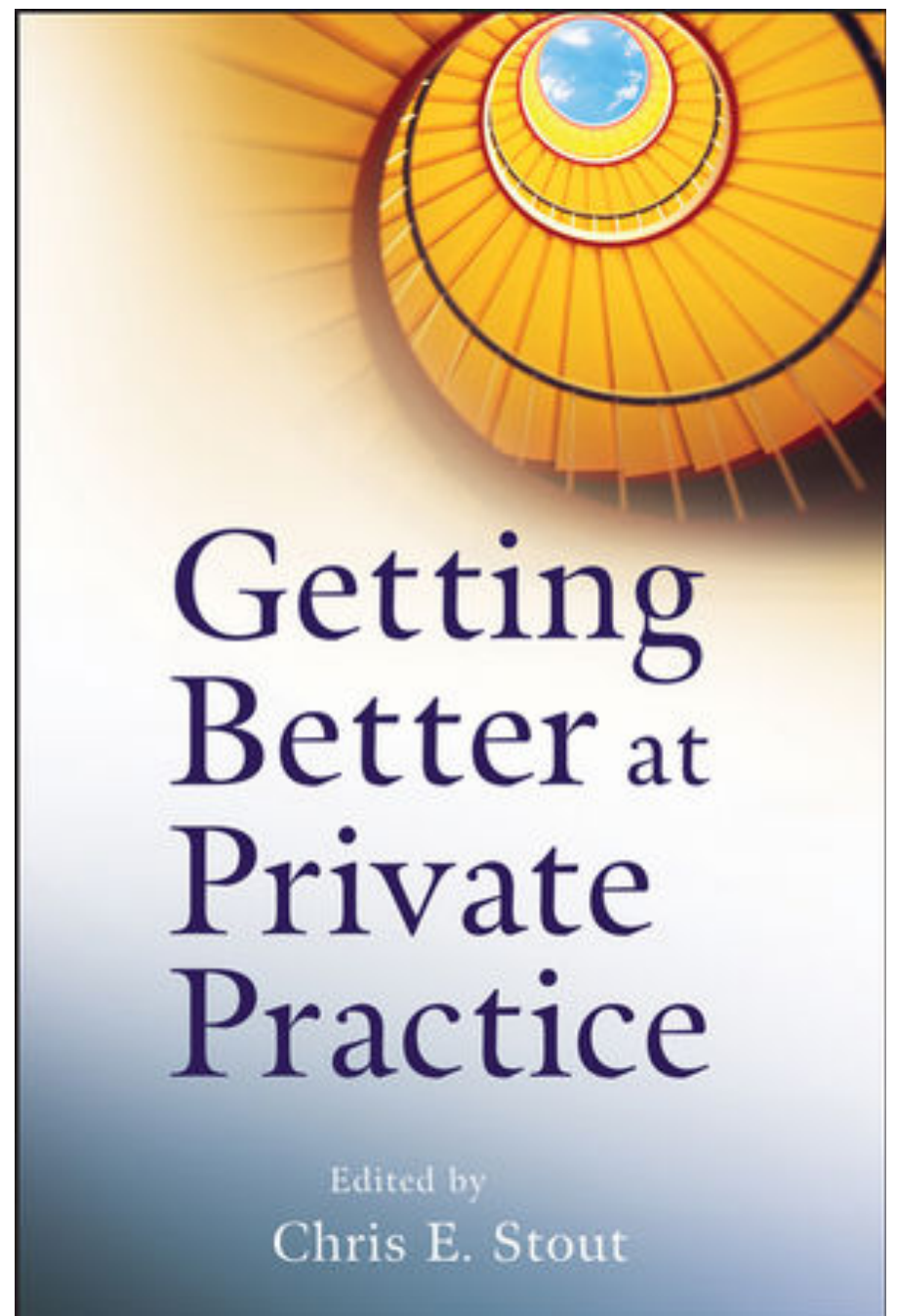
The book is loaded with useful and innovative ideas about developing and growing a private practice, embedded in the wisdom of professionalism, competence, and concern for others.

The chapter topics and subtopics seem to cover every conceivable issue, all with very little overlap or redundancy, covering business nuts and bolts, business structures, marketing, ethical and laws, marketing, vocational choices, and what it really takes to enjoy one's work life.

There is a general upbeat tone, that is inspiring and motivational, a tone different from the sometimes dreary and gloomy predictions from many in mental health. And, there is also a lot to inspire those readers who dislike any sort of marketing.

Every individual who is in, or going into, private practice, business, or consulting will want to read *Getting Better* with a yellow marker in hand. There is important guidance for those making changes in this shifting economy and uncertain human services marketplace.

The text is divided into four sections. The first is "Setting Up, Managing, and Marketing Your Practice." These chapters provide



important business information, probably not learned in any graduate school, including information about the tradition and conventional ideas practitioners need. Seasoned professionals will appreciate the review.

Chapter 1, "Differences in Business Structures and Protections in Human Service Private Practice: Which Suits Your Practice Best?" by Jonathan D. Nye, and Chapter 2, "Making Ends Meet: Financial Management in Private Practice," by David W. Ballard, provide an excellent overview of business basics. They cover business finance issues, business structures such as LLC or sole proprietorship or corporations, and personal financial issues.

Chapter 3, "Managed Care Contracting: Strategies for Negotiating and Maintaining Relationships," by Bridget Morehouse, who explains the basics of contracts with managed care companies. She includes specifics of contracts, payments, balanced billing, audits, and disputes, for example.

In, "Ethical and Legal Aspects of Private Practice," Chapter 4, by Scott Hammer and Kenneth H. Kessler, readers will get invaluable straight talk about legal and ethics issues in a succinct, to-the-point discussion. Examples include preventing liability during termination, unsuccessful treatment, boundary violations and proper note taking.

In the next six chapters, authors offer some time-tested methods woven with new thinking. In unapologetic terms, they show that marketing your knowledge and enjoying your work is an important as technical expertise for being a professional in modern times.

Chapter 5, "How Writing a Column for Your Local Newspaper Can Enhance Your Private Practice," is by Linda Sapadin. She gives a great introduction to how to write for the public and how to market yourself to a newspaper. She tells readers to develop their style, capture people's attention, and use effective headlines. She also provides basics on writing a query letter to the local newspaper and how to deal with time constraints.

Sapadin and John Mayer continue this type of advice in Chapter 6, "How Self-Publishing Can Enhance Your Private Practice." They describe that the success of publishing for developing a practice has its "foundation in the business world. You build brand loyalty and consumer confidence by enhancing the consumer's life. This is called cause-based marketing," they write, a natural way to promote one's services and to help improve people's lives.

Cont'd next pg

Bookshelf, cont'd

Pauline Walin provide readers with important insights in Chapter 7, “Working With the Media.” She explores how to connect with journalists, what they want from experts, and how to prepare for radio, television interviews, including the ethical issues.

“The Power of Community Networking,” Chapter 8, is an extensive review by Melhim W. Restum and Joe Bavonese on networking. They give warning about old mindsets and fears, and provide tips for connecting with other professionals, present clients, media, giving public lectures, and workshops.

In “The Benefits of Joining Professional Organizations,” author Lisa R. Grossman explains the value of membership in professional organizations for enriching one’s career, getting support, making friends, and what type of participation is best for different needs.

“From Vision to Mission: Building a Practice That Is Personally Satisfying and Professionally Successful,” is a chapter on personal occupational matching by Heather M. Hale. She writes that a successful practice depends on professional competence, but that a practice that is personally satisfying depends on more, including “loving what you do,” “having or developing a vision,” and “having pluck...”

Section II, “Building, Marketing, and Practicing in the Digital Age,” is a dynamic look at modern marketing.

Joe Bavonese’s chapter on websites, “Web Sites and Internet Marketing,” offers advice for website and blogs, including common mistakes. He points out that an online presence is crucial for success because more than half of people search online first for a professional.

In Chapter 12, “Building Your Online Presence as an Expert,” by Pauline Wallin, continues this theme of online marketing, showing how it is helpful to develop an expert brand. She describes blogs, website, Facebook, Twitter, and how content is the most important asset. She gives writing advice, outlines ethical pitfalls to avoid, and she makes a point of the differences between education, advice, and treatment, and explains that marketing is primarily education.

Laura Taylor lays out “Ethics and Social Networking Sites,” in Chapter 13. She provides tips and definitions for this rapidly changing area of society, especially regarding personal disclosure and evolving guidelines for professionals.

Chapter 14, “The Google Factor: Ethical Considerations for Therapists Practicing in the Digital Age,” by Ofer Zur, offers additional advice on disclosure.

The section concludes with, “Technological Tools for Therapists: List of Helpful Software and Web Sites,” by William E. Benet and Chris E. Stout

Section III is an intriguing look a niche practices, “The Dream Niche Practice: Successful Stories of Specialization.”

The section begins with, “Starting and Growing Concierge Psychotherapy and Psychiatric Practices,” William R. Lynch. Concierge psychiatry, a practice tailored to meeting client needs at a very high level of responsiveness and competence, with a select client group.

In the next chapter, “Developing a Practice Outside of Managed Care,” this entrepreneurial theme is continued with Steven Walfish’s recommendations on activities outside of managed care, including business psychology, consultation to organizations, forensic work, group therapy, services to government, and teaching.

In Chapter 18, Jason Seidel looks at “Using Feedback-Informed Treatment (FIT) to Build a Premium-Service, Private-Pay Practice,” another look at selective styles of practice. He reviews the new feedback-informed treatment methods, which supports this type of practice.

For Chapter 19, “The One-Stop Shop: Collaboration Beyond Psychology,” by Brian Sullivan, is a story of trial and error efforts in this niche area.

Chapter 20 explains the area of arbitration. “Psychologists in Dispute Resolution: Being Part of a Revolution!” by Amy L. Robinson outlines a practice in alternative dispute resolution methods including arbitration, mediation, and a collaborative approach, and models of divorce coaching.

Brad Saks, outlines a niche practice in weight management, in Chapter 20, “Why Wait?: Building a Stellar Practice n Weight Management,” and Heather Hale describes, “Becoming an Educational Consultant,” in Chapter 21. “Building a Successful Education Business,” by Jack Krasuski is Chapter 22.

In “Blending Treatment Innovation and Economic Success for Working With Troubled Emerging Adults: The Yellowbrick Model,” authors Jesse Viner, Laura Viner, and Chris Stout, outline the need for services in this population, noting that 75 percent of those who are to become psychiatrically ill do so in late adolescence and young adulthood. They describe treatment programs, including “Life Strategies Program,” “Interpersonal Group

Therapy,” “Eating Disorders Service,” “Addictions Services.”

In “Transitioning to Executive Coaching,” Jeffrey E. Auerbach discusses the growing activity of executive coaching, the characteristics that make mental health professionals well suited to executive coaching, foundational knowledge and competencies.

The growing areas of sports is the theme of Chapter 26, “A Psychologist’s Career in Sports Administration,” by John E. Mayer, and in Chapter 27, “Working in Sport Psychology,” by Kate F. Hays. Both authors examine the core competencies needed and Hays outlines the reasons to move into sports psychology, which include working with growth/development rather than amelioration and short-term, goal-directed work with a healthier population.

In the last section, “Final Thoughts” two authors discuss personal change and challenges, career transitions, stresses and opportunity. Chapter 28. “You’re Fired! Hooray!” Or How I Learned to Stop Worrying and Fall Back in Love With Working in Psychology,” is by Michael Aisenberg. Chapter 29, “Why All the Enlightenment, Empowerment, and Edification Embedded in This Book May Mean Nothing to You,” is by Linda Sapadin. Sapadin lists the main thoughts that can stand in the way of change, including perfectionism, worry, and spending too much time on other things.

She writes, “*In your quiet moment of truth, without pressure by anything or anyone, YOU, your executive self in harmony with your emotional self, make a solemn pledge to take the necessary and sustained steps to enhance your career.*”

Getting Better seems a perfect text for updating one’s view of the business of practice, while at the same time, hanging on to time-honored issues important to us as professionals and people.

It can be purchased at Wiley, Amazon, and other sellers, including as an eBook.



Up-Coming Events & Dates

59th Annual Conference in Atlanta

Southeastern Psychological Assn To Meet March 13-16

The Southeastern Psychological Association will hold it's 59th Annual Conference March 13 to 16, 2013 in Atlanta at the Omni CNN Center.

Featured speakers include Patricia Greenfield, PhD of the University of California, Harold Herzog, PhD of Western Carolina University, and Mark Leary, PhD of Duke University.

Louisiana researchers will be presenting a variety of presentations.

For the Interactive Poster Session on Case Formulation Approach to Therapy, W.M. Nelson, III, from Xavier University is Presiding.

Louisiana presenters include: "CBT Case Formulation, Collaborative Empiricism in Working with Clients," by W.M. Nelson,III; "Case Formulation, Noncompliance of a Girl with Autism," by David Kelly, Xavier University; "Case Formulation, Cognitive Behavioral Treatment of Bird Phobia," by Amanda Trice, Xavier University; "Case Formulation, CBT Treatment of a Woman with Social Phobia Related to Stuttering," by Audrey Norris, Xavier University; "Case Formulation, DBT Treatment of Self-harm/suicide Attempts in a Woman with Borderline Personality Disorder," by Nikki Winchester, Xavier University, and "Case Formulation, Behavioral Treatment for Nail Biting," by Adam Peterson, Xavier University.

Included in the Poster Session on Clinical 1/Additions is "Existential Anxiety in Adolescence: Prevalence and Associations with Psychological Symptoms Following Disaster," by Elizabeth Hertzler, Donice Banks, Justin Russell, Brandon Scott, and Carl Weems, University of New Orleans.

For the Poster Session on Health/Emotions, Louisiana presentations include "Sleep Quality, Health, and Well-Being," by Rebecca Cox, Devin Merritt, Stefani Paul, Cheyenne Whitehead, Walter Buboltz, and Janelle McDaniel, Louisiana Tech University.

Also included is, "College Student Energy Drink

Consumption and Sleep Quality," by Devin Merritt, Rebecca Cox, Ashley Moore, Janelle McDaniel, and Walter Buboltz, Louisiana Tech University.

"Empathy toward Homeless Males versus Homeless Females," by Lauren Enty, Xavier University, will be presented.

In the Poster Session in Development, presentations include "Hope as a Mediator between Parenting Style and Distress," by Terri Duck and Alicia Ford, Louisiana Tech University.

The Paper Session on Learning Cognition includes "What's in a Name? Anthropomorphizing Products Increases their Trustworthiness," by Kendall Eskine, and William Locander, Loyola University New Orleans.

The Poster Session Clinical/Counseling includes "Organizing Information on Clinical Applications: Manual for Therapeutic Applications," by Alexander Zeitchick, and W. Michael Nelson, Xavier University.

For the Paper Session on Education/Teaching/School, presentations include "The Effects of Coping and Classification on Psychological Well-Being: A Cross-Sectional Study," by Suni Pool and Margaret Cochran, Northwestern State University of Louisiana.

And in the Poster Session on Social Personality/ Religion/ Faith, presentations include "Facebook Online Privacy Attitudes and Behaviors," by Mercy Mabalot, Xavier University.

The Fisher King

N.O.- Birmingham Psychoanalytic Center Film Series, March 9

The New Orleans-Birmingham Psychoanalytic Center will offer a training event for its 2012-2013 Film Series, *Mourning and Melancholia*.

Dale Firestone, LCSW, will present the training event for the film, *The Fisher King*, on Saturday, March 9, 2013, from 9:00 am to 12:00 pm. General admission is \$5.00 and \$15.00 for Continuing Medical Education for members and \$25.00 for non-members. The presentation will be held at the institute, 3624 Coliseum Street, New Orleans. The Film Series is organized by Travis Tanner, PhD.

According to information for the Center's website notes the story of the Fisher King is:

"A talk-radio host becomes depressed after his insensitive comments drive a listener to murder innocent people. On the verge of suicide, the radio host meets the husband of one of the victims who helps him work-through his feelings and start living again. Jeff Bridges and Robin Williams star in this Academy Award nominated film directed by Terry Gilliam."



LSBEP board members Dr. Darla Burnett and Chair Dr. Lee Matthews work on office procedure details, such as Kinko's copying costs, at a whole day work session last year.

Psychology Bd To Hold Long-Range Planning Meeting, March 14, in BR

The psychology board will hold an open meeting March 14, 2012, at Louisiana Municipality Administration Building, 700 North 10th Street, in Baton Rouge.

Executive Director, Ms. Kelly Parker said that she is expecting a large group to attend, with past board members Drs. Tony Young, Janet Matthews, Joe Comaty, and others, and that the board is hoping to engage with psychologists on important issues. She said that two main issues will be discussion about

changes to the continuing education rules and also the multi-level licensing. She said that she expects these two items to come early in the day.

In a previous interview, she told the *Times*, "We really want to hear what the psychology community has to say about these issues. We want to reach out and get their opinions to guide the decision-making." She explained that in 2012 the board put together a multilevel licensure survey to gather information about key topics in the overall psychology community.

Drs. Chaney and Sauley Present Management Training in March for LSU Leadership Institute

Dr. Courtland Chaney and Dr. Kerry Sauley, industrial-organizational psychology instructors, will present "Developing Your Managerial Effectiveness," a program offered by LSU Continuing Education Management & Leadership Institute, on March 20 – 21, from 8:00 am to 4:30 pm. The program is a two-day event, and will be presented again in June. This is a follow-up course to the popular course taught by the I/O psychologists, "Fundamentals of Supervision."

"Developing Your Managerial Effectiveness" provides a chance for participants to build their leadership and interpersonal skills, and add to practical management skills. Topics covered include understanding workforce motivation, managing conflict, understanding your personality type, and managing up and down the organizational hierarchy. Participants will learn how to identify organizational problems

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Up-Coming Events & Dates, cont'd



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Mindfulness Day To Be Held For Mental Health Professionals on April 6, 2013, in Baton Rouge

The 4th Annual Mindfulness Day will be held this coming April in Baton Rouge. Presenters Thay Dao Quang, M.Ed., John W. Pickering, Ph.D., David T. Weibel, Ph.D., and W. Sumner Davis, M.S., will offer a workshop for mental health professionals Saturday, April 6, 2013, from 8 am to 5 pm. The workshop, "Integrating Mindfulness Practices into your Psychotherapy: A Day of Mindfulness for Mental Health Professionals," will be held at the Tam Bao Meditation Hall, 975 Monterrey Blvd, in Baton Rouge.

The cost is \$75 for the day-long workshop, which includes lunch. Sessions include Introduction to Meditation and Mindfulness, Mindfulness, Buddha and Psychotherapy, and Integrating Mindfulness Practices into Your Therapy: Some specifics. The training is available for continuing education for Licensed Professional Counselors, Psychologists, and Social Workers.

Throughout the day attendees will be able to participate in guided sitting meditation. Toward the end of the day, the workshop concludes with group discussions. Lunch experience will include Nobel Silence and Mindfulness Eating.

Organizers note: "Mindfulness," a concept arising out of more than two millennia of

Buddhist psychology, has become an increasingly popular concept in psychotherapy and counseling literature over the past two decades, as more and more mental health professionals have become aware of it and incorporated meditation and mindfulness approaches into their therapeutic repertoires. Research during this period has revealed mindfulness and meditation to be effective in addressing a variety of physical problems, from high blood pressure, to stroke and heart attack risk, to chronic pain management. Research has also shown such interventions to be effective in the treatment of a wide variety of mental health disorders, including anxiety, depression, substance abuse disorders, and borderline personality disorders. A number of evidence-based therapies now utilize these approaches as either primary or ancillary aspects of treatment.

This workshop will introduce attendees to the principles and concepts underlying the use of mindfulness and meditation in psychotherapy, and present concrete and specific ideas on how to use and integrate empirically supported mindfulness interventions into an established therapeutic practice."

Drs. Chaney and Sauley Present for LSU Leadership Institute, cont'd

and motivation-related issues, problems with interpersonal conflict, leadership styles, and to learn more about one's own personality.

On March 19, Dr. Chaney will also conduct a new program, "Managing Organizational Change & Culture." This is a one-day seminar at the Institute, designed to address key elements for organizational change, dynamics, and procedures related to successful organizational

change. Chaney will address psychological issues underlying change implementation, obstacles, and key elements. He will include information on the creation of an ideal organizational culture. The Change & Culture seminar will benefit supervisors, managers, and human resource professionals.

Courtland Chaney, PhD, SPHR is President of Human Resource Management Associates in Baton Rouge, and

served as an instructor in the Department of Management at LSU for 28 years. He is a licensed IO psychologist.

Dr. Kerry Sauley, PhD, is an instructor in the department of Management at LSU. His doctorate is in IO psychology and he is an active management consultant.

For more information about these and other courses at LSU CE, contact Lisa Verma lverma@outreach.lsu.edu

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.

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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.

**Positions
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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

Corrections & Clarifications

No corrections or clarifications were submitted for last month's issue of the Psychology Times.

Please send your corrections to the publisher at psychologytimes@drjulienelson.com

The Psychology Times

The *Psychology Times* is provided as a community service for those in the practice, teaching, and science of psychology in Louisiana and related individuals and groups. The *Times* offers information, entertainment, and networking for the Louisiana psychological community.

None of the content is intended as advice for anyone.