

PRESIDENTIAL MESSAGE

Including the Visibility of our Spirit, Strengths, and Resources

Sam V. Cochran, PhD

Dateline-Austin, Texas. Your Board of Directors and key committee chairs have just finished a dynamic, energizing, and productive strategic planning retreat at the division's annual midwinter meeting. I would like to devote this presidential column to a report on our efforts. I would also like to thank everyone who took the opportunity to provide input into our working group. Without your contribution, the strategic planning process is an empty exercise. Finally, I would like to publicly acknowledge the hard work of those who participated in this meeting. To Rory Remer, Mark Stevens, Doug Haldeman, Taleb Khairallah, Mike Andronico, Rod Hetzel, and Neil Massoth, I thank you for your ideas, insights, and creativity.

The process that we used was relatively simple. Last fall, I asked division members to submit to me a 'short list' of the strengths of our division and the challenges facing our division in the future. At our meeting in Austin, each of us discussed what we saw as the particular strengths and challenges of the division. Then we read the members' responses (I believe I received a total of twenty responses) and created two lists—one that detailed our strengths and one our challenges.

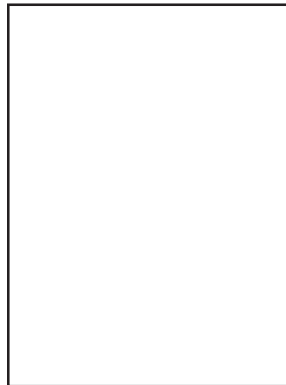
Next, we focused on the list of challenges and brainstormed strategies that would help the division face these challenges in the months and years ahead. During this process we also kept an "idea sheet" upon which we recorded creative ideas that would further the work of the division but that might not directly address one of the specific challenges that we identified.

Strengths and Challenges

After "boiling down" our list of strengths and challenges, we came to consensus. Our strengths as a division are our collegial, relational orientation; our capacity to balance personal and professional concerns; and our various media venues, including our web page, bulletin, journal, and listserv. Our division's challenges include increasing our visibility; enhancing our membership in terms of numbers and diversity; mentorship; and finances. Additional strengths and challenges were identified, but they easily fit into one of these categories.

As strategies to address our challenges, we identified a number of tasks and initiatives for you to consider. To enhance and increase our visibility, we identified the following strategies:

- Increase collaboration with other APA divisions (2, 17, 22, 29, 35, 38, 39, 44, 45, 49, others)
- Develop liaisons to foster collaboration
 - Institute one or more high profile projects (psychotherapy with men conference; guidelines for psychotherapy with men)
 - Market our web page more broadly
 - Develop and coordinate a speakers' bureau
 - Enhance our visibility at APA conferences (buttons, flyers, other media)
 - Increase our visibility via monitor articles, other media coverage
 - Target groups (e.g., SPAs) for presentations, collaborations
 - Work more effectively with APA public information office
 - Produce division "business cards"



Sam V. Cochran, PhD

To increase both size and diversity of our division, we identified the following strategies:

- Effectively package and highlight the strengths of our division
- Institute a membership drive (recruit new members, bring a colleague to convention social hour)
- Institute a mentorship program
- Focus on student member recruitment and retention
- Focus on convention connections and follow-ups
- Develop a new member welcome letter from membership committee/chair; follow up by president after one year, detail ways to get involved in division activities
- Enhance divisional collaborations with affiliate divisions
- Target "invited speakers" at convention for diversity

To address what we perceived to be a continuing challenge of ad-

equate financial resources, we identified the following strategies:

- Move our bulletin to our web page
- Plan and conduct a major conference on men and psychotherapy
- Increase targeted membership solicitation
- Work with publishers who publish member's books for advertising
- Raise dues
- Explore "dues sharing" arrangements with other related divisions
- Develop our speakers bureau, increase our division-sponsored CEU venues

As a way to 'get the ball rolling' we focused on specific tasks that individual board members agreed to facilitate. These included

- Explore mentoring program—Stevens, Hetzel, Andronico, Massoth
- Bylaws review and revisions—Cochran, Hetzel
- Proposal for division work project (brochure, guidelines)—Haldeman, Stevens
- Develop guidelines for committees and task forces—Cochran
- Explore speakers bureau—Remer, Khairallah, Andronico
- Develop recommendations for collaboration/infrastructure/SIGs (Special Interest Groups)—Hetzel
- Marketing our strengths and assets—TBA
- Design bookmark—Stevens
- Report our meeting results to SPSMM—Cochran
- Explore pre-conference board meetings—TBA
- Plan and conduct a major conference on psychotherapy with men—TBA

This meeting was a significant event for our division. Board members and committee chairs dedicated themselves to really "rolling up their sleeves" and getting some work done. The energy in the room, and in discussions afterward, was palpable. But this is only the beginning. Obviously, in order to accomplish these projects and implement these strategies, everyone must participate. I would like to invite any SPSMM member who would like to get involved in any of these projects to contact me directly (sam-cochran@uiowa.edu) and let me know of your interest. I will put you in contact with the appropriate board member or committee chair.

As I mentioned in my previous column, this is an exciting time for our division. We have abundant energy and enthusiasm, and these projects are a good place for some of this energy to be channeled. Please let me know how you would like to participate. ♦

SPSMM Bulletin Ad Rates

Full page for \$300. Half page for \$200. Quarter page for \$125. 25% discount for second or future issues for ads in two or more consecutive issues. Send camera ready ads to Fredric Rabinowitz, Department of Psychology, University of Redlands, 1200 East Colton Avenue, Redlands, CA 92373. Make checks payable to SPSMM.

Call for Submissions for Hyde Graduate Student Research Grants

Proposals are being sought for the Hyde Graduate Student Research Grants. These grants, each up to \$500.00, are awarded to doctoral psychology students to support feminist research. The grants are made possible through the generosity of Janet Hyde, PhD, who donates the royalties from her book, "Half the Human Experience," to this fund.

Requirements:

1. Cover-sheet with project title, investigator's name, address, phone, fax, and email address;
2. A 100-word abstract;
3. A proposal (5 pages maximum, double-spaced) addressing the project's purpose, theoretical rationale, and procedures;
4. A one page statement articulating the study's relevance to feminist goals and importance to feminist research;
5. The expected timeline for progress and completion of the project;
6. A faculty sponsor's recommendation, including why the research cannot be funded by other sources;
7. An itemized budget (if additional funds are needed to ensure completion of the project, please specify sources);
8. The applicant's current curriculum vitae.

A panel of psychologists will evaluate the proposals for theoretical and methodological soundness, relevance to feminist goals, applicant's training and qualifications to conduct the research, and feasibility of completing the project. Grant recipients are expected to submit a progress report within 18 months of receipt of a grant.

Send 5 copies to: Silvia Sara Canetto, PhD, Chair, Hyde Research Award, Department of Psychology, Colorado State University, Fort Collins, CO 80523-1876 Phone: 970-491-5415, FAX: 970-491-1032, email: scanetto@lamar.colostate.edu ♦

SPSMM Policy on Book Reviews

SPSMM provides book reviews for members to learn about the latest books in the field. Currently, book reviews are published in the *SPSMM Bulletin* because page space in the Division's journal *Psychology of Men and Masculinity (PMM)* is at a premium with priority being placed on publishing manuscripts. This policy could be revisited once additional pages are allocated to *PMM*.

Persons interested in reviewing books or having their books reviewed in the *Bulletin* should contact the SPSMM Book Review Editor. The *SPSMM Bulletin* Book Editor will exercise his or her discretion as to which book will be reviewed in any given issue based on his or her judgment about the interests of the membership and mission of SPSMM. The current SPSMM Book Review Editor is Dr. Jay Wade, Department of Psychology, Fordham University, Dealy Hall, 441 E. Fordham Rd., Bronx, NY 10458.

Book reviewers must assert in writing that they do not have a conflict of interest or personal relationship that would interfere with providing an objective review. The Book Review Editor will select reviewers in response to an author's request, and the author will provide a copy of the book to the Book Review Editor. ♦

EDITORIAL

Leaving the Comfort Zone

Fred Rabinowitz, PhD

I have recently returned from Europe (for the 6th time in the past 10 years) and again I feel renewed. Why do I feel such a sense of refreshment and vitality after each trip away from my usual home-base comfort zone? What is the existential message that my high level of energy is giving me when I return from a far away place? Why don't we all do this on a regular basis?

My experience with male students, friends, and clients tells me that actively seeking change for its own growth value is easier said than done for many men. In the overseas program I have administered the ratio of women to men has been 4:1. This is a repeated statistic across study abroad programs. The data on who attends therapy is 3:1 women to men. Does this mean that as a group men tend to not like leaving the comfort zone? Does it relate to the research that suggests that men don't like to feel out of control or vulnerable? Is it connected to some fear about new situations that might upset already established routines or feelings of mastery?

I do not pretend to know the definitive answer, but I can make some observations of my own experience. Leaving the comfort zone of my life on a regular basis forces me to regroup, reorganize, and reorient to new surroundings and demands. While this is often stressful, it is also wonderfully challenging. To have to speak another language or interpret another's behavior without the comfort of knowing all the contextual cues is like riding a cultural roller coaster. It's thrilling to figure things out but it is also deflating to realize how my own categories and understanding are so often lacking.

My dreams tell me that my psyche is disoriented when I leave the comfort zone. There are all kinds of wild images set in far away places with familiar people that tell me that parts of my brain are working awfully hard to take in all the data and make sense of it.

When I am away, I also fall in love again with my wife and really appreciate my kids. Maybe it is the "change up" that I crave. Maybe the energy I feel is that I get to experience those I love and myself in a new bright light. On those long transatlantic flights I get an existential reality check on my life; who is in it, what I am doing, and how I am living it. Then I remember that this is what I preach to my students, clients, and friends on a fairly regular

basis. Change is good. You learn, you grow, and you find yourself renewed again.

I wish that that was the end of the story but I am still troubled. Given the positive outcomes I have witnessed in my male students studying abroad, in my male friends and clients who have made significant life changes, and in me following my trips, I again ask the question why many men don't seek growth experiences outside their comfort zones? The traditional man in me has an answer. Life is hard for men. We are the ones to take care of the crises and are supposed to be protectors and providers. The comfort zone of routine and the familiar is our beacon of stability and strength. However, my experience in life tells me that my strength and vitality as a man comes from embracing change and learning from it. It involves transcending the old model of masculinity that still rules our world in many ways. It reminds me that we in SPSMM still have much work to do to make valuing life outside the emotional comfort zone an essential part of what it means to be a man. ♦

SPSMM Bulletin Deadlines

January 31
April 30
July 31
October 31

Inside This Issue

Presidential Message	1
<i>SPSMM Bulletin</i> Ad Rates	2
SPSMM Policy on Book Reviews	2
Editorial	3
<i>SPSMM Bulletin</i> Deadlines	3
SPSMM Division 51 Election Slate	4
Cluster Programs at the APA Convention	7
Division 51 APA Convention Programming	9
Save the Date: The American Family Therapy Academy's Sixth Annual Research Conference	10
Management and Masculinity: A Personal Perspective ---	11
Come and Get It!	12
Division 51 Central Office	12
Join SPSMM-L	12
Special Focus Section	13
Book Review: <i>Father Time</i>	17
Visit Division 51's Website	17
SPSMM Mission Statement	17
<i>Psychology of Men and Masculinity</i>	18
Division 35 and 51 Liaison	18
See the Division 35 Website	18
Application for Membership in SPSMM	18
Directory	19

SPSMM Division 51 Election Slate

Make sure you vote! Please read the statements by the candidates below before making your choices. You will be asked to choose one from each of the slates for President, Secretary, Women's at Large, and Open at Large.

President:
Corey Habben
John Robertson

Secretary:
David Shephard
Larry Beer

Women's Slate:
Holly Sweet
Roberta Nutt

Open Slate:
Neil Massoth
Vic Frazee

Presidential Candidates

Corey J. Habben, PsyD Candidate for President

Our country and our world continues to change. As we face new challenges and crises, we face new turning points. There are nearly 300 million people in the United States and billions more throughout the world . . . and yet we are all touched, directly and indirectly, positively and negatively, by the psychology of men.

In 1995, Ron Levant's words "Masculinity is at a turning point" grabbed me and energized me to such an extent that I felt I had to get involved with this new APA division called "SPSMM" as a young student. I have since called SPSMM my home; serving as student coordinator for three years (I was honored to be named the first male recipient of SPSMM's "Student of the Year" award) and membership chair for another three years. I have gotten to know the individuals who have contributed in different ways to our understanding of the psychology of men, and I have watched SPSMM evolve over the years. And yet, I still cannot help but be very excited by this simple truth:

SPSMM is also at a turning point.

There are new generations of professionals, individuals, students who have yet to be grabbed and energized by the very thing that has grabbed us. There are so many new frontiers of research, practice, and understanding that have yet to be embarked upon. There are whole new audiences, whose lives are touched by the psychology of men, we have yet to reach.

In the early years of SPSMM, the critical question was "Can we create this APA Division and make it work?" With that question successfully answered, it is now time to focus on expanding; expanding our knowledge, expanding our audience, expanding the way we touch the lives of men and women everywhere. It is time for SPSMM to take the psychology of men to "the next level." If

you share my vision, I will energetically serve as a catalyst as president of SPSMM.

I will work toward three objectives. First, I will build upon and expand the work of the SPSMM governance in increasing membership to secure our position as a vital APA Division. Second, I will work with the SPSMM governance to enhance SPSMM's presence in various forms of media (both professional and popular) so that our members can share their fine work with both psychologists and the general public. Finally, and most importantly, I will strive to highlight the works of psychologists (both scientific and clinical) that span all diverse facets of masculinity and foster new dialogues, continuing to expand the scope of our understanding of masculinity. As much as we have learned about masculinity, I believe that our scope is still relatively narrow and that there is still so much more yet to be learned. SPSMM can play a critical role in broadening our understanding and sharing it with others outside of SPSMM and I would like to make sure this continues.

SPSMM is at a turning point; a point at which we can better understand the psychology of men, share this understanding with a larger audience, and include more individuals to join us in the process. I would be honored to be a part of taking SPSMM to the next level as president.

John M. Robertson, PhD Candidate for President

SPSMM has become a significant influence in many arenas. Our membership list includes social scientists working on issues of deep national concern currently, such as aggression, violence, and the impact of war. Our Division also includes many highly skilled practitioners who address the particular needs of North American men, one at a time. Still others teach and provide information about gender to developing minds in classrooms or in workshop settings.

The body of work created by our members in these various areas continues to develop at a rapid pace. I had a first-hand look at the quality of this work when I served as the D51 Program Chair last year. I often found myself thinking that people outside our profession need to read what members of our Division are writing. Consequently, one area that would be of particular interest to me would be to examine the possibility of enabling even more of the theoretical work and the research produced by our Division to be presented to the general public. This is not an easy challenge, as many factors need to be considered—legal, professional, and logistical. But it does seem that so much of what we are doing as a Division needs to become part of the national discussion about gender.

I see the office of President as a position that can support and facilitate communication among members of our Division, (through the newsletter, the listserv, and the convention). In addition, the President can help influence the direction the Division takes in other settings—within APA, in interactions with other Divisions, and in the larger culture.

The strategic planning meetings conducted by Sam Cochran in Austin this past month were designed to produce a vision for the future of the Division. I am looking forward to the outcome of that process, and I will want to continue any long-term initiatives begun under Sam's leadership.

My background? My first career was in the mass media industry, working as a writer and producer. I returned to the university in the 1980's and earned my Ph.D. from the University of California at Santa Barbara. Since then, I've been in Kansas—working as a psychologist at Kansas State University's campus counseling center and teaching for the Department of Psychology, publishing a little research, and conducting a private practice in the community. My professional involvement includes serving as a Convention Chair for my state psychological association, and as the D51 Program Chair for last year's APA convention.

Secretarial Candidates

Larry Beer, EdD Candidate for Secretary

It is an honor to be asked to run for reelection as secretary of Division 51. I am proud to be one of the founding members of this division. I remember the dream that many of us had that there would one day be a home for men's studies within the structure of APA, and it is gratifying to see what this division has evolved into. It is satisfying to see that the warm connection that we shared during the early days has remained within the division in its current form. I have felt a strong connection with this division because of both the people who compose it and the work that we do. My view of the office of secretary is that of being a communications specialist. This is something that I believe I do well. The secretary communicates between our division and APA, and communicates between the leadership and the membership. Further, the secretary is an important voice on the executive committee. Over the past year and half I have tried to fulfill these duties in a respectable way. If reelected I will continue to do the same. Thank you for reconsidering me for this office.

David S. Shepard, PhD Candidate for Secretary

I am running for the position of secretary because it is an opportunity to give something back to an organization that has been so meaningful for me. When I joined the Division in 1998, it was my first experience with any APA Division. I assumed that all Divisions were characterized by the fellowship, warmth, mutual respect, and sense of fun that I found in SPSMM. It was only after I described my experiences with the Division to colleagues in other divisions that I found out what an extraordinary and unique organization 51 is. I know Larry Beer has found serving as Secretary to be a gratifying experience and a responsibility he has approached with due seriousness. I would be delighted to be able to pick up where he has left off.

A little about me. I have been a psychologist since 1997 (I made a mid-life career change), but have been involved in men's issues since the 1970's. My first career was as an educational filmmaker. Twenty years ago, I made a film, called "Am I Normal?" which combined information about male physical maturation with a fictional story about a boy coping with the shaming experiences of puberty. The film won numerous mental health awards and subsequently became the video that thousands of middle schools used to help boys navigate this pivotal time in their lives. Later, working as a television writer, I was a head writer for the popular Nickelodeon series, "Doug." On the surface a sweet animated series about a 12-year-old boy, it was also an opportunity to depict on television the shame that is so prevalent in the early adolescent experience.

In the 1990s I shifted careers and earned a PhD in Counseling Psychology from the University of Southern California. In 1998, I joined the faculty in the Department of Counseling at California State University, Fullerton. I currently also have a psychotherapy practice, where I specialize in working with depressed men. My research career is just beginning, with a forthcoming article in *Psychology of Men and Masculinity* on male depressive symptomology. I am a member of the Division's Task Force on Men and Depression and Chair of the Task Force on Men and Media. As part of this role, I co-chaired at last year's APA a symposium on how Hollywood portrays men in film and television. The position of secretary would be my first official position in the Division, and, I would hope, the beginning of years of service. I appreciate your support for my candidacy.

Women's Member-at-Large Candidates

Roberta L. Nutt, PhD Candidate for Women's Member-At-Large

I am honored to be asked to run again for the position of Member-At-Large in Division 51. I have very much enjoyed my involvement in the division and look forward to staying connected. I worked on the bylaws before the Society became a division, was the Division's first Fellows Chair, and have served one term as a Member-At-Large. I also serve on the Editorial Board of the division's journal, *Psychology of Men and Masculinity*, and edited a Special Focus Section of the newsletter on the Voices of Women in the division.

Confronting gender role stereotypes and challenging sexism have been major foci in my career as a psychologist. I have been active in both Division 35 (including five years as the Chair of Section 2: Feminist Professional Training and Practice and the first instructor for the Academy of Feminist Practice) and the Division 17 Committee (now Section) on Women. I currently co-chair the Divisions 17 and 35 Interdivisional Task Force to Develop New Guidelines for Counseling and Psychotherapy with Women, which will include discussion of complementary issues for men. When SPSMM was organizing and moving toward division status, being involved seemed a natural part of my ongoing career path.

I am currently, and have been for 20+ years, the Director of the Counseling Psychology Doctoral Program at Texas Woman's University. The doctoral program emphasizes Family Psychology and Gender Issues. I teach the Psychology of Women graduate course, which includes readings on the psychology of men and masculinity. I have served as President of Division 43 (Family Psychology), am Treasurer of Division 17 (Counseling Psychology), have spent six years, including four as Chair, on the Texas State Board of Examiners of Psychologists, sit on the Oversight Committee for the Scrivner Fund for the American Psychological Foundation, and serve on the Association of State and Provincial Psychology Boards' Committee on Education and Training for Credentialing, which has developed national guidelines for oral exams for licensure and CE and prescription privileges guidelines for licensing boards. I also have served on the Board of Governors of the APA College of Professional Psychology and now sit on its Oversight Committee.

I am coauthor of the book *Bridging Separate Gender Worlds: Why Men and Women Clash and How Therapists Can Bring Them Together* with Carol Philpot, Gary Brooks, and Don-David Lusteran

published by APA Books in 1997. In that book we attempted to speak in one voice to bridge the differences in gender worlds. I am also coauthor with Louise Fitzgerald of the "Division 17 Principles Concerning the Counseling/Psychotherapy of Women: Rationale and Implementation" and authored a chapter in Michele Harway and Jim O'Neil's book, *What Causes Men's Violence Against Women?*

I received my PhD from the University of Maryland, College Park, in Counseling Psychology. My undergraduate work was at Rice University and the University of Texas at Austin. In between, I was a Peace Corps Volunteer teaching mathematics in Malaysia.

I strongly support the Division's continuing leadership in the combating of unhealthy gender role socialization and the opening up of new, healthy options in behavior, identity, and lifestyle for men. I see these changes role modeled by the members of Division 51. During the past 25+ years, we have witnessed many changes for women, and, of course, accompanying problems. I find many gender role problems of men and women to be complementary and feel that we will be most successful working together to eradicate the damage of sexism. Division 51, through teaching, writing, theorizing, training, research, and the journal, is making a significant and lasting contribution to the growth and development of men and boys that will also positively impact women and girls, our society, and other cultures. If elected, I will work to support and further divisional initiatives, network with other professional groups, and represent divisional interests in every context possible.

Holly Sweet, PhD

Candidate for Women's Member-at-Large

I am running again for Division 51's Member-at-Large seat because I have been involved in Division 51 since its inception and have a great deal of admiration for the people who started Division 51 and for the work that has been done so far. I would like to continue to work as a liaison between Division 51 and other related organizations, since I believe one of the most important issues facing Division 51 is the need for more contact with like-minded organizations.

In this past year, I was active in a number of ways in continuing to work on developing liaisons between Division 51 and other divisions, and organizations, including being involved in APA 2001 activities which involved Divisions 35 (a community discussion and workshop about gender roles), 43 (co-chairing a panel on sex roles, sexual orientation, and parenting issues), and 44 (co-leading a hospitality suite discussion on "Gender Goes to the Movies"). I have been involved in getting a men's special interest group started through the Massachusetts Psychological Association. I am also a member of the Northeastern Society for Group Psychotherapy and have submitted proposals for doing workshops at their annual conference on the differences and similarities between men's and women's groups.

I am currently a Lecturer at MIT in Psychology and Gender Roles, Co-director of the Cambridge Center for Gender Relations (a consulting company that focuses on finding ways of increasing understanding of issues which men and women face in the workplace and in personal relationships), and a psychotherapist in private practice. I have written a chapter on "A Feminist Looks at the Men's Movement: The Search for Common Ground" for a recently published book on men's studies (*Mythopoetic Perspectives of Men's*

Healing Work, Greenwood Publishing Group, 2000) and am working on a textbook on an experiential approach to understanding and overcoming gender roles and stereotypes.

Within APA, I have served as the co-chair of Division 43's Gender Concerns Committee for the past three years, have sponsored or run several Division 51 programs at the 1997, 1998, 1999, 2000, and 2001 conventions, and am currently a member of Division 51's Task Force on Men and Depression. In the next year, I would like to continue to help increase Division 51's visibility both inside and outside of APA, continue to increase connections between Division 51 and other related APA divisions, and encourage more collaboration between Division 51 and other organizations which are involved with men's studies such as the American Men's Studies Association. I would also like to see a larger and more diversified membership and a range of programs sponsored by Division 51 which are innovative yet achievable.

Open Member-at-Large Candidates

Vic Frazao

Candidate for Open Member-at-Large

I am very honored to be asked to run for an at-large position to Division 51. My involvement in Men's Issues at the local level began when I was asked to be a founding member of the San Diego Psychological Association Task Force on Men's Issues many years ago. At APA meetings I heard about SPSMM and began attending their programs. I signed the cards for 2 or 3 years to make SPSMM a division of APA, and have been a member ever since. In addition to attending many interesting programs, the most important thing for me was the welcoming spirit of our division. In early 2000, I was able to attend the mid-winter retreat and get to know some people on a more personal level. That translated to more contact at APA meetings, which I brought home to students at CSPP at Alliant University, where I teach. I have encouraged a number of students as well as San Diego colleagues to join Division 51, and have been gratified with their response, from meetings at the convention from their involvement and use of the listserv, as well as from the increased interest in Men's Issues at the school. I have worked to increase the library holdings of many of our member's books, as well as to raise issues of men's and boy's issues in my consultation groups with the graduate students. I look to bring what I get at the national level to my local psychological association, and thereby to increase interest in Division 51. I am currently President of the San Diego Psychological Association and would be honored to serve on the Division 51 board next year when my current duties are finished. Thank you for your consideration.

Neil A. Massoth

Candidate for Open Member-at-Large

I've had two addictions in my life. The first was cigarettes; I cured myself of that addiction approximately thirty years ago. The second is an addiction I have no intentions of giving up; I am a board junkie.

I have been or am currently a board member of APA (Council of Representatives), the New Jersey Psychological Association, the APA College of Professional Psychology, the Bergen County Psychological Association, a Chapter of the American Association of

University Professors, my Temple, an international cancer association, and Division 51. I think that I enjoy the work that boards do. I am certain that I like the kind of people who get involved in board work, and enjoy interacting with them. I've enjoyed working with the men and women serving on the SPSMM Board and wish to continue.

The problems facing SPSMM are the same problems currently experienced by APA. New members and new subscribers to journals are hard to come by. We can blame managed care; it's the PC thing to do in psychology. We need solutions, not blame. We need to make our division more inviting and more enticing to new psychologists; there are still a large number of them. We need to make our conference presentations more attractive to non-divisional members. I would like to help with the process. ♦

Cluster Programs for APA Convention

CLUSTER E: An Evolving World

Thursday 1:00–3:00

Interlocking issues of culture, poverty and violence: An international perspective

Chair: Sari H. Dworkin, PhD

Department of Counseling and Special Education
California State University—Fresno
5005 N. Maple Avenue
Fresno, CA 93740
B: 559 278-0328
Fax: 559 278-0404
sarid@csufresno.edu

W. Rodney Hammond, Jr., PhD: Perspectives on Violence: Data from the Center for Disease Control

Division of Violence Prevention, National Center for Injury Prevention and Control
Centers for Disease Control
4770 Buford Hwy NE MS K60
Atlanta, GA 30341
B: 770 488-4362
Fax 770 488 4349
Rih2@cdc.gov

Bernice Lott, PhD: Violence in Low-Income Neighborhoods in the US: Do We Care?

Department of Psychology
University of Rhode Island
Chafee Center
Kingston, RI 02881
H 401 789-7003
Fax 401 874-2157
blott@uri.edu

Corann Okorodudu, EdD: Peace and Social Justice—the National is International

Psychology Department
Robinson Building
Rowan University
Glassboro, NJ 08028

B 856-256-4500
Fax 856 848-0142
okorodudu@rowan.edu

Paul R. Kimmel, PhD: Social Justice and the Transformation from a Culture of War to a Culture of Peace

1817 N Fuller Ave, #204
Los Angeles, CA 90046
B 323 876-8932
Fax 323 876-2007
paulramona@aol.com

Thomas A. Parham, PhD: Culturally Relevant Psychology: Transforming Intellectual Commitment Into Social Action

Counseling and Health Services
UC Irvine
Irvine, CA 92697
B 949 824-4642
Fax 949 824-1235
taparham@uci.edu

Sari H. Dworkin, PhD: LBGT Identity, Violence and Social Justice: The Psychological is Political

Department of Counseling and Special Education
California State University—Fresno
5005 N. Maple Avenue
Fresno, CA 93740
B: 559 278-0328
Fax: 559 278-0404
sarid@csufresno.edu

Thursday 3:00–4:00

Vice Provost and Professor of Educational Psychology
Office of the Executive Vice President and Provost
University of Texas at Austin
Main 201
Austin, Texas 78712
B: 512-232-3310
Fax 471-0577
lucia@mail.utexas.edu

Thursday 4:00–6:00

Cultural evolution of gender identity: Changing the construction of identity

Chair: Marlene M. Maheu, PhD

106 Thorn St.
San Diego, CA 92103
B: 858 277-2772
Fax: 619 294-8181
drm@cybertowers.com

Ronald F. Levant, EdD: Gender Identity or Gender Role Strain? A Social Constructionist and Multicultural Perspective

Center for Psychological Studies
Nova Southeastern University
3301 College Avenue
Ft. Lauderdale, FL 33314

B: 954 262-5701
Fax 954 423-0709
rlevant@aol.com

James M. Cantor, PhD: Transgender Issues; The More Things Change...

CAMH-4th Floor
250 College St
Toronto, ON
Canada MST 1R8
B: 416 535-8501
Fax: 416 979-6965
James_cantor@camh.net

Joanne E. Callan, PhD: TITLE?
1028 Santa Florencia
Solana Beach, CA 92075
B: 858 457-3713
619 481-1139

Pamela T. Reid, PhD: TITLE?
IRWG University of Michigan
460 W. Hall
Ann Arbor, Michigan 48109
B: 734 764-9537
Fax: 313 993-8196
Pamreid@umich.edu

[Panel focusing on the changes occurring in identity from the perspective of the self and as others are labeled and identified, and including such issues as how an identity based on multiple identifications is formed and how we can enhance the ability of others—particularly children—to understand self and others from the perspective of multiple sources of identity—including gender, race, culture, sexual orientation, ability, etc.]

CLUSTER E: Understanding Grief and Loss from a Multicultural Perspective

Saturday 8:00–9:00

Understanding grief and loss from a multicultural perspective

Chair: Janis V. Sanchez-Hucles, PhD
Psychology Department
Old Dominion University
Hampton Blvd
Norfolk, VA 23501
B: 757 683-4439
Fax: 757 683-5087
jsanchez@odu.edu

Melba J.T. Vasquez, PhD: Understanding Grief and Loss from a Multicultural Perspective
2901 Bee Cave Road
Box N
Austin, TX 78746
B: 512 329-8000
Fax: 512 329-8299

melvasquez@aol.com

[Major speaker who would set the stage for the following presentations. It would put practice in both a social and scientific context, introducing how to think about different kinds of loss through different cultural lenses. The focus would be on a) the many meanings and kinds of losses in different cultures (broadly defined—so that it would include men's losses, women's losses, etc.), b) an introduction to the idea that different cultural (again, broadly defined) perspectives bring different strengths and vulnerabilities]

Saturday 9:00–11:00

Understanding and intervening around trauma, grief, and loss: An intergender perspective

Chair: Fredric E. Rabinowitz, PhD
Department of Psychology
University of Redlands
1200 E. Colton Avenue
Redlands, CA 92373
B: 909 793-2121
Fredric_rabinowitz@redlands.edu

Sam V. Cochran, PhD: Big Boys Must Cry: Undoing Prohibitions Against Male Sadness."

Director, University Counseling Service
Clinical Professor
3223 Westlawn
University of Iowa
Iowa City, IA 52242-1100
B: 319-335-7294
Fax: 319-335-7298
sam-cochran@uiowa.edu

Constance J. Dalenberg, PhD: The only whole heart is a broken one: Women's stories of trauma, loss, and healing

Alliant University—San Diego
Director, Trauma Research Institute
9850 Genesee, Suite 910
La Jolla, CA 92037
B: 858-635-4835
Fax 858 554-0575
cdalenberg@mail.cspp.edu

[Panel and discussion on men's and women's particular losses and perspectives on how the different genders deal with loss; would include an intervention perspective with suggestions for how to offer better assistance.]

Saturday 11:00–12:00

Understanding and intervening around trauma, grief, and loss: The impact of sexual orientation

Chair: Douglas C. Haldeman, PhD
1008 NW 132nd Street
Seattle, WA 98177
B: 206 328-6025
Fax: 206 860-2411

76043.520@compuserve.com

Laura S. Brown, PhD: Can Trauma Be Queer Too?
4527 First Avenue, NE
Seattle, WA 98105
B: 206 633-2405
Fax: 206 547-8725
lsbrownphd@cs.com

[Presentation and discussion on the particular, losses, vulnerabilities, and strengths reflected in the gay, lesbian, bisexual, and transgendered communities]

Saturday 12:00–1:00

Understanding and intervening around trauma, grief, and loss: The impact of race and ethnicity

Chair: Derald Wing Sue, PhD
CSPP Berkeley/Alameda
1005 Atlantic Avenue
Alameda, CA 94501
B: 510 523-2300
Fax: 510 521-3678
dwwingsue@aol.com

Participants:
Gayle Y. Iwasama, PhD
Grad Psychology Department
University of Indianapolis
1400 E. Hanna Ave
Indianapolis, IN 46227
giwasama@uindy.edu

Linda James Myers, PhD
African American and African Studies
Ohio State University
486 University Hall
Columbus, OH 43210
B: 614 292-3447
Fax: 614 292-2203
Myers.19@osu.edu

Andres Barona, PhD
Psychology in Education
Arizona State University
308 I Payne Hall
Tempe, AZ 85287

Carolyn Barcus, EdD
Psychology Department
Utah State University
Logan, UT 84322
B: 435 797-1465
Fax: 801 797-1488
cbarcus@coe.usu.edu

[Panel discussion on the impact of race and ethnicity in both the kinds of losses and the ways of coping with loss, as well as particular interventions that facilitate more effective coping.]♦

Division 51 APA Convention Programming 2002

These are the Division 51 programs, addresses, and meetings that were chosen by the Program Committee and scheduled for the APA Convention in Chicago, August 22–25. A large thank you goes out to all those SPSMM members who took time to serve as program reviewers. Listings and times may change or vary depending on room availability and APA final approval. A complete listing of chairs, presenters, and final times will be included in the summer *SPSMM Bulletin*.

Board of Directors Meeting
Thu 800 to 950

Gender Role Conflict Scale for Adolescents: Psychometric Issues and Applications
Thu 900 to 950

Continuing the War for Boys: Issues and Answers
Thu 1000 to 1050

Gender Role Conflict Research: Empirical Studies and Twenty-Year Summary
Fri 800 to 950

Crossing the No Cry Zone: Engaging Men in Psychotherapy
Fri 1000 to 1050

Masculinities in Multicultural Perspective: Race, Culture, Nationality, and Sexual Orientation
Fri 1100 to 1250

Invited Multimedia Address: Jackson Katz “For Crying Out Loud: Images of Male Vulnerability Post 9-11”
Fri 1300 to 1450

Poster Session
Fri 1500 to 1550

Do Low MMPI-2 MF Scores Indicate Machismo for Latino Men?

Male Gender Role Conflict Affects Wives’ Marital Adjustment

The Auburn Hypermasculinity Scale

Qualitative Examination of Fathering: The Impact of Fathers on Sons

Antecedents of Gender Role Conflict: Family of Origin and Parenting

Authoritative Parenting and Father Involvement by Noncustodial Fathers

Terrorist Attacks Do Not Affect Gender Role Strain or Characteristics

Male Gender Role Conflict: African American and European American Males

Acute Alcohol Intoxication and Men’s Genital Arousal: A Critical Reappraisal

Effects of Restrictive Emotionality on Men’s Appraisal of Sexual Harassment

SAVE THE DATE!

OCTOBER 17–20, 2002

**The American Family Therapy Academy's
Sixth Annual Clinical Research Conference**

**BOYS AND MEN: PROFEMINIST AND SYSTEMIC
RESEARCH AND CLINICAL PERSPECTIVES**

Queen's Landing Inn, Niagara-on-the-Lake, Ontario

Please set aside time to attend the American Family Therapy Academy's Clinical Research Conference, "Boys and Men: Profeminist and Systemic Research and Clinical Perspectives," October 17-20, 2002 at the Queen's Landing Inn in Niagara-on-the-Lake, Ontario. If you have not attended this conference before, it is typically a smaller gathering (about 70 people), and an intensive but also relaxing one. The programming is absolutely first-rate, and artfully blends science and practice, with maximum time in each plenary for active audience discussion with the speakers and with each other. In the past, these small conferences have had a very strong and lasting impact on the field of couples and family therapy.

All registrants stay at the same resort hotel and eat all meals together, allowing for lots of informal interaction. There are also scheduled times for discussion as well as free time for participants to go to the Falls and see some of the wonderful surrounding areas. We typically also schedule a group entertainment one evening.

The program will begin Thursday evening with a plenary session featuring a leading thinker in the field of profeminist men's studies. Friday's schedule will include a plenary on boys and young men in multicultural perspective, followed by a second plenary on men's health issues. There will also be posters, free time, and videos. On Saturday we will take up differing masculinities in terms of race, culture, and sexual orientation, and panel discussions designed to allow participants sufficient time to discuss the material. Sunday morning will include a plenary on men's violence followed by a second panel discussion.

Ronald F. Levant, Chair, AFTA Clinical Research Conference Planning Committee
Gonzalo Bacigalupe
Martha Edwards
Robert-Jay Green
Sue Johnson
Matthew Mock
Louise Silverstein

For more information, please contact AFTA, PMB 273, 2020 Pennsylvania Avenue, Washington, DC 20006, (202) 333-3690, afta@afta.org, <http://www.afta.org>. ♦

Perceptions of Others' Masculine Beliefs: Conforming to a False Norm?

Predicting the Drive for Muscularity in Young Men

Gender Role Conflict and Harassment Training Efficacy: A Preliminary Investigation

Buying Sex Among Male Soldiers

Male Body Image and Depression: Another Form of Masking

Ain't I a Man? Manhood Meaning Among African American Men

Gender Role Conflict: Relationship to Personality Disorders in Incarcerated Men

Coping With Relationship Problems: A Gender Comparison

Date Rape Supportive Attitudes Among College Men: A Meta-Analysis

Batter Typology and Masculine Identity: Differential Treatment Considerations

Eating Disorders Among Male College Students

Does Heterosexual Male Identity Exist?

Thirty Years after Gender: Concepts and Measures of Masculinity

Identity and Disruptiveness in Boys: The John Wayne Complex

Gender Construction in Male Israeli Bodybuilders

Fellows Addresses: Sam Cochran, Mark Kiselica
Sat 1300 to 1350

Invited Address : Neil Chethik "Father Loss: How Men Grieve, How Others Help"
Sat 1400 to 1450

Presidential Address: Sam Cochran
Sat 1500 to 1550: "Constructing a New Psychology of Men: Past, Present, and Future"

Business Meeting
Sat 1600 to 1650

Social Hour
Sat 1700 to 1850

Group Dinner out to Restaurant
Sat 1900

Men in Relationships
Sun 800 to 850

Gender Issues and Actions II: Another Community Encounter
Sun 900 to 1050

Psychologists in the Community: Male Training Models
Sun 1100 to 1150

Expanding Dialogues on Men's Relatedness: A Heuristic Approach to Men's Relationships
Sun 1200 to 1350 ♦

MANAGEMENT AND MASCULINITY: A Personal Perspective

Raymond D. Fowler, PhD

(Editor note: This essay is based on the address to Division 51 that Dr. Fowler, the Chief Executive Officer of the APA, gave at the American Psychological Association Convention meeting in San Francisco, August 2001.)

I was born in the Deep South, and my experiences growing up included the Great Depression, three wars, the Civil Rights movement and major changes in the understanding of gender roles in our society. I grew up in a family with traditional gender expectations, and adopted some of those until I learned better. Escaping from gender stereotypes helped me become a better husband and father and, I think, a better manager.

I went into psychology for the typical reasons. I found it interesting, I wanted to know more about myself, and I wanted to help others. But mostly, I think, I wanted to do something different from what my father did. My father was a manager who rose through the ranks to manage the budget of the state of Alabama, the finances of a state university and, finally, the Alabama state retirement system.

"Not the kind of life for me," I said. But I should have known better. The manager genes were strong. As it turned out, I have spent 45 years, virtually all of my adult life, as a manager. I was 25 when I completed my doctorate and I shortly found myself as the director of a university-based mental health center. From there, I was a department head for 20 years, and finally, 12 years as APA Chief Executive Officer.

Developing a Management Style

Every manager develops a unique management style based on the manager's personality, experience, values and training. I am not sure that one can successfully adopt a style that is not consistent with who one is. In the modern workplace with almost equal numbers of men and women, how one deals with gender issues as a manager and as a person is a critical element in management effectiveness. A lot has been made of masculine management styles versus feminine management styles. I think that is a false dichotomy. Some management styles are effective and others are less so, and both genders are capable of either.

The traditional command and control approach to management is sometimes called a *transactional leadership* style. This is one in which management is a series of transactions with subordinates—exchanging rewards for services rendered or punishment for inadequate performance. Power for the transactional leader comes from organizational position and formal authority. This kind of stereotyped power-oriented, hierarchical management style has long been associated with the male manager but it can also be adopted by women.

A more modern approach, the *transformational leadership* style is more participatory and democratic. A transformational leader works to build a management team that adopts the values of the organization. The transformational leadership style is *interac-*

tive—sharing information, ideas and authority is central. The power of a transformational leader comes from personal characteristics, interpersonal skills and personal style rather than position or formal authority.

More and more men are moving to the transformational style, and as women increasingly move into management positions, they are likely to adopt and feel comfortable with this style. Given traditional gender roles, the *transformational* style is probably a more natural fit for women than for men but it can be just as effective for men who have been able to abandon their stereotyped role of male dominance. The transformational leadership style would naturally appeal to most people trained in psychology since it is consistent with the traditional values of psychologists.

My management style was heavily influenced by my training in psychotherapy and particularly by the work of Carl Rogers. The usual definition of a manager is a person who controls and directs others. I found that for me, it was more effective and personally congenial to view the role of manager as that of a facilitator. As a manager, I have tried to use that role to facilitate and support the activities of the staff. I make every effort to select people who are self-starters and who are highly motivated to perform at a high level.

Listening is certainly one of the most important skills for someone in a job like mine. I listen carefully to the staff and try to be sure I understand what they are telling me. When a manager is having difficulties, I start out by trying to determine the manager's perception of the situation and his or her plans for resolving it. I rarely suggest a course of action unless it is requested. I respect their judgement and believe they are more likely to successfully solve problems in their own style than mine.

One of my principal goals since I have been at APA has been to make APA both an efficient organization and a good place to work, in other words, a healthy organization. Some of the values that promote the well being of an organization and its personnel are the following:

A commitment to personal growth and development, fairness, respect for individual differences, spirit of partnership, promotion of physical and mental health, flexibility and resilience, and a concern for the goals of the organization.

Employees of a healthy organization believe in the mission of the organization, work effectively with each other, enjoy coming to work, feel that they are valued and have a voice in decision making.

Personal Attributes of Successful Managers

To be effective, managers should know and understand their own emotions, understand the emotions of others and be able to communicate effectively. Goleman (1965), in his book on emotional

intelligence, says that emotional intelligence (EQ) is twice as important as either IQ or technical expertise in predicting success as a manager. In the recruitment of staff, particularly at the managerial level, I have made every effort to recruit and retain staff members with high emotional intelligence. As one goes up the ladder to higher positions of management, the significance of emotional intelligence in differentiating more successful from less successful leaders increases.

Some of the characteristics of emotional intelligence are self-awareness, self-control, motivation and empathy.

Self-Awareness: This characteristic requires a realistic appraisal of one's capacities and limitations. *Self-Control:* Managers who express their emotions in an uncontrolled manner lose much of their effectiveness. *Motivation:* Managing a large professional association requires commitment and high motivation; there are few free days and much of the responsibility cannot be delegated to others. *Empathy:* A basic skill of most psychologists, empathy is particularly essential for a manager. The ability to understand and respond to the feelings and needs of others is one of the characteristics that distinguishes outstanding managers from others.

Social Competencies

While I believe the above characteristics form the basis for the social skills necessary to function well as a manager, there are also some specific skills a manager must develop. Among these are communication, conflict resolution, and team building.

Communication: For a manager no skill is more important. It is essential for the CEO to establish a relationship with the membership by being aware of the needs of the members and communicating this understanding to them. And it is essential to maintain active lines of communication with the staff at all levels.

Conflict Resolution: Competition for limited resources as well as the different values and cultures represented by our diverse membership sometimes leads to heated interactions and passionate disagreements. I try to negotiate win-win settlements that leave each side feeling that they have gained something in the process. The CEO who has developed a reputation for trustworthiness can be persuasive in helping the group work toward a mutually satisfying outcome.

Team Building: An essential skill to build a comfortable and congenial management structure, a smoothly functioning team that works with the CEO to meet the needs of the organization.

Last Words

My 45 years as a manager will end on the last day of 2002 when I retire as APA's Chief Executive Officer. I have found all of my management positions interesting, challenging and rewarding, especially my position with APA.

Like most psychologists who get into management positions, my education and training included no management courses or supervised management experience; and I'm not sure that I regret not having formal training. It gave me an opportunity to develop my own management style based on my personality and values, my psychological training and my experience of what

works for me and what does not.

I would not recommend my management style to anyone else: It works for me because it is consistent with who I am. Aspiring managers are advised to develop their one style based on a realistic assessment of their own competencies and values. ♦

Come and Get It!

The Division's Cookbook is ready for release and people are raving about it. In the words of Sam Cochran, "This is a spectacular collection of recipes and stories, truly distinctive in the world of cookbooks . . . I will treasure this book for many years to come. After all, in what other cookbook will you find Lenore Walker's Holiday Turkey, David Lisak's inspirational recipe for red chile sauce, Murry Scher's 'best blueberry muffins in the world' recipe, Ron Levant's couscous-stuffed green pepper recipe, or David Rose's Teppanyaki Pancake recipe (yum). All the recipes in the book are clearly 'family favorites' that are conveyed with a loving and charming sense of personal history. This is a cookbook that everyone must own!" The Division's Cookbook is now available by sending a \$20 check to Larry Beer at Child and Family Psychological Services, 5380 Holiday Terrace, Kalamazoo, MI 49009. Make your check payable to "Larry Beer." ♦

DIVISION 51 CENTRAL OFFICE

Has your address changed?
Do you have a question about your membership?
Are you missing copies of the journal or newsletter?
Do you need a membership application sent to a friend?

Contact: Keith Cooke
Division 51 Administrative Office
American Psychological Association
750 First Street, NE
Washington, DC 20002-4242
Phone: 202-336-6197 • Fax: 202-218-3599
Email: kcooke@apa.org

Join SPSMM-L

Participate in SPSMM-L, the listserv for SPSMM members. It is a place to share current psychology of men and masculinity news, as well as updates regarding organizational aspects of SPSMM. If you have access to the Internet, you can subscribe to SPSMM-L at no cost. Send your request to spsmm@lists.apa.org—Michael E. Addis, PhD ♦

SPECIAL FOCUS SECTION

Encountering Men in Prison

Following are personal descriptions of three diverse men's experiences conducting psychological evaluations of incarcerated men within a state prison. Scot Boespflug, MA, is a 33-year-old heterosexual, Caucasian male, Kwesi Dunston, MSW, is a 27-year-old heterosexual, African American male, and Cisco Sanchez, BA, is a 27-year-old gay Latino male. All three men are PhD students in the Counseling Psychology program in the Department of Psychological and Quantitative Foundations at the University of Iowa.

Hypermasculinity: Masculinity Gone Wrong

Scot A. Boespflug
University of Iowa

"I drowned my daughter in the toilet . . . I tried to have sex with my wife after I slammed her over the head with an aluminum baseball bat, but she started to vomit . . . why couldn't the cops have killed me!"

These were the words of the first man I interviewed; shortly thereafter he hung himself. This was my indoctrination into the correctional system. I will never forget that man's face as he cried and described the grotesque details of his crime. It is difficult for me to capture the void of humanity I felt in the interview room that day. The man's complete lack of responsibility for his selfish actions felt suffocating. At that point I sincerely questioned my choice of working within a forensic institution. While I had felt a cold chill go down my spine when the electronic steel doors slammed closed behind me that morning, I couldn't have felt more free or relieved when the doors allowed me back into the free world.

Fortunately, I can unequivocally state that my first interview experience was the most unpleasant of the several hundred interviews that I conducted. While interviewing and evaluating several hundred incarcerated men in the state prison system I experienced many different components of masculinity and humanity. I encountered varying degrees of psychopathology, emotionality, kindness, antisocial behavior, pain, suffering, anger, and humanness. I also experienced many of my own emotions ranging from empathy to sympathy, from fear to anger, from accomplishment to disappointment.

Overall, I can sum up my experience by labeling the prison as a place where masculinity had "gone wrong." My first inmate embodied the worst form of hypermasculine acting out; he humiliated and murdered those closest to him—his wife and daughter. He exercised the most elemental and primal components of his masculinity—violence. Thankfully, not all the men I encountered had committed such heinous acts; however, to a man, all shared a code of hypermasculinity. This code of hypermasculinity flowed through the behavior of most every individual within the prison doors. It cut across race, sexual orientation, disability status, to inmate and prison employee alike.

I learned quickly that outside the sanctity of the interview room, it was not safe for men to show any signs of emotional weakness, fear, sadness, or unhappiness. The prison environment sanctioned emotional expressions of isolation, anger, depres-

sion, humor, and posturing, leaving no room for emotional vulnerability. Size and toughness was admired and reinforced by the staff and the inmates. The majority of the prison officers were of intimidating size and served to deter the inmates from displaying aggressive behaviors. Although I did not witness much physical violence, it was blatantly obvious that the extreme masculine conduct was the rule.

In my initial interactions with inmates I could feel the chill of mistrust and opposition from both the inmates and the prison officers. The inmates mistrusted me because I was a staff member, and the prison officers doubted me because I was a "shrink," a thinker, and an emotional person—thus my label did not fit within the code of masculinity. As a Midwestern, heterosexual, Caucasian male I quickly gained rapport with the predominantly White, male, heterosexual prison staff, but experienced pervasive mistrust by African American, Hispanic, Asian, and Native American; heterosexual and homosexual incarcerated men. Many of these men had been used to blatant racism and prejudice by certain workers within the prison system and thus expected the same from me. Others feared that if they revealed too much about their crime or their mental health they would be further punished or "drugged."

Over time, I learned to take a less regimented approach to the interview process and adopted a more conversational and equalitarian approach. This adaptation in my behavior served to provide the inmate with the implicit message that although I worked within the prison system, I would not be overtly trying to be punitive, judgmental, or oppressive. However, due to the socialization experience of some inmates, especially those raised in violent environments, my attempts to connect with the individual were sometimes in vain.

In This Special Focus Section

- ♦ Hypermasculinity: Masculinity Gone Wrong ----- 13
Scot A. Boespflug, MA
- ♦ Reflections: Working in Prison ----- 14
Kwesi Dunston
- ♦ Lost Men: Life Stories from IMCC ----- 15
Francisco J. Sánchez

Early on in my work, I realized what was required to excel at my job of being a top-notch psychological assessor. I needed to produce quantity, to run through my interviews with cold, calculated efficiency, to ask questions and demand succinct answers, to not become emotionally involved in the lives of the incarcerated men. The prison system provides a ripe environment for non-emotive interactions other than anger or depression. The environment stifles any attempt for men to behave in ways inconsistent with hypermasculine modes of being. However, being trained as a counseling psychologist I always felt like a "fish out of water" when attempting to be distant, evaluative, and regimented. Thus, I decided, that while I may not produce the greatest number of interviews, I would attempt to impact the lives of each man in some therapeutic way, whether it would be simply to validate his worry, hear his concern, or encourage him to make positive changes in his life. I attempted to amend the defined parameters of masculinity, even if it were only momentarily.

When I was able to establish and cultivate empathic rapport with an inmate, I attempted to adapt a rather Rogerian style that emphasized that I was simply there to gather information that may benefit the individual in both the short and long term. If accepted, I attempted to further demonstrate that I was also there to provide an avenue for the individual to express their emotions (not exclusively) related to the stresses of being incarcerated, being separated from loved ones, or the fear of the future prison sentence. For many men, the opportunity to talk to a psychological examiner such as myself was their only opportunity to briefly "let their guard down."

When evaluating the inmate for signs of psychopathology or substance abuse difficulties I always tried to connect to the inmate as a human being. While it was much more difficult for me to provide empathic support for those who had committed horrific crimes such as pedophilic abuse, I did feel as though it was important for me not to be one who shamed or attempted to judge the individual. Often times it seemed that the interview time was an cathartic opportunity for the incarcerated men to confess or explain the why and the how of their criminal behavior. In these cases I felt as though I was there to provide absolution for the sins of the man I was interviewing. While I did not feel as though I qualified to provide forgiveness, I attempted to listen and allow the man time to disclose whatever he felt necessary. For others it was a time for the men to describe some of their hopes and fears related to being incarcerated. Some feared for their lives while others feared for the welfare of their family outside the prison. Others would not allow me to dent their masculine armor. They were determined to display stoicism, toughness, and sternness when encountering any individual that worked within the system in efforts to protect themselves and not appear to be vulnerable in any way.

It often times felt mixed emotions when interviewing a man who came from an impoverished family and social environment. Some of these men appeared to have turned to crime in efforts to survive within their environment. Other men, mainly minority group members, appeared to be unjustly incarcerated or had received a much stiffer penalty than a Caucasian man who had committed a similar or more significant crime. I often felt helpless and guilty as a member of the majority culture when talking to such men. I felt as though I couldn't provide the man with hope for his future or a justifiable response to the circumstances

of his incarceration.

Overall, while I met many spirited individuals (some employees, some inmates) I never quite overcame the overwhelming stifling feeling of the prison environment and its iron clad code of hypermasculinity. During my two years conducting psychological evaluations of incarcerated individuals, I never quite became comfortable with those steel doors closing behind me as I came to work. However, I was always very thankful when they closed behind me as I left work for the day. Like those steel doors, the code of masculinity within the prison was hard, cold, and bold. If I learned anything while working with incarcerated men, I learned that freedom is indeed a gift and the freedom to define one's masculinity is indeed a freedom that we all must be thankful for—whether heterosexual, homosexual, Caucasian, Latino, Asian, or African American. Even this freedom can be stripped away and all men can be forced to wear a mask of hypermasculinity.

Reflections: Working in a Prison

Kwesi Dunston

The office on the cellblock where I conduct interviews is typical for this prison. In the room the cinder blocks are painted white, it's approximately 10 x 10 ft, a high ceiling, a cement floor that was once concealed by carpet, and a desk that divides the room, two chairs, and a door with a window. I communicate to the correctional officers (COs) which inmates that I will need to talk to for the afternoon, cell number and bed number. We only use their names just to make sure it's the right person. The CO and I exchange pleasantries, interesting stories for the week, and the typical male razzing of one another, as I wait for twenty-two / one to get dress and come down.

Prior to going to the cellblock I have reviewed five files today: Theft 2nd, Distribution of Methamphetamine, Murder 2nd, Sex Abuse 3rd, and Domestic Abuse 3rd or Subsequent offense. At this point when I read an inmate's file, it is almost like reading fiction. I am occasionally moved, but most often I only find brief moments of humor, disgust, and sadness. Nothing ever really sinks in anymore, at least consciously. The inmate walks down the stairs, and I direct him to the office.

It shuffle through my paperwork to see what offense the inmate has committed, his MMPI-II profile and intellectual functioning. Inmate Thomas, a 47-year old balding White male, with obvious jailhouse style tattoos on his forearms walks in the office and sits down. I wonder what the real meaning of a spider-web tattooed on someone's elbow is. I don't ask. I make my introduction and state the purpose. "This interview is part of the typical classification process . . . I am here to obtain some information from you and see how you are doing given the present circumstances."

He responds in a gruff voice, "I am sure I don't have a choice so lets get this over with. I am doing fine. Any other questions?" At this point I am not sure if he is adversely reacting to me because I am part of the system, an African American male, a young adult (late 20s), or his perception of my middle-class status. Once again I don't ask, but I make my first note regarding his psycho-

logical status.

We begin to discuss the circumstances of his conviction from his perspective—Domestic Abuse 3rd. It sounds like the story he's telling me is one that I haven't heard, but it still has the rationalization and justification of his actions. I think, "Man, my mother would disown me if I ever hit a woman." I go on to ask about his mental and physical health, previous history, and substance use. Surprisingly, a great deal of information comes to the surface during this time, including a tumultuous past filled with violence, loss and a variety of issues associated with his development in a single-parent low socioeconomic environment. I can truly picture part of his life based on my similar upbringing. However, he displays an overwhelming feeling of indifference and acceptance. Intuitively, I know . . . I feel that there is a great amount of pain that he is harboring. He has denied any depressive symptomology, feelings of remorse and guilt. But, I know that there is something right beneath the surface. Yet, I do not push.

Throughout the interview I mirror his behavior and emotional expression, little or no affect. It is interesting; some, if not many, of his reactions to experiences in his life are congruent with my own socialization process as a man. Once upon a time, I might have reacted in the same way to the situations he presented from in his past. I guess I am lucky that I haven't been challenged with the same combination of factors, or maybe I felt like I had alternatives. Who knows. I continue to listen, discuss the facts with him, and at times act as a consequence or reality tester for his thoughts and behaviors.

Recommendation for inmate Thomas: Routine institutional programming (Batter's Educational Programming, Criminal Thinking, and GED Programming). Interview complete.

This is the experience that I have with many of the inmates, whether the individual has committed Murder 1st degree, Sex Abuse 3rd Degree, or a simple Possession of Marijuana. I have often wondered why I have this limited empathic response and have discussed these feelings or lack thereof with my supervisor extensively. At the time, I believed the primary reason for my reaction to these individuals was related to being emotionally guarded in a prison environment.

However, as I began to work on this essay I began to reanalyze my emotional response to my interactions with many of these inmates. I argued to myself that my emotional response was normal for working with a population like this, a typical male response to an emotionally threatening situation. I found that my primary reaction is intellectualized; everything is from the head up. I cognitively empathize with the adverse circumstances that many of these inmates experience, but I don't emote on the same level, especially not like any of my female colleagues. Am I bound by stereotypic gender socialization?

As I began to answer this question for myself, of course only to find some level of internal homeostasis. I immediately thought of a young adolescent inmate that I had worked with approximately six months ago. This young boy was a 17-year old African American male who had been sentenced to 10 years (85% mandatory time served) for Robbery 3rd. This sentence seemed so excessive. I mean rapists, people who make meth, and so

many others get off so much more lightly. Even stranger, this young guy seemed so normal to me. He had never been in any trouble before, a 3.5 GPA, ran track, and he appeared to be from a caring family. This case was really heartfelt for me, because it seemed that he was so harshly sentenced for the crime that he committed. When I compare his sentence to those of White youth for similar crimes, the sheer inequity in the judicial system and subsequently in the prison is stunning. Sitting in the aftermath of a catastrophe is the only way that I can describe my feelings after talking with this boy.

As I used this case example to illustrate to myself that I have the ability to deeply empathize with those with whom I work, I realized that I had been overlooking so much. Understanding and feeling for someone is extremely easy and much more painful to experience when you identify with another. In this case this young man was me. He had been oppressed and fought against the same issues of power, privilege, and social injustice that I have. I feel because the degrees of separation between he and I are minute. These feelings are related to my connection.

My reflections have shown me that I am more likely to empathize with someone I identify with closely. In contrast, my emotional response to people whom I am less identified with is distant and less empathetic. I have discovered that for me, my identification with an individual or his circumstances is the key to transcending my male socialized emotional disconnection to the pain of others.

Lost Men: Life Stories from IMCC

Francisco J. Sánchez

The rigid process of socializing boys to be men is pervasive in U.S. culture. From being subjected to the "Boy Code" by their peers to being shamed by guardians, boys are forced to project a strong front and swallow their pain (Pollack, 1998). This process of stifling normal human emotional responses in boys appears to lead to alexithymia in men (Levant, 2001).

For two years I have worked for the Iowa Department of Corrections at the Iowa Medical and Classification Center (IMCC). Under the supervision of two licensed psychologists, I help to assess inmates. Many of the life stories I have heard illustrate Levant's (2001) concept of normative male alexithymia.

At IMCC, there are some themes that recur in the stories that I hear. Many of the men report having come from broken homes where their fathers were completely absent. They were ridiculed if they ever tried to open up to anyone about hurt feelings. They had difficulty forming warm and nurturing relationships. Many turned to substances to "escape" or feel "alive."

It seems that many never learned how to deal with hurt or pain. They were either punished for expressing such emotions (e.g., by being teased and insulted) or were encouraged to express their pain in aggressive ways (e.g., physical fights or reckless behaviors). Now they have difficulty identifying their feelings or knowing how to manage them.

For many of them, the idea of crying or expressing hurt is a sign of "weakness." I remember during one of my interviews with

Jason, a 22-year-old, partnered White male. I asked him if he had had any episodes of crying since incarceration. He said, "No, I don't cry. I just get angry."

"Is it difficult for you to cry?" I asked him.

"If I am crying, then that means I have lost control."

As the interview progressed, I learned that his older brother, whom he was close to, had died when Jason was 13. Prior to that death, it seemed that Jason did not have any significant problems. Immediately after the death, Jason began experimenting with drugs and eventually dropped out of school. Jason's drug problem escalated, he began to have repeated problems with the law, and now he was in prison for committing a burglary.

It seemed clear to me that this traumatic loss in his life was a turning point for Jason. As I tried to further probe into his relationship with his brother, it seemed that Jason was getting teary-eyed. When I tried to give him permission to cry, he became angry and clammed up.

José, a 28-year-old Latino male, talked about growing up in a "rough neighborhood" in East L.A., and how he faced harsh discrimination when his family moved to a mostly White Colorado community. He talked about the cruel, discriminatory treatment he had endured from his schoolmates and how he wished he had had a father to support him through the ordeal. At IMCC, he was beginning his sentence for driving while intoxicated and domestic abuse.

As José and I went through the BDI-II, he reached the statements pertaining to crying. As he read the four choices out loud, his voice seemed to become flat. "I haven't cried in a very long time. I don't like to cry," he said as his eyes watered and he began to sniffle.

"It's okay to cry," I told him. He laughed at this, apparently trying to ward off whatever hurt he was feeling.

Experiences similar to Jason's and José's have occurred repeatedly in my interviews at IMCC. Some of my colleagues report similar occurrences. Yet, when comparing stories with my heterosexual male colleagues, I often wonder if being a gay male allows me to more readily connect with these men.

I was raised in a South Texas border town. The environment was strongly influenced by Mexico and the Mexican culture. Like many other cultures, I was subjected to strong heterosexist and homophobic messages. I was exposed to the rigid "macho" rules that boys had to follow in order to be accepted by the community. Since coming out to myself almost a decade ago, I have actively worked to unlearn all the internalized biases and beliefs that I had as a result of my socialization. Part of that unlearning process has been to feel comfortable being emotionally intimate with other men and allowing myself to be open and vulnerable to them.

As a result of my coming-out process and my acceptance of who I am, I believe that there may be unique ways in which I can connect with the men at IMCC. I do not fear emotional intimacy with men. I do not fear being open and vulnerable with other men. I do not fear having a man cry with me or express hurt,

loneliness, and sadness. Since I have worked hard to combat the rigid "macho" rules, I feel that I can detect the typical male defenses and supportively help men to experience a caring and nurturing connection with another man. This certainly includes complete comfort when another man alludes to a same-sex attraction.

One of my most memorable interviews was with Mark, a 33-year-old, White male. During my interviews, I typically ask about relationships. As I went through the relationship questions, I sensed that Mark was struggling with something. He seemed evasive on some questions and was vague on others. Perhaps it was my own experience through the coming-out process, but I felt that he was struggling with a sexual orientation issue.

I put my notepad down and said, "Mark, I sense you are struggling with something." As he wrestled with how to articulate what he was thinking, I probed further, "Have you had relationships with other men?" Mark acknowledged that he had and added that he was not happy with this part of himself.

I tried to comfort him by saying, "There is nothing wrong with being attracted to other men." As we discussed the issue further, he admitted that he had been grappling with his emerging gay identity. Unfortunately, he was not in the best situation to be going through this type of identity development process. Regardless of what may go on, the prison is an overtly homophobic environment. You hear it in the form of gay jokes that are told regularly. You hear it in the use of "gay" and "fag" as an insult. You sense it in the "good-old boy" network that exists among some of the male staff members.

I did not disclose my own gay identity to Mark. Nevertheless, my hope is that my normalization and acceptance of his identity would be of some benefit to him. Moreover, I gave him some strategies on how to cope while he is in the prison environment and suggested resources for him to seek out once he is discharged.

One of my greatest hopes is that I have given the men that I have worked with a unique and positive experience with a mental health professional—in particular, a male. After several of my initial interviews, it became very evident how disconnected from their emotions many of these men were.

As I reflect on the life stories I have heard from the men at IMCC, their stories of insecure attachments and significant losses remind me of what I have read in one of James Garbarino's (1999) books. So many boys grow up alone—emotionally hurting and in great pain. Their emotions are continually invalidated and stifled by their environments. The cost of our culture's "straight-jacketing" of its boys' natural human emotions can have far-reaching effects.

When boys are prohibited from showing compassion for one another . . . when they are praised for lashing out . . . and when they are shamed for shedding tears—should it then be any surprise that so many end up having psychological distress as adults? At any given time at IMCC, there are about 850 inmates. Of those, only about 40 are women. As Garbarino (1999) suggested, we must allow our boys to be human; otherwise, their inner hurt may evolve into destructive acting out.

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Book Review of Christopher Scribner and Chris Frey's *FatherTime: Stories on the Heart and Soul of Fathering*

Reviewed by Chris Brownson, PhD

It would be interesting to find out if it was an accident that Scribner and Frey divided this book into exactly 52 short chapters which ponder various dimensions of the fatherhood experience, as *FatherTime* would be a wonderful weekly devotional for a father's first year. The authors have compiled their short essays and journal entries about different aspects of fatherhood that don't so much tell a cohesive story about their experiences as fathers or necessarily instruct fathers on how to be a competent paternal figure as much as provide a set of reflections on personal experiences that I think most fathers can relate to. Some of the stories are light and comical while others illustrate the difficult decisions that fathers must make in raising their children. Some are angry, some are sad, and some are hopeful. Some make sense of being a father, and others create more questions than answers. But all of the stories are direct, honest, and sincere, and many of the stories provide insightful commentary into experiences that could easily be taken for granted. While the bulk of the book focuses on the authors' everyday experiences as fathers, they also write about their own personal connections to single fatherhood, divorce, relationships with their fathers, father absence, fathers' rights, and relationships with mothers as they share their successes, failures, questions, and insights as fathers, sons, and even grandsons. Although the cumulative experience of these two authors in terms of family composition and ages of children adds a dimension of diversity to this book, it is their level of openness about their failures and successes as fathers and their appreciation for both the importance and difficulty of being a parent that makes this book stand out.

Some of the essays are unnecessarily instructional, directly reminding readers of the importance of paternal participation. But *FatherTime* is at its best when Scribner and Frey let their stories speak for themselves, without generalizing past their own experiences. This allows different readers to connect with different parts of the authors' experiences, which are often varied and thoughtful. One story that particularly resonated with me was Scribner's account of his on-going struggle to validate a quality of his son's that has always been a quality that he has devalued in himself. An entry entitled "Sad, Happy Days" told of

one evening watching the Happy Days episode in which Joanie decides that she is going to move to Chicago, much to Mr. and Mrs. C.'s chagrin. The author's young daughter was moved to tears by this, wondering when and why she would ever have to move away from him. I related to the author's conflict, needing to both reassure his child while feeling his own dread imagining her one day moving out on her own. Another entry captured the thoughts of one of the authors comparing his life of having lost his father at a young age to his father's experience of never having known his father at all.

I assume I am not alone in sometimes wondering how my research can reach a broader audience of fathers outside the circle of academia. This book has provided an example. Although this is not intended to be an academic text, it would make a meaningful addition to a men's studies class reading list as a way of placing theoretical constructs into context. Biernat's concept of shifting standards is presented when Scribner simply begins one essay with the observation that, "it is too easy to earn the title of 'good father.'" Applications of both Pleck, Lamb, and Levine's and Palkovitz's models of paternal participation are candidly highlighted; O'Neil and Good's ideas about gender role conflict are represented. Many of the concepts we teach, learn, research, and read about are all present in first person narrative.

Whether recommending this book to a client, harvesting it for vignettes in a gender class, or reading it for your own personal enjoyment, this book has something to offer anyone interested in fathering. ♦

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GOVERNANCE

PRESIDENT

Sam V. Cochran, PhD
University Counseling Service
3223 Westlawn
University of Iowa
Iowa City, IA 52242-1100
Phone: (319) 335-7294
Fax: (319) 335-7298
E-mail: sam-cochran@uiowa.edu

PRESIDENT-ELECT

Roderick D. Hetzel, PhD
Department of Psychology
Le Tourneau University
2100 South Mobberly Avenue
Longview, TX 75607-7001
Phone: (716) 275-3524
Fax: (716) 473-5007
E-mail: rhetzel@anes.rochester.edu

PAST PRESIDENT

James Dean, PhD
527 Sixth Avenue
Brooklyn, NY 11215
Phone: (718) 768-0422
Fax: (718) 387-6028
E-mail: deannyc@jps.net

SECRETARY

Lawrence B. Beer, EdD
6101 Rothbury Street
Portage, MI 49024-2390
Phone: (616) 372-4140
Fax: (616) 372-0390
E-mail: lbbkzoo@aol.com

TREASURER

Michele Harway, PhD
Philips Graduate Institute
5445 Balboa Boulevard
Encino, CA 91316-1509
Phone: (818) 386-5657
Fax: (818) 386-5699
E-mail: mharway@pgi.edu

MEMBERS-AT-LARGE

Doug Haldeman, PhD (2000-2002)
2910 E. Madison St., #302
Seattle, WA 98112
Phone: (w) (206) 328-6025; (h) (206) 364-8276
Fax: (206) 860-2411
E-mail: 76043.520@compuserve.com

Michael G. Laurent, PhD (2000-2002)

Counseling Psychologist
Student Development
California State Univ., Dominguez Hills
Carson, CA 90747
Phone: (310) 243-3625
Fax: (310) 516-3651
E-mail: mlaurent@DHVX20.CSUDH.EDU

Neil A. Massoth, PhD (2001-2003)
Psychology
Fairleigh Dickinson University
Teaneck, NJ 07666
Phone: (201) 692-2300
Fax: (201) 444-7201
E-mail: nmassoth@aol.com

Holly B. Sweet, PhD (2001-2003)
Room 24-612, MIT
77 Massachusetts Avenue
Cambridge, MA 02135
Phone: (617) 253-7786
Fax: (617) 258-9500
E-mail: hbsweet@mit.edu

COUNCIL REPRESENTATIVE

Glenn E. Good, PhD (1/02-12/04)
16 Hill Hall, University of Missouri
Columbia, MO 65211
Phone: (573) 882-3084
Fax: (573) 884-5989
E-mail: edcogood@showme.missouri.edu

POLICY ADVISOR

Ron Levant, EdD, ABPP
Office of the Dean
Center for Psychological Studies
Nova Southeastern University
3301 College Avenue
Fort Lauderdale, FL 33314
Phone: (954) 262-5701
Fax: (954) 262-3859
E-mail: RLevant@aol.com

**LEGISLATIVE ADVOCACY
COORDINATOR**

Taleb Khairallah
62 East 200 South 123-3
Ephram, UT 84627
Phone: (435) 253-8078
E-mail: talebk@iname.com

CODAPAR LIAISON TO DIVISION 51

Gloria Behar Gottsegen, PhD
5011 West Oakland Park Blvd—#210A
Lauderdale Lakes, FL 33313
E-mail: GGottsegen@aol.com
Phone: (954) 733-1685
Fax: (954) 733-1685

COMMITTEES

AWARDS

Lawrence B. Beer, EdD

BULLETIN EDITOR

Fred Rabinowitz, PhD
Psychology Department
University of Redlands
1200 E. Colton Avenue
PO Box 3080
Redlands, CA 92373-0999
Phone: (909) 793-2121, ext. 3863
Fax: (909) 335-5305
E-mail: rabinowi@uor.edu

CONTINUING EDUCATION

Gary Brooks, PhD
Psychology Service (116B4)
VA Medical Center
Temple, TX 76650
Phone: (254) 778-4811 x5194
Fax: (254) 771-4563
Pager: (800) 752-3307 (ID#3988730)
E-mail: Brooks.gary_r@temple.va.gov or
Gbrooks300@aol.com

FELLOWS

Marty Wong, PhD
15 Elizabeth Street
Charleston, SC 29403
Phone: (843) 853-2818
E-mail: BarbaWong@aol.com

MEMBERSHIP AND RECRUITMENT

Corey Habben, PsyD
1401 Lakewood Drive, Suite A
Morris, IL 60450
E-mail: chabben@juno.com
Phone: (w) (815) 942-6323; (h) (815) 941-9150
Fax: (815) 941-0308

NOMINATIONS AND ELECTIONS

Roderick D. Hetzel, PhD
Department of Psychology
Le Tourneau University
2100 South Mobberly Avenue
Longview, TX 75607-7001
Phone: (716) 275-3524
Fax: (716) 473-5007
E-mail: rhetzel@anes.rochester.edu

PROGRAM

Fred Rabinowitz, PhD
Psychology Department
University of Redlands
1200 E. Colton Avenue
PO Box 3080
Redlands, CA 92373-0999
Phone: (909) 793-2121, ext. 3863
Fax: (909) 335-5305
E-mail: rabinowi@uor.edu

