

APA's Advisory Committee on Colleague Assistance (ACCA)

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The primary goals of ACCA, and this compendium of materials and web site information, are to support and enhance the quality of the work and lives of Psychologists, State and Territorial Psychological Association's (SPTA) Colleague Assistance Programs, and our profession.

The following is a selective gathering of topics and articles that serve as "tools and strategies of engagement" for all psychologists to maintain wellness and promote effective coping strategies. Specifically, this guide develops and updates materials for "Colleague Assistance Programs" (CAP). CAPs are intended to support psychologists as they navigate their professional careers and personal development at all stages of life.

ACCA Mission Statement:

1. Recognizing and investigating the unique occupational vulnerabilities of psychologists and their need for colleague assistance to promote effective coping strategies, wellness, prevention, and the self-care that is ethically required,
2. Promoting the development and continuation of state-level colleague assistance programs and peer assistance networks,
3. Developing proper, informed relationships between state ethics committees, boards of examiners, and colleague assistance programs for the benefit of the professional and the public.

There is a cross referencing of some of the articles on this site as it may well be appropriate that they appear under several headings. For articles, research findings and power point presentations where noted by ACCA, please contact APA's ACCA on the APA website: www.apa.org and/or the ACCA Staff Representatives' Susie Lazaroff, J.D., Director, State Advocacy, APA Practice Directorate at slazaroff@apa.org, or Lauren Schussler, Governance Officer, APA Practice Directorate at lschussler@apa.org.

Tools of engagement for psychologists

A. Categorical areas

1. Strategies for Developing, Supporting and Sustaining SPTA Programs for Colleagues:
 - a. For those State Psychological Association Programs embarking on developing a colleague assistance program, below are a few strategies to keep in mind.

For a central document to assist in better understanding the role of Colleague Assistance Programs please see an ACCA monograph from February 10, 2006 on “Advancing Colleague Assistance in Professional Psychology”. Available from www.apa.org/practice/acca_monograph.pdf.

- b. Check to determine if your State has previously had such a program, or a program similar to the goals of a Colleague Assistance Program (CAP).
- c. If it did, and doesn't now, why not? What worked then and what didn't? Please note, most programs in the past few decades were primarily “impairment oriented”. This orientation tended to unwittingly add an extra level of stigma when reaching out for assistance, something many psychologists felt they should not need to do since their expertise provided sufficient support. Many of these early programs went defunct for lack of utilization, and only now are some being revitalized and restructured. In more recent years a wellness approach has been integrated into CAPs and found helpful in mitigating such stigma, yet continued efforts are needed to fully assure and encourage psychologists that requesting assistance is an act of wisdom not weakness. CAPs do need to provide help to those dealing with all types of challenges, while also promoting self-assessments, and maintaining wellness, with prevention as a primary goal. The emphasis on our profession's ethical perspective that requires psychologists to use self-care strategies to do well by their clients and the profession, is an apt compliment to these more enlightened prevention views. There are many examples of this perspective in the articles below.
- d. Consider interviewing those who may have been involved with a previous CAP for your State. If none previously existed then contact other states that do have a CAP and APA's ACCA for information and materials. Results of ACCA's 2009 survey on SPTA's are available through ACCA. Many states with CAPs have web sites that are quite informative. Examples are: North Carolina's Colleague Assistance Program (www.ncpsychology.com), Tennessee's (www.tpaonline.org), California's (www.cpaclasp.org), and Colorado's (www.coloradopsych.org), all serve as excellent examples.
- e. It is important to determine the structure and policies for your CAP. A few pertinent points include: Will it maintain a confidential call line, who will take the calls, will you have and how do you develop a cadre of colleagues to refer to, what are the confidentiality considerations, will the program or committee be connected to your state licensing board, what resources can you provide to those who make contact, how often will the committee meet (will meetings be in-person, or conference calls, or some combination), how do you encourage colleagues to become part of the committee, will you provide training, what will be the costs and how can you meet those costs? These are a few of the key questions that many states have grappled with and some have gone from

one model to another. Your CAP can benefit from previous efforts while you will still need to fashion your own program based on your state regulations and member needs. Do consult with the existing programs and their web sites listed above.

- f. Which factors would be most helpful in maintaining and strengthening your CAP? Borrowing from other programs, where appropriate, will encourage colleagues to join the effort as time and a certain degree of confusion can thus be spared. It will be especially helpful to review other state's policy and procedure materials before developing your own. Having sufficient members on the committee and as diverse a body of members as possible will also be valuable. Acknowledging and incentivizing members can also be useful, for example; recognition at meetings and in publications, providing opportunities for publication of their relevant work on related topics, training and networking opportunities, awareness of their limited time, etc. For an example of a CAP training workshop see: Holder-Cooper, J. (2008, March 26). *Over-care to Self-care: What Psychologists Need to Know*. The North Carolina Colleague Assistance Committee.
- g. Also, a good training for psychologists to serve as resources has been conducted by the Colorado Psychological Association. Oraker, J., Grenhart, R., Tamura, L., Smith, R., Roby, E., & Tindell, B. (2008, March). *Colorado Psychological Association Training Session to Equip Senior Psychologists as Resources to Both the Licensed and Unlicensed Mental Health Boards* by Jim Oraker, Rich Grenhart, Len Tamura, Randi Smith, Emily Roby & Brenna Tindell, March 2008. Colorado Psychological Association.

2. Historical Perspective On CAPs:

- a. The first APA framework developed to address colleague assistance issues was in the 1980's and primarily focused on impaired psychologists as referred to above under the heading of developing and maintaining CAPs. The issues of impairment often centered around issues of alcoholism and substance abuse and at times began to include concerns about boundaries and sex with clients. After a period of time, due to the need to reduce stigma so that colleagues would reach out for assistance, and as the type of issues began to be less associated with dysfunction and more around issues of competencies, self-assessments, wellness and ultimately prevention, the CAP goals were widened and refocused.
- b. See an excellent review of the history of CAPs in a 2006 Monograph by ACCA, "Advancing Colleague Assistance in Professional Psychology", <http://www.apa.org/practice/resources/assistance/monograph.pdf>. It reviews licensing board responsibilities, the disciplinary process, grounds for disciplinary actions, guiding principles, assessment, interventions, liability, etc.

- i. O'Connor, M., & ACCA. (2002). *Colleague assistance program models*. Contact APA's ACCA committee for specifics.
- ii. Bridgeman, D. & Galper, D. (2010). Listening to our colleagues--- 2009 APA practice survey results: Worries, wellness, and wisdom. Presentation at the 118th Annual Convention of the American Psychological Association, San Diego, CA.
- iii. All SPTA's were sent a survey to determine if they had a current CAP, or did so in the past. It attempted to determine current status of CAP, what was working, what type of assistance could ACCA provide, and the policy and procedures they followed. See results of 2009 Survey data [results forthcoming] Contact APA website:www.apa.org, or ACCA Staff Representatives listed above.

3. Ethical Considerations:

- a. The APA principle A of the Ethics code for our guild states: "Be aware of the possible effect of [our] own physical and mental health on [our] ability to help those with whom [we] work." (APA, 2002, pp.3)
- b. Related to this requirement is the key concept of self-care which has been referred to as our "moral imperative" (Carroll, et al., 1999), and this leads to the cautionary note that if you don't practice self-care, you risk harming the client, which has also been referred to as "the ethical imperative" (Baker, 2007).
- c. Examples of several ethical areas that psychologists are to be mindful of include; boundaries, informed consent, malpractice, fallacies and pitfalls, termination with clients, end-of-life, retirement, professional will, among others.
- d. A few representative articles on psychology and ethics:
 - i. American Psychological Association. (2002). *Ethical principles of psychologists and code of conduct*. Retrieved from www.apa.org/ethics/code2002.html
 - ii. Barnett, J. E., & Johnson, W. B. (2008). *Ethics Desk Reference for Psychologists*. Washington, DC: American Psychological Association. Available from <http://www.apa.org/pubs/books/4312011.aspx>
 - iii. Behnke S. (2009, January). Ethics from a developmental perspective. *Monitor on Psychology*, 40(1), 68. Retrieved from <http://www.apa.org/monitor/2009/01/ethics.aspx>
 - iv. Behnke, S. (2008, July). Ethics in the age of the Internet. *Monitor on Psychology*, 39(7), 74. Retrieved from <http://www.apa.org/monitor/2008/07-08/ethics.aspx>
 - v. Knapp, S. J., & VandeCreek, L. (2005). *Practical ethics for*

- psychologists: A positive approach*. Washington, DC: American Psychological Association. Available from <http://www.apa.org/pubs/books/4312004.aspx>
- vi. Childress-Beatty, L. (2008, October). A vibrant and collaborative ethics program in Boston. *Monitor on Psychology*, 39(9), 82. Retrieved from www.apa.org/monitor/2008/10/ethics.html
 - vii. Pope, K. S., & Vasquez, M. J. T. (2007). *Ethics in psychotherapy and counseling: A practical guide* (3rd ed.). New York: Jossey-Bass.
 - viii. Pope, K. S., Tabachnick, B. G., & Keith-Spiegel, P. (1987). Ethics of practice: The beliefs and behaviors of psychologists as therapists. *American Psychologist*, 42(11), 993-1006. doi: 10.1037/0003-066X.42.11.993
 - ix. Pope, K. S. (n.d.) *Ethics and Malpractice*. Retrieved from Kenneth Pope's website: <http://www.kspope.com/ethics/index.php>
 - x. Zur, O. (2007). *Boundaries in psychotherapy: Ethical and clinical explorations*. Washington, DC: American Psychological Association. Available from <http://www.zurinstitute.com/boundariesbook.html>
 - xi. Schoenfeld, L. (2003). *Dealing with a complaint: self-care strategies*. Contact APA's ACCA committee regarding this article.
 - xii. Elman, N. S., Illfelder-Kaye, J., & Robiner, W. N. (2005). Professional development: Training for professionalism as a foundation for competent practice in psychology. *Professional Psychology: Research and Practice*, 36(4), 367-375. doi: 10.1037/0735-7028.36.4.367
 - xiii. Campbell, L., Vasquez, M., Behnke, S., & Kinscherff, R. (2009). *APA ethics code commentary and case illustrations*. Washington, DC: American Psychological Association. Available from <http://www.apa.org/pubs/books/4312015.aspx>
 - xiv. Werth, J. L., Jr., Welfel, E. R., & Benjamin, G. A. H. (Eds.). (2008). *The duty to protect: Ethical, legal, and professional considerations for mental health professionals*. Washington, DC: American Psychological Association. Available from <http://www.apa.org/pubs/books/4312013.aspx>

4. Self-Care as a Center-Piece Strategy for Effective Colleague Assistance Programs:

- a. Implementing healthy self-care strategies is a primary way to honor principle A of our ethics code as referred to above in Section 2.
- b. Several key articles that inform the self-care strategy:
 - i. Munsey, C. (2006a). Helping colleagues to help themselves. *Monitor on Psychology*, 37(7), 35. Retrieved from <http://www.apa.org/monitor/julaug06/colleagues.aspx>
 - ii. ACCA Practice Research and Policy Staff. (2007, Spring). Are you taking good care of yourself? *APAGS Newsletter*, 13(2). Retrieved from

- <http://www.apapracticecentral.org/update/2007/12-13/good-care.aspx>
- iii. Referring to a strength-based concept such as resilience is helpful in the self-care discussion as it supports the development of protective factors to better cope with ongoing stressors as well as with challenges of a critical incident. See Bridgeman, D. (2006) "Strength-based Approach for Therapist & Client: Preventive Coping Strategies", available through the California Psychological Association's Colleague Assistance and Support (CLASP), website at www.cpaclasp.org (articles).
 - iv. Skovholt, T. M. (2000). *Resilient practitioner: Burnout prevention and self-care strategies for counselors, therapists, teachers, and health professionals*. Boston: Allyn & Bacon.
 - v. Norcross, J. C., & Guy, J. D., Jr., (2007). *Leaving it at the office: A guide to psychotherapy self-care*. New York: The Guilford Press.
 - vi. Munsey, C. (2006a). Helping colleagues to help themselves. *Monitor on Psychology*, 37(7), 35. Retrieved from <http://www.apa.org/monitor/julaug06/colleagues.aspx>
 - vii. ACCA. (2009, August). *Who cares? Barriers, benefits and resources in colleague assistance and self-care*. PowerPoint presentation presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.
 - viii. Bridgeman, D. & Galper, D. (2010). Listening to our colleagues---2009 APA practice survey results: Worries, wellness, and wisdom. Presentation at the 118th Annual Convention of the American Psychological Association, San Diego, CA.

5. The Importance of Wellness/Prevention in Colleague Assistance Programs:

- a. Board of Professional Affairs' ACCA. (2000). *Professional health and well-being for psychologists*. Retrieved from <http://www.apa.org/practice/resources/assistance/Professional Health and Well-Being.pdf>
- b. Barnett, J. E., Baker, E. K., Elman, N. S., & Schoener, G. R. (2007). In pursuit of wellness: The self-care imperative. *Professional Psychology: Research and Practice*, 38(6), 603-612.
- c. Bridgman, D. (2006, March/April). Embracing wellness/prevention for psychologists: Bold or boring? *The California Psychologist*, 39(2), 31-32. Available from the California Psychological Association's Colleague Assistance and Support Program (CLASP) website under articles: www.cpaclasp.org
- d. Stevanovic, P., & Rupert, P. A. (2004). Career-sustaining behaviors, satisfaction, and stresses of professional psychologists. *Psychotherapy: Theory, Research, Practice, Training*, 41(3), 301-309.

- e. Schwebel, M., & Coster, J. S. (1997). Well-functioning in professional psychologists. *Professional Psychology: Research and Practice*, 28(1), 5-13.
 - f. Grafanaki, S., Pearson, D., Cini, F., Godula, D., McKenzie, B., Nason, S., Anderegg, M. (2005). Sources of renewal: A qualitative study on the experience and role of leisure in the life of counselors and psychologists. *Counseling Psychology Quarterly*, 18(1), 31-40.
 - g. Skovholt, T. M. (2001). *The resilient practitioner: Burnout prevention and self-care strategies for counselors, therapists, teachers, and health professionals*. Boston: Allyn & Bacon.
 - h. ACCA. (2009, August). *Who cares? Barriers, benefits and resources in colleague assistance and self-care*. PowerPoint presentation presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.
 - i. Bridgeman, D. & Galper, D. (2010). Listening to our colleagues---2009 APA practice survey results: Worries, wellness, and wisdom. Presentation at the 118th Annual Convention of the American Psychological Association, San Diego, CA.
6. Development and Continuum Approach to Colleague Assistance Concerns:
- a. Stevanovic, P., & Rupert, P. A. (2009). Work-family spillover and life satisfaction among professional psychologists. *Professional Psychology: Research and Practice*, 40(1), 62-68.
 - b. Guy, J. D. (1987). *The personal life of the psychotherapist*. New York: Wiley-Interscience.
 - c. Zur, O. (1994). Psychotherapists and their families: The effect of clinical practice on individual and family dynamics. *Psychotherapy in Private Practice*, 13(1), 69-75.
 - d. Pingitore, D., & Scheffler, R. M. (2005). Practice patterns across the clinical life span: Results from the California survey of psychological practice. *Professional Psychology: Research and Practice*, 36(4), 434-440.
 - e. ACCA. (2008). *Psychologists' pursuit of wellness across the life span: Benefits and barriers to self-care practices*. Presented at the 116th Annual Convention of the American Psychological Association, Boston, MA. This presentation reviews the importance of viewing psychologists' life and profession from that of graduate students/early career psychologists, to those in the retirement phase

- f. ACCA (n.d.). *Stress-distress-impairment for psychologists*. Available from <http://www.apapracticecentral.org/ce/self-care/colleague-assist.aspx>.
- g. 2009 ACCA practitioner survey [results forthcoming]. Contact APA's ACCA committee for specifics and/or visit APA web site, www.apa.org.

B. Subject Topics

1. Office Safety and Violence Prevention Project:

- a. A subcommittee of ACCA was convened in 2009 to address the issue of possible risk to psychologists based on several well-known incidents. ACCA contacted APA's Section VII on Behavioral Emergencies and from this collaborative effort a brochure on Office Safety for psychologists was developed, see below:
 - i. American Psychological Association, ACCA. (2009). *Minimizing the risk of patient violence in the workplace: A clinical primer* (Section VII). Contact APA's ACCA committee for an electronic copy of brochure.
 - ii. Kleespies, P. M. (Ed.). (2009). *Behavioral emergencies: An evidenced based resource for evaluating and managing risk of suicide, violence, and victimization*. Washington, DC: American Psychological Association. Available from <http://www.apa.org/pubs/books/4317168.aspx>
 - iii. Pope, K. (n.d.) *Stalking, threats, and attacks on therapists*. Retrieved from Kenneth Pope's website: <http://kspope.com/stalking.php>

2. Coping with Suicide of a Colleague:

- a. Once again a subcommittee with ACCA and Section VII on "Behavioral Emergencies," collaborated in 2009 to collect data and materials on the suicide of a colleague:
 - i. 2010 results of interviews with psychologists who knew colleagues who committed suicide and resource materials [results forthcoming], Contact ACCA.
 - ii. Guy, J. D., & Liaboe, G. P. (1985). Suicide among psychotherapists: Review and discussion. *Professional Psychology: Research and Practice*, 16(4), 470-472.
 - iii. See Joiner, T. E., Van Orden, K. A., Witte, T. K., & Rudd, M. D. (2009). *The interpersonal theory of suicide: Guidance for working with suicidal clients*. Washington, DC: American Psychological Association. Available from <http://www.apa.org/pubs/books/4317175.aspx>.

3. Coping With Colleagues with Substance Abuse Challenges:

- a. See section in ACCA Monograph on this and related issues. Available from

<http://www.apa.org/practice/resources/assistance/monograph.pdf>

- b. DiClemente, C. C., & ACCA. (2005). *Alcohol and problem drinking*. Retrieved from <http://www.apapracticecentral.org/ce/self-care/drinking.aspx>
 - c. Good, G. E., Thoreson, R. W., & Shaughnessy, P. (1995). Substance use, confrontation of impaired colleagues, and psychological functioning among counseling psychologists: A national survey. *The Counseling Psychologist*, 23(4), 703-721.
 - d. Skorina, J. K., Bissell, L., & de Soto, C. B. (1990). Alcoholic psychologists: Routes to recovery. *Professional Psychology: Research and Practice*, 21(4), 248-251.
 - e. Friedenberger, H. J. (1989). Chemical abuse among psychologists: Symptoms, causes, and treatment issues. In R. Kilburg, P. Nathan, & R. Thoreson, (Eds.), *Professionals in distress: Issues, syndromes, and solutions in psychotherapy* (pp.135-152). Washington, DC: American Psychological Association.
 - f. McCrady, B. S. (2003). *Alcohol and other drug use among psychologists: Identification and early intervention*. Contact APA's "Colleague Assistance Advisory Committee" (ACCA) regarding this article.
 - g. Bridgeman, D. & Galper, D. (2010). Listening to our colleagues---2009 APA practice survey results: Worries, wellness, and wisdom. Presentation at the 118th Annual Convention of the American Psychological Association, San Diego, CA.
4. Supporting A Colleague In Need:
- a. Smith, P.L., & Moss, S. B. (2009). Psychologist impairment: What is it, how can it be prevented, and what can be done to address it? *Clinical Psychology: Science and Practice*, 16(1), 1-15. doi:10.1111/j.1468-2850.2009.01137.x. This is a very recent and comprehensive review that informs many of the issues central to this ACCA toolkit.
 - b. Guy, J. D., Poelstra, P. L., & Stark, M. J. (1989). Personal distress and therapeutic effectiveness: National survey of psychologists practicing psychotherapy. *Professional Psychology: Research and Practice*, 20(1), 48-50.
 - c. Kutz, S. L. (1986). Defining "impaired psychologist." *American Psychologist*, 41(2), 220.
 - d. Mahoney, M.J. (1997). Psychotherapists' personal problems and self-care patterns. *Professional Psychology: Research and Practice*, 28(1), 14-16.

- e. Pope, K.S., & Tabachnick, B.G. (1994). Therapists as patients: A national survey of psychologists' experiences, problems, and beliefs. *Professional Psychology: Research and Practice*, 25(3), 247-258. Retrieved from www.kspope.com/therapists/research9.php
- f. O'Connor, M. F. (2001). On the etiology and effective management of professional distress and impairment among psychologists. *Professional Psychology: Research and Practice*, 32(4), 345-350.
- g. Gilroy, P. J., Carroll, L., & Murra, J. (2002). A preliminary survey of counseling psychologists' personal experiences with depression and treatment. *Professional Psychology: Research and Practice*, 33(4), 402-407.
- h. Lamb, D. H., & Catanzaro, S. J. (1998). Sexual and nonsexual boundary violations involving psychologists, clients, supervisees, and students: Implications for professional practice. *Professional Psychology: Research and Practice*, 29(5), 498-503.
- i. Munsey, C. (2006a, July). Helping colleagues to help themselves. *Monitor on Psychology*, 37(7), 35. Retrieved from <http://www.apa.org/monitor/julaug06/colleagues.aspx>
- j. Barnett, J. E., & Hillard, D. (2001). Psychologist distress and impairment: The availability, nature, and use of colleague assistance programs for psychologists. *Professional Psychology: Research and Practice*, 32(2), 205-210.
- k. O'Connor, M. F., & ACCA. (n.d.). *Intervening with an impaired colleague*. Retrieved from <http://www.apapracticecentral.org/ce/self-care/intervening.aspx>
- l. Saakvitne, K. & ACCA. (2002). *Occupational vulnerability for psychologists: A theoretical overview*. Retrieved from <http://www.apapracticecentral.org/ce/self-care/vulnerability.aspx>
- m. Kaslow, N. J., Rubin, N. J., Forrest, L., Elman, N. S., Van Horne, B. A., Jacobs, S. C., Thorn, B. E. (2007). Recognizing, assessing and intervening with problems of professional competence. *Professional Psychology: Research and Practice*, 38(5), 479-492.

5. Strategic Support Systems for Psychologists:

- a. Pope, K.S., & Vasquez, M.J.T. (2005). Creating strategies for self-care. In *How to survive and thrive as a therapist: Information, ideas, and resources*

for psychologists in practice (pp. 13-22), Washington, DC: American Psychological Association.

- b. Baker, E. K. (2003). *Caring for ourselves: A therapist's guide to personal and professional well-being*. Washington, DC: American Psychological Association.
 - c. Bridgeman, D. (2007). *Positive peer partnering for psychologists*. Available from the California Psychological Association's Colleague Assistance and Support Program (CLASP) website: <http://www.cpapsych.org/> (articles)
 - d. American Psychological Association Communications Staff. (2005). *Not going it alone: Peer consultation groups*. Retrieved from <http://www.apapracticecentral.org/ce/self-care/peer-consult.aspx>
 - e. Bridgeman, D. (2009). *Balance, boundaries and benevolence: The complexities of psychologists' self-care, coping, and wellness*. An informal assessment, available from the California Psychological Association's Colleague Assistance and Support Program (CLASP) website: <http://www.cpaclasp.org>
 - f. North Carolina Psychological Assn. Colleague Assistance Committee. (n.d.). *How to set up a peer consultation team*. Article retrieved from NCPA's website: www.ncpsychology.com
 - g. Munsey, C. (2006a, July). Helping colleagues to help themselves. *Monitor on Psychology*, 37(7), 35. Retrieved from <http://www.apa.org/monitor/julaug06/colleagues.aspx>
6. Diversity and Psychologists:
- a. Sue, D. W., & Sue, D. (1999). *Counseling the culturally different: Theory and practice* (3rd ed.). New York: John Wiley & Sons.
 - b. American Psychological Association, Divisions 17 and 45 Task Force. (2002). *Guidelines on multicultural education, training, research, practice, and organizational change for psychologists*. Retrieved from <http://www.apapracticecentral.org/ce/guidelines/multicultural.aspx>
 - c. DeAngelis, T. (2009, March). Changing the way we see one another: Psychologists are key players in a growing campus movement that promotes honest communications about diversity. *Monitor on Psychology*, 40(3), 54. Retrieved from <http://www.apa.org/monitor/2009/03/diverse.aspx>
 - d. Barongan, C. (2006). Review of a comprehensive approach to multicultural

competence: A review of race, culture, psychology, and law. [Review of *A comprehensive approach to multicultural competence: A review of race, culture, psychology, and law*, edited by K. Barrett & W. George, 2005]. *Cultural Diversity and Ethnic Minority Psychology*, 12(1), 169-171.

- e. American Psychological Association Commission on Ethnic Minority Recruitment, Retention, and Training (CEMRRAT2) Task Force website: <http://www.apa.org/pi/oema/programs/recruitment/commission.aspx>
- f. The American Psychological Association Committee on Ethnic Minority Affairs (CEMA), Division 45 website: <http://www.apa.org/pi/oema/committee/index.aspx>
- g. Skovholt, T. M., Goh, M., Upidi, S., & Grier, T. (2004). The resilient multicultural practitioner. *The California Psychologist*, 37(6), 18-19.

C. CONTEMPORARY AND TIMELY ISSUES FOR PSYCHOLOGISTS

- 1. Graduate Students And Early Career Psychologists:
 - a. Dearing, R. L., Maddux, J. E., & Tangney, J. P. (2005). Predictors of psychological help seeking in clinical and counseling psychology graduate students. *Professional Psychology: Research and Practice*, 36(3), 323-329.
 - b. Elman, N., Forrest, L., Vacha-Haase, T., & Gizara, S. (1999). A systems perspective on trainee impairment: Continuing the dialogue. *The Counseling Psychologist*, 27(5), 712-721.
 - c. Munsey, C. (2006b, November). Questions of balance: An APA survey finds a lack of attention to self-care among training programs. *gradPSYCH*, 4(4). Retrieved from <http://www.apa.org/gradpsych/2006/11/cover-balance.aspx>
 - d. Clay, R. A. (2009, January). The new economy and you. *gradPSYCH*, 7(1). Retrieved from <http://www.apa.org/gradpsych/2009/01/cover-economy.aspx>
 - e. Fuselier, D. (2004). Self-care among psychology graduate students and psychologists: Implications for physical, mental, and spiritual well-being. (Doctoral dissertation). *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 65, 2093.
 - f. Williams-Nickelson, C. (2001). What have you done for you lately? *APAGS Newsletter*, 13(2).
 - g. Schaufeli, W. B., Martinez, I. M., Pinto, A. M., Salanova, M., & Bakker, A. B. (2002). Burnout and engagement in university students. *Journal of Cross-Cultural Psychology*, 33(5), 464-481.

- h. Pelham, B. (n.d.) *Doing post-doctoral work--Should I?* Retrieved from <http://www.apa.org/careers/resources/academic/postdoc-work.aspx>
 - i. Shapiro, S. L., Brown, K. W., & Biegel, G. M. (2007). Teaching self-care to caregivers: Effects of mindfulness-based stress reduction on the mental health of therapists in training. *Training and Education in Professional Psychology, 1*(2), 105-115.
 - j. Williams-Nickelson, C. (1998). *Establishing mentoring relationships that model balance*. Paper presented at the 106th Annual Convention of the American Psychological Association, San Francisco, CA.
 - k. Williams-Nickelson, C. (2001, Winter). Public poise and private struggles: Intentionally sharing our multiple selves through mentoring. *The APAGS Newsletter, 13*(1), 25-26.
 - l. Minardo, J. (2009, August). *Launching your career on solid footing: How to lead to succeed*. PowerPoint presentation presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.
 - m. Salvador, D. (2009, August). *Launching your career on solid footing: Incorporating self-care across-life continuum*. Symposium presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.
 - n. Clay, R. A. (2006, March). Peers with problems: Students can help when peers are in trouble. *gradPSYCH, 4*(2). Retrieved from <http://www.apa.org/gradpsych/2006/03/peers.aspx>
 - o. Clay, R. A. (2006, March). Get down to business: Learn the basics of starting your own practice. *gradPSYCH, 4*(2). <http://www.apa.org/gradpsych/2006/03/business.aspx>
 - p. APAGS & ACCA 2009 Survey on Psychology Graduate Students [in progress]. Contact APAGS and/or ACCA.
 - q. Bridgeman, D. & Galper, D. (2010). Listening to our colleagues---2009 APA practice survey results: Worries, wellness, and wisdom. Presentation at the 118th Annual Convention of the American Psychological Association, San Diego, CA.
2. LGBT Considerations:
- a. Ehrbar, R.D. (2009, August). *Self-care and working within LGBT communities*. Symposium presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada. Retrieved from <http://www.apa.org/careers/early-career/working-within-LGBT.pdf>

- b. Russell, G. M., & Bohan, J. S. (2007). Liberating psychotherapy: Liberation psychology and psychotherapy with LGBT clients. In J. Glassgold & J. Drescher (Eds.), *Activism and LGBT psychology* (pp. 59-75). New York, NY: Brunner-Routledge.
 - c. American Psychology Association, Committee on Lesbian, Gay, Bisexual, and Transgender Concerns. (2008, Spring). *Division 44 newsletter*. Available from: <http://www.apadivision44.org/publications/2009spring.pdf>
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