



## **SOCIETY OF PSYCHOLOGISTS IN MANAGEMENT**

### **SPIMail**

Welcome to the seventh edition of SPIMail sent to you from San Francisco where we met for our 20<sup>th</sup> anniversary celebration. It was a wonderful conference in many ways, not the least of which was the attendance of our esteemed member, Bob Perloff. I have chosen to spotlight Bob in this edition of SPIMail. If you don't read anything else, do read Bob's contribution. He is a real treat. I asked him to tell us about the highlights of his career and to include a short bio.

Expect to receive news in this format (and on our website—[www.spim.org](http://www.spim.org)) from your colleagues once (more or less) every quarter. To accomplish this in the best possible way, contributions from you are greatly appreciated. Please email me anything that you would like to share with our members. If you like you may be "Spotlighted" or perhaps just tell us a bit about what you are doing personally or professionally for the "Highlights" section. Please send your contributions to me at [vchearn@earhtlink.net](mailto:vchearn@earhtlink.net).

Also, at this year's conference I discovered (much to my surprise) that many of you not only read this offering, but pass it on to your colleagues. Any feedback about the newsletter (yes, any!) would be appreciated as I (like all of us) get energy from the rest of you. Many thanks.

**Valerie Hearn, Newsletter Editor**

### **PRESIDENT'S COLUMN**

**Linda Richardson, President**

### **MEMBER SPOTLIGHT—Robert Perloff**

## **SPIM MEMBER HIGHLIGHTS**

**Members:** You too can have news of your work broadcast to other SPIM members. All it takes is an email to [ychearn@earthlink.net](mailto:ychearn@earthlink.net).

### ***THE PSYCHOLOGIST-MANAGER JOURNAL***

#### **RISK MANAGEMENT - FORENSIC ISSUES IN MANAGEMENT**

A special issue of *The Psychologist-Manager Journal* is being prepared under the editorship of Dr. Jay Finkelman of Alliant International University on the topic of "Risk Management for the Psychologist-Manager." Dr. Finkelman is currently assembling authors for articles in the issue and would welcome contacts from among our membership (or from others you know who would be strong contributors). Please contact Jay directly at [jfinkelman@alliant.edu](mailto:jfinkelman@alliant.edu) if you are interested in a potential contribution to this issue. In his words:

*This special issue will provide an overview of employment risk management perspectives and approaches that are available to the psychologist-manager. Although the issue is certainly not intended to offer legal advice or to substitute for such advice, it will be prepared with the assistance and participation of attorneys and I/O psychologists who are experienced in this domain....(Psychologist-managers may) face an array of potential conflict and ethical considerations...(when they must) mitigate risk and protect and advise their dual constituencies: employees and employers.*

As Editor of *TPMJ*, I hope that some of you will be able to contribute to another strong special issue of the *Journal*.

Volume 6 (1) of *The Psychologist-Manager Journal* has been mailed (some time ago, actually). There was a lot of trouble with wrong addresses, etc., and some people may not have received theirs. If you have not gotten yours, please contact Rosemary Hays-Thomas at [rhowe@uwf.edu](mailto:rhowe@uwf.edu).

**Rosemary Hays-Thomas, Editor**

### **WWW.SPIM.ORG – THE SPIM WEB SITE**

Our website will be updated shortly to reflect the latest news on our 2004 Conference. Also, we will update the members' area to reflect the 2003 list of those wishing their email addresses posted to the website. If you would like your contact info posted you can send an update form from the site.

## **Al Hollenbeck, SPIM Webmaster**

### **SPIM Conference 2004**

2004 is the twentieth anniversary of SPIM. We have an exciting program planned for our mid-winter conference that will be held in the magical city of San Francisco on Friday, March 5 and Saturday, March 6. The theme, “Managing in Challenging Times”, will be addressed in various ways in each conference event.

On Thursday, March 4, two pre-conference institutes, each granting 7 CEUs, will be offered. Dr. John Langhorne, President of Langhorne Associates, and his colleagues will be presenting on “Organizational Development: How to do it in Small and Mid-Sized Companies” and Dr. Rodney Lowman, Systemwide Dean, California School of Organizational Studies at Alliant International University, and Dr. George Watts, CEO of Alternative Resources Corporation, will be presenting on “Transition to Management: What a Psychologist Needs to Know”. Late Thursday afternoon, the outgoing SPIM board meeting will be held. (The incoming SPIM board meeting will take place on Sunday morning.) All conference attendees are invited to attend both board meetings. Thursday evening, Dr. Dick Kilburg, Senior Director of Human Services at Johns Hopkins University, will lead the popular Annual Kick-off for New and Returning Members, a time to renew old friendships and make new ones.

The formal program of the conference begins Friday morning. The keynote speaker on Friday is Dr. Steve Mayberg, Director of the California Department of Mental Health. He will be talking about the challenges of managing a large department in state government in the best of financial times as well as in the worst of times. Other Friday events include Dr. Mark Ginsberg, Executive Director of the National Association for the Education of Young Children, describing his challenges in managing professional organizations, Dr. Dennis Jaffee, Director of the Organizational Systems Program at Saybrook Institute and Management Consultant, discussing the management of corporate boards, Dr. Al Holland from the Astronaut Training Division at NASA addressing the management of astronaut training and how the trainers and trainees weathered the space disasters, and three health care leaders, Drs. Bill Fishbein, Healthcare Consultant, Tom Gettelman, Director of Clinical Services for Carolinas Healthcare System MHC, and Nancy Lane, Chief Executive Officer of the Massachusetts Behavioral Health Partnership, discussing the management of health care organizations. As part of our 20<sup>th</sup> anniversary celebration, Dr. Dick Kilburg, will chair a panel of SPIM past Presidents who will address where the organization has been and where it is going. A recent Past President of SPIM, Dr. Don Clifton, will be commemorated at lunch. Finally, our current SPIM President, Dr. Marilyn Gowing, Senior Vice President and Government Practice Leader at Aon Consulting, will deliver her Presidential address. The day will climax with a No Host Reception hosted by SPIM Treasurer and President of Alliant International University, Dr. Judith Albino at Alliant’s new administrative headquarters near the hotel followed by dinner on your own.

Saturday will begin with the first annual Walk/Run co-hosted by Drs. Ray Fowler and Valerie Hearn, a great way to start the day and see some of beautiful San Francisco. The keynote speaker on Saturday is Dr. Bob Sternberg, Director of the PACE Center at Yale, prolific researcher and author, and current APA President. Bob will talk about the challenges of managing multiple leadership roles. Other Saturday events include a roundtable discussion of psychologist authors, chaired by Dr. Rodney Lowman, discussing how they manage the writing and publication process. Dr. Paul Offman, Senior Consultant at RHR International and long time Red Cross volunteer will talk about the management of volunteers in a disaster; this based on his work with the Red Cross on 9/11 and other disasters. Several SPIM members will lead small discussion groups on themes of interest to the membership. Dr. Marilyn Gowing will lead a lunchtime discussion of our current by-laws. The Distinguished Psychologist-Manager Award Winner for 2004, Dr. Eric Hazeltine, Associate Director of Research at NSA, will be giving his address on how to recognize a crisis when no one else does. The conference will culminate in the annual Saturday evening banquet at which SPIM's 20<sup>th</sup> anniversary will be celebrated. Those who attend both days of the conference will receive 14 CEUs. SPIM is an APA approved Continuing Education Sponsor.

All the conference events are being held at the Sheraton Fisherman's Wharf. Room rates are a bargain \$125 per night single or double. The deadline for early registration has been moved up to December 15. Register early to obtain the early registration discount. I look forward to seeing you all at the conference.

**Linda Richardson, President-Elect**

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