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[www.apa.org](http://www.apa.org)

American Psychological Association Website

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Society of Psychologists in Management Website

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Newsletter Editor

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To SPIM members:

Happy New Year to all! In this newsletter, we have Cathleen Civiello's last letter as President. I think I speak for many SPIM members in appreciating what a fine job she has done in this role (and what a pleasure she has been to work with!). It will be good that Cathleen continues serving SPIM in her new role as Past-President. In addition to Cathleen's letter, we have some final notes from Dee Ramsel about the upcoming conference (hard to believe it is only a month away!). It seems to me that Dee has truly gone above and beyond in trying to make this conference very special. How lucky we are that she is moving into the President's role! We also have a short and informative summary about the Regional Meeting organized by Marlene Thorn in the DC area. I think Marlene is the 'guru' of how to hold a successful regional meeting. Finally, possibly of interest to our members is an open position for Director of Mental Health in Maryland.

I hope you enjoy the newsletter. See you all in a month!

Mary Zahner, Ph.D.

Newsletter Editor

[Mzahner3@earthlink.net](mailto:Mzahner3@earthlink.net)

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## Note from the President

Dear SPIM members and friends:

### SPIM CONFERENCE

First and most importantly, if you have not registered for the SPIM conference be sure to read the note in this newsletter from SPIM president-elect Dee Ramsel about the conference. Please join us as we celebrate SPIM's 25<sup>th</sup> anniversary in San Diego. Dee has done a terrific job with the program. The hotel price is very reasonable for San Diego and they are not charging us some of the fees that normally come with staying at a resort. I just got back from San Diego and while there I met with the folks with whom Dee, her colleagues from Division 13, and the fabulous personnel from Lorraine Rieff and Associates are working on the conference. This promises to be a superb conference in a beautiful location (with much to do for families). If you are having any trouble registering for the conference, do not hesitate to contact Lorraine's staff and they will provide expert assistance. Their contact information is:

[lorraine@lrieff.com](mailto:lorraine@lrieff.com)

Lorraine Rieff and Associates

318 S. Halsted Street

Chicago, IL 60661

312-655-1150

[www.lrameetings.com](http://www.lrameetings.com)

## SPIM LEADERS AND OTHER VOLUNTEERS

- Please consider holding a Regional SPIM meeting in your area. In the past Marlene Thorn and others have been successful in planning such meetings.

As I sat down to write this, my last newsletter note as SPIM president, and as I review the work done by our SPIM volunteers over the past year, it makes me so proud to be affiliated with this organization of dedicated volunteers. I thank all of you who have given generously of your time and expertise.

As I transition into my new role as past-president next month, my most important duty will be to recruit talented and dedicated volunteers to run for our SPIM leadership positions. When I contacted those who ran for office this year, a number of candidates agreed to consider running again but we are always looking for members who are willing to serve. We will have the following positions open and we have a number of other opportunities to serve as well.

- President-elect
- Treasurer
- Two positions on the Board of Directors

Please contact me if you are willing to run for office and/or serve in any other capacity.

**CONGRATULATIONS** to the following new SPIM officers and board members who will start their terms officially at the incoming board meeting held at the SPIM conference:

President-elect: Roger Cooper

Secretary (2009 - 2012): Connie Schroyer

Board (3-year term ending February 2012): Mary Zahner and John Reed

Board (filling Connie's Schroyer's last year ending February 2010): Mike Gelles

One of the best parts of my job this year was talking with those who ran for office, those who were elected and those who were not. All elections were close because all of our members who ran bring much to the table. All those with whom I talked were gracious and many talked about what SPIM means to them.

Connie Schroyer has been serving both as our SPIM web master and as a member of our Board of Directors. She had one year left in her term when she was elected secretary which is why Mike Gelles is serving out her term. Connie asked that when she becomes secretary that someone else take over as our web master because her new job as secretary will take far more time than did her role on the board. Wayne Baughman has agreed to become our new web master. Mary Zahner has graciously agreed to continue to be our newsletter editor while also serving on the board in the same way that Dana Ackley agreed to continue in his membership role when he was elected to the board.

As most of you know, we have two board meetings at the conference, the outgoing meeting and a meeting for the incoming board, which Dee Ramsel, who will by then be SPIM president, will chair. The outgoing board meeting will be held on Wednesday afternoon right before the welcome circle 5:00 – 7:00pm Pacific time. All SPIM members are welcome. We agreed to have our incoming board meeting on Sunday morning to allow folks the opportunity to attend all Saturday Division 13 programming. As with the outgoing board meeting and the board meeting held at APA, all SPIM members are welcome at the incoming meeting.

### **REGIONAL MEETING (s?)**

I would like to personally thank Connie Rath, Connie Schroyer, and Marlene Thorn for organizing the recent, well-attended regional meeting held in November in the DC/VA/MD area. Connie Rath and Connie Schroyer served as our hosts. Thank you also to Mike Gelles who was a dynamic and thought-provoking speaker. If you would like to hold a regional meeting in your area, Marlene Thorn has offered to share her lessons learned. She has a new e-mail address: thornmarlene26@gmail.com

FYI:

SPIM has two directories of members. One is a printed directory distributed by Edgar Johnson [edgarmj@bellsouth.net](mailto:edgarmj@bellsouth.net).

The second is the website listing of members. Names and emails on the website are only posted when the member approves the posting by checking the boxes or emails Ed will send out asking if one would want his/her name listed.

Please check your web address on the website to make sure we have the correct address. If you want to make a change, contact [edgarmj@bellsouth.net](mailto:edgarmj@bellsouth.net).

## A PERSONAL NOTE

My husband, Michael, and I have been trying for more than a year to downsize and move into a condo. We've finally made it and I'm writing this newsletter from our new home near a window that looks out over Ft. McHenry – home of our national anthem. We still have a lot to do to make it feel like home. I won't bore you with the challenges of selling our house in the current market or those of moving from a large home into a condo but I will say that Suited for Success and Goodwill got more stuff from us than I even realized we had. Bottom line - we're in and that is a relief because Michael's job will have him on the road a lot this year. I have a new e-mail address (though the old one will work for a bit) [clcphd1200@comcast.net](mailto:clcphd1200@comcast.net) and we have a new home phone (443) 869-3788.

Best wishes for a healthy, happy, and safe new year. I hope to see you in San Diego in February.

Warm regards,  
*Cathleen*

Cathleen Civiello  
SPIM President  
[clcphd1200@comcast.net](mailto:clcphd1200@comcast.net)

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## 2009 SPIM Conference Update

Hello, SPIM members,

As I write this article during the last week of December, it is six below in Milwaukee and I can see well over a foot of snow outside the window (don't even ask about the wind chill). That has me thinking of warmer climes and the beach. Speaking of San Diego--our annual conference is just a month away now. As I hope you are all aware, this will be a joint conference with Division 13/Society of Consulting Psychology (SCP). We will be meeting at the San Diego Hilton Resort and Spa. Pre-conference Institutes will be held Wednesday, Feb. 4th and the SPIM portion of the conference will be held Thursday and Friday, Feb. 5th and 6th. Then you have the opportunity to attend the SCP conference Saturday and Sunday, Feb. 7th and 8th, followed by post-conference workshops Sunday afternoon. Details are available online at [www.excellenceinleadership2009.org](http://www.excellenceinleadership2009.org). We have some wonderful presentations and Institutes scheduled, so be sure to register as soon as you can. Several of the Institutes are filling quickly; you will want to sign up right away.

Let me fill you in on some other details. In addition to the chance to earn over 40 CEUs throughout the full conference and to network extensively (we have maintained the half-hour breaks between presentations), we will be celebrating SPIM's 25th anniversary. Wednesday evening will kick off, as always, with a welcome circle facilitated by Dick Kilburg. Be sure to attend the special anniversary banquet on Thursday evening, followed by the ever-popular auction. On Friday, we will continue the tradition of small-group organized dinners. If you have a hankering to get out on the open water, be sure to sign up for the dinner-dance cruise on Saturday evening. This promises to be a very special event.

John Fennig and Melanie Flanders, Division 13 co-chairs have been vital in helping to make this event memorable. From the conference website, to professionally designed brochures and programs, from discussion groups and input on LinkedIn to collaborative planning for marketing and budgeting, the three of us have worked very hard to make this the best conference possible. And I can't write this note without a

very special thank you to our sponsors. Because of their extreme generosity, the cost of registering for the conference is being kept very low this year. Where else can you get two days of world-class presentations (and CEUs) for under \$500?

The 2009 SPIM Conference Program Committee is pleased to announce one additional pre-conference Institute scheduled for Wednesday, February 4th from 1-5pm. This is an excellent opportunity to hear two world-class experts discuss ethics in the practice of psychology in organizations and also to earn 4 CEUs in ethics. We are so fortunate they have agreed to add this workshop - don't miss it! See the details below.

*The Ethical Practice of Psychology in Organizations*

*Participants will better understand their approaches to moral and ethical challenges in the application of ethics to the practice of management and leadership roles as psychologists. Building on case material provided by participants and on exercises designed to help participants think through moral and ethical challenges, participants will consider how the APA Code and other guides to ethical behavior apply to managerial and consultative roles they undertake when functioning as psychologist-managers.*

*Institute Faculty:*

*Rodney L. Lowman, PhD, President, Lake Superior State University  
Steve Behnke, JD, PhD., Director, APA Ethics Office*

Cathleen Civiello, SPIM President, has just returned from a stay at the San Diego Hilton and has a very positive report about the hotel. A couple of nice perks include comped parking and access to the fitness center. Cathleen reported the fitness center has a nice new workout room. For spouses, there are two great malls within 10-15 minutes, one of which has a terrific movie theatre. LaJolla is 15 minutes away as is downtown San Diego. Old Town and Sea World are 5 minutes away. There is a resort-style heated pool with two Jacuzzis, a day-spa, and a beach on site with miles of terrific, safe walking/running/biking paths. Bikes can be rented on site.

Long-time SPIM members, you will notice a few changes at this conference. Because we are having our first-ever joint conference, we will have a number of SCP members at our sessions. The two Friday keynote speakers (Norman Anderson and John Hofmeister) will present at joint sessions and will have all SCP registrants in attendance. SCP historically has allowed presenters to have booths, so you will see exhibits by our very generous sponsors. Finally, SCP has a fairly large student membership, so there will be students serving as volunteers at the conference and also attending the joint conference.

By the time you are reading this, I trust that you have enjoyed a wonderful holiday season. Have a great January and I hope to see you in San Diego the first week of February!

Dee Ramsel, Ph.D, MBA  
SPIM Conference Program Chair  
Dee.Ramsel@va.gov

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## SPIM Foundation Forms

The Board of Directors of the Society has organized a non for profit Foundation for the Advancement of Psychologists in Management. The initial board of the Foundation has been selected and its members are as follows:

Dick Kilburg, Chair

Judith Albino  
Billie Blair  
John Bruckman  
Arthur Freedman  
Dee Ramsel  
Connie Rath  
John Reed  
Henk Ruck  
George Watts

The purposes of the Foundation are to support the operations of the Society through fundraising and other activities. The organization has accepted the responsibility for conducting the auction at the annual meeting and donations for the auction at the 2009 meeting are being solicited now. Additional steps to develop a long term financial plan for the Society are in the process of being developed and will be announced as soon as they are finalized. For additional information, offers of support, or ideas to implement, contact Dick Kilburg at dickkilburg@comcast.net.

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## Regional SPIM Meeting

**The Society of Psychologists in Management (SPIM)** held its third annual D.C./ Va. / Md. Regional meeting for SPIM members and invited guests on **November 13, 2008**. SPIM members were encouraged to bring a colleague psychologist who they believed would be interested in the topic and in SPIM. The Regional Meeting is a Continuing Education Program and offered two free Continuing Education Units (**CEU**). The meeting, organized by **Marlene Thorn**, International Monetary Fund, **Connie Shroyer**, Hay Consulting and **Connie Rath**, Gallup Organization, was held at **Gallup Organization and co-sponsored by the Gallup Organization and Hay Group**. This year's Regional Meeting drew 23 attendees, eight of whom were non-SPIM members.

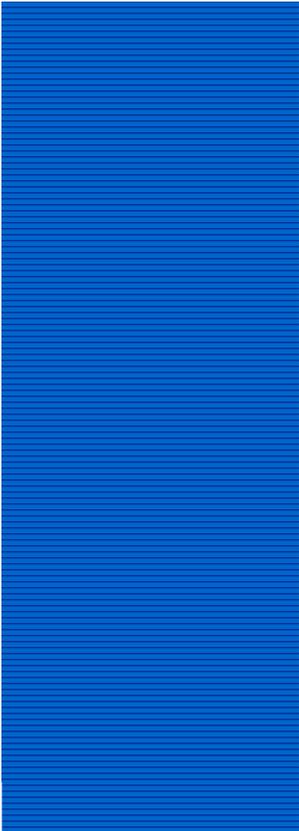
The purpose of the Regional meeting is to give SPIM members an opportunity to hear from national figures in leadership, to get together and network, and give other psychologists in the Washington area a chance to try out SPIM and see why we are so passionate about our professional organization, and experience how SPIM has a "small town" atmosphere of friendliness and support to a degree that is unusual in professional associations.

Dr. Michael Gelles conducted a session on the following topic: **"Managing Risks Associated with "Insider" Threats: Keeping Workplace Assets Secure in an Increasingly Networked Environment ."** **Dr. Michael Gelles, a Senior Manager with Deloitte & Touche LLP's Federal Practice, and previously, the chief psychologist for the Naval Criminal Investigative Service (NCIS). Dr. Gelles is a frequent speaker and has published numerous professional papers on topics related to organizational management, forensic psychology, law enforcement, terrorism, and counterintelligence.**

Dr. Gelles discussed the evolving and changing global business environment and the associated challenges with protecting an organization's assets. He described how today's networked environment creates even greater challenges in ensuring that a compromise in critical assets does not result in a breach in national security, loss of lives or lapse in public confidence. He discussed strategies and examples around mitigating risks, particularly risks associated with the employee or "insider" threat.

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## Open Position



## Director of Mental Health

Chase Brexton Health Services (CBHS), a private, non-profit community health center in Baltimore, Maryland currently is seeking a Director of Mental Health to provide clinical and administrative leadership for a growing multi-disciplinary department with an annual budget of more than 2 million dollars and 25 staff members who provide outpatient therapy, psychiatry and addictions services and administrative support. The Director will enjoy a supportive and collaborative relationship with the members of our department as well as other CBHS disciplines including primary care, HIV specialty care, case management, dentistry, nutrition and our in-house pharmacy. Specific clinical duties include diagnostic intake interviews, individual and group therapy, rotation in our on-call emergency coverage, supervision of clinical staff and interns/externs, and participation in weekly case conference meetings. Administrative duties include supervision of practice manager, budget development and oversight, grant applications and management, maintaining JCAHO compliance, and representing the department on various management committees. Requirements: Must be licensed to provide mental health services in Maryland. Experience with the GLBT community and persons living with HIV/AIDS are preferred. CBHS offers competitive salaries commensurate with experience and an excellent benefits package including comprehensive health benefits, vacation/sick leave, parking stipends, travel reimbursement, 403B participation, continuing education, tuition reimbursement and more. Send resume with salary history to [hr@chasebrexton.org](mailto:hr@chasebrexton.org) or via fax to (443) 573-5001 or via mail to Chase Brexton Health Services, 1001 Cathedral Street, Baltimore, MD 21201; Attn: HR. E.O.E