

The Pennsylvania Psychologist

JULY/AUGUST 2013 • UPDATE

Paternostro Hired as New PPA Executive Director

After a year-long national search the Board of Directors has selected Krista L. Paternostro, CAE, as the next executive director of the association upon the retirement of Tom DeWall on August 31. There will be a period of overlap in the employment of the two executive directors during August. Ms. Paternostro comes to us from the Logistics Officer Association, of Arlington, VA, and prior to that served as executive director of the Military Operations Research Society, of Alexandria, VA, an organization of military analysts and defense contractors. She has 20 years' experience as an association manager, having also



Krista L. Paternostro

worked for the Pittsburgh Technology Council and the Chambers of Commerce of Harrisburg, Williamsport, and Greenville, SC.

Ms. Paternostro has a BA degree in International Politics from Penn State and is working on a Master's degree in Public Administration, also from Penn State. She has earned both the certified association executive designation and the certified chamber executive credential. She is a graduate of Leadership Pittsburgh as well as similar leadership programs in Harrisburg and Lycoming County.

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State Board of Psychology Reaffirms Position on Supervision of Unlicensed Individuals

Rachael L. Baturin, MPH, JD, Professional Affairs Associate



Rachael L. Baturin

At its April meeting, the State Board of Psychology reaffirmed its position that psychologists can supervise unlicensed individuals who have at least 15 hours of graduate training in either a terminal master's degree program or a doctoral level program.

In 2010, the State Board of Psychology revised its regulations and

inadvertently left out the language pertaining to supervision of an unlicensed individual who had 15 hours of graduate training in a terminal master's degree program. PPA contacted the Board when these regulations were proposed and explained the omission to them. At that time the Board decided to address this omission through the comments that accompanied the regulation. These comments clarified that it was always the Board's intent that psychologists could supervise unlicensed individuals who have at least 15 hours of graduate

training in terminal master's degree programs as well as those in doctoral level programs.

The current Board, when reviewing the regulation at its March 2013 meeting, was not aware of the comments that accompanied the regulation and as such at this meeting the current Board stated that psychologists could only supervise unlicensed individuals who had 15 graduate hours of training in a doctoral degree

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Sen. Gordner Introduces Licensure Bill



Senator John R. Gordner

Senator John R. Gordner (R-Columbia) has introduced a bill making numerous changes to the Professional Psychologists Practice Act, a bill that PPA helped draft. The Board of Directors had discussed the policy questions in this proposed legislation for three years before submitting it to Senator Gordner. Senate Bill 980 would clarify the practice of psychology, eliminate current exceptions that are not in the public interest, improve the ability of the State Board of Psychology to enforce disciplinary actions on psychologists, and address technical problems in the current licensing law. It would not expand the scope of practice of psychologists, nor would it alter the requirements to become a licensed psychologist.

This bill would clarify that diagnosing and treating mental illness is within the scope of practice of psychology; this is already assumed by most psychologists and insurers but it is not explicit in the current law. It would include psychologists in the definition of “members of the healing arts,” a phrase used in certain

laws but that has left out psychologists. It would eliminate the exemption from licensure for social psychologists and those who work in hospitals or state, county, or municipal governments. In addition it would gradually phase out the exemption for unlicensed school psychologists working in the private sector. Currently unlicensed school psychologists certified by the Pennsylvania Department of Education can do in the private sector the same work that they currently do in the public schools without being licensed. This provision would protect the practices of those who are already eligible to practice under the existing independent practice school psychology exemption (including those who are currently enrolled in school psychology programs or who enroll in school psychology programs within one year of the effective date of this law), but it would eliminate the private practice school psychology exemption thereafter. Of course, it would continue to permit unlicensed school psychologists to work in the public and private schools of the commonwealth.

Senate Bill 980 would also clarify the State Board of Psychology’s authority in issuing temporary licenses. The wording change proposed would give the Board the clear authority to deny such

temporary licenses to any psychologists licensed in other states who have disciplinary actions against them. The bill would also give the State Board of Psychology the authority to prevent licensees who have had their licenses revoked from doing work of a psychological nature without a license by practicing under the exemption for “qualified members of other recognized professions” – a loophole that has been exploited.

Finally, and most importantly for many psychology graduate students, Senator Gordner’s bill would give applicants the option of obtaining their two years of supervised experience required for licensure before they earn their doctorate, instead of having to get one year of supervision after they receive their doctorate. Several states, such as Ohio, Maryland, and Washington, have made this change already.

The bill was cosponsored by Senators Richard Alloway (R-Franklin), David Argall (R-Schuylkill), Lisa Baker (R-Luzerne), John Rafferty (R-Montgomery), Judy Schwank (D-Berks), Tim Solobay (D-Washington), and Pat Vance (R-Cumberland). It has been referred to the Senate Consumer Protection and Professional Licensure Committee. ■

House Bill Opposes Prison Privatization

Rep. Michael E. Fleck (R-Huntingdon) has introduced a bill in the state House of Representatives that would prohibit the governor from privatizing prison psychologists. Governor Corbett has requested proposals for the privatizing of psychological services in the Pennsylvania Department of Corrections. PPA views this as an ill-advised and short-sighted effort that is likely to cost the state far more money in the long run. House Bill 1011, introduced by Rep. Fleck, together with Rep. Neal P. Goodman (D-Schuylkill) and at least 26 other cosponsors from both parties, would prohibit that move. In letters to legislators and executive branch officials PPA noted that the experiences of other states and the federal government is that privatization typically ends up costing the states more money. Any short-term economic



Rep. Michael E. Fleck, at the podium, announced the introduction of House Bill 1011 at a press conference on June 5. Also speaking at the event were PPA President-elect Dr. Bruce Mapes (right), Kathy Jellison, president of Keystone Service Employees International Union Local 668, and Rep. Neal P. Goodman.

PRISON PRIVATIZATION...

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Compliance Plans for Psychologists, Part One: The Good News and the Bad News

Samuel Knapp, EdD, ABPP, Director of Professional Affairs

Renee Martin, MSN, JD, Tsoules, Sweeney, Martin & Orr, Inc., Exton, PA

Compliance plans are designed to help health care professionals monitor their practices so that they do not unlawfully bill insurance companies or otherwise engage in unlawful health care practices that violate federal and state health law. The Office of Inspector General (OIG) of the Department of Health and Human Services has developed guidance called compliance plans for nursing homes, hospitals, and small physician practices to assist providers in avoiding abusive or fraudulent practices, but the guidance is not specifically targeted to mental health professionals. However, much of the guidance issued for solo or small physician groups “can also apply to other independent practitioners, such as psychologists . . .”, 65 Fed. Reg. §59434; <http://oig.hhs.gov/compliance/compliance-guidance/index.asp>.

Both the federal and state governments are increasing their scrutiny of health care professionals who bill federal or state programs. Our experience has been that very few psychologists have been prosecuted for fraud or willful deception to cheat the federal or state government out of money. (Fraud typically results in substantial fines and incarceration.) However, any professional may, at some time, engage in abuse or make some unintentional billing error that could require the repayment of funds or the development of a remedial compliance plan. Usually the errors are minor; at times, however, they can be substantial. Although it is very rare, we have known of some health care professionals who had to close their practices because the billing errors they made were so substantial that the overpayments due to federal or state agencies left them in bankruptcy.

The Affordable Care Act requires that all health care professionals who bill Medicare or Medicaid services have

compliance plans. The OIG has not yet issued guidance on compliance plans for psychologists, and we do not know when this guidance will be forthcoming. Nonetheless, this provision of the Affordable Care Act will eventually be enforced, and compliance plan requirements may be imposed from other sources. For instance, one Medicaid managed care company in Pennsylvania, CCBHO, has informed providers that it expects them to have in place a comprehensive compliance plan.

Tsoules, Sweeney, Martin & Orr will develop a template for psychologists who are in solo or very small practices.

PPA has secured the services of a well-respected law firm, Tsoules, Sweeney, Martin & Orr, LLC, to develop a template and some sample policies for such a compliance plan for members. It will be posted or be capable of being downloaded on the PPA membership website, www.PaPsy.org, and the members may modify them as appropriate for their practices. In addition, the documents will provide specific policy recommendations which detail how psychologists can implement the quality assurance standards found in the compliance plan.

We believe that a compliance plan, if properly used, can help psychologists better achieve their goals of conducting honest and clean practices consistent with their ethical goals. It is true that compliance plans could be seen as something that is “just another government requirement being thrust upon us,” but the better view could be that psychologists can use the compliance plans to



Dr. Sam Knapp



Renee Martin

assure themselves that they are running an efficient and honest practice.

Tsoules, Sweeney, Martin & Orr will develop a template for psychologists who are in solo or very small practices. These psychologists may be able to adapt these templates to their practices. However, even solo practice psychologists need to individualize their templates carefully if they, for example, rent office space or hire associates. Those who rent office space to other health care professionals who routinely send them referrals should ensure that they comply with the federal anti-kickback statute. Psychologists who hire or supervise professional employees need, among other things, to ensure that they conform to the standards of Medicare or Medicaid (or any commercial insurer) before they bill for supervised services. Also, a practice that hires employees or independent contractors needs to ensure that they are not on the Medicare exclusion list.¹

A second template will be offered for psychologists who own or manage larger practices. However, depending on the size, complexity, or circumstances of their practices, they may require the assistance of an attorney with expertise in health care law to individualize their plans. These templates will provide an important defense against claims of fraud and abuse.

¹For Medical Assistance this is called the List of Excluded Individuals and Entities (LEIE) and it can be located at <http://oig.hhs.gov/fraud/exclusions.asp>. For federal contracts this can be found at <https://www.epls.gov/>. For Pennsylvania's MA program it can be found at <http://dpw.state.pa.us/learnaboutdpw/fraudandabuse/medicheckprecludedproviderlist/S-001152>.

Pennsylvania Supreme Court Eliminates Parenting Coordination

Rachael L. Baturin, MPH, JD, Professional Affairs Associate

On April 23, 2013, the Pennsylvania Supreme Court adopted Pennsylvania Rule of Civil Procedure 1915.11-1, which would eliminate parenting coordination in Pennsylvania effective May 23, 2013. All orders appointing parenting coordinators were vacated on this date.

Parenting coordination is an effective tool used by the court to appoint a neutral third party, either a mental health professional or attorney, who resolves issues between high-conflict parents involved in custody cases. Parenting coordination is a child-focused alternative dispute resolution process in which a mental health professional or attorney with mediation training and experience assists high-conflict parents to implement their parenting plan by facilitating the resolution of their disputes in a timely manner, educating parents about children's needs, and making decisions within the scope of the court or appointment

contract and with prior approval of the parties and/or the court. Parenting coordinators are able to address minor issues regarding custody without the parties having to go before a judge to issue an opinion.

Parenting coordinators are very effective because the parties do not have to wait months for the court to make a decision such as changing the time of pickup or what camp their child will attend.

The Pennsylvania Supreme Court argued that parenting coordination was an improper delegation of judicial authority and clearly stated in its new rule that "only judges may make decisions in child custody cases." As a result of this, the local courts will once again be overburdened with having to make minor decisions regarding custody issues that could have been resolved without taking up the court's time and the parties incurring legal fees. These minor issues will often be left unresolved and possibly

As a result of this, the local courts will once again be overburdened with having to make minor decisions regarding custody issues....

lead to larger problems, which will in turn lead to an overall negative impact on the overall well-being of the family. Also, it will leave confusion for current parenting coordinators who have cases before them.

PPA will be working with judges and attorneys throughout the commonwealth to analyze the impact that this new rule will have. Clearly, it will have a negative impact on these high-conflict families and their children. ❏

COMPLIANCE PLANS...

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According to the OIG, the essential elements of a compliance plan for solo or small physician practices include: (a) conducting internal monitoring and auditing, (b) designating a compliance officer, (c) conducting appropriate training, (d) having responsive corrective action plans to respond to detected offenses, (e) developing open lines of communication, and (f) enforcing disciplinary standards through well publicized guidelines. Some of these, such as training of employees, effective communication among employees, and delegation of the oversight of compliance to a high level employee may appear as "overkill" when applied to a solo practice. Fortunately, the templates permit reasonable adjustments for psychologists in solo or very small practices. In making these adjustments we believe that the document for solo or small practice psychologists will fulfill legal requirements and, at the same time, actually will assist psychologists to fulfill their goals of running an honest and responsive practice.

In its advice to physician practices, the OIG states that the four potential risk areas are: (1) coding and billing, (2) reasonable and necessary services, (3) documentation, and (4) improper inducements. Our experience is that billing and documentation are the areas where psychologists are at the greatest risk for noncompliance. In a subsequent article we will describe in more detail how a compliance plan can greatly reduce the risks associated with billing or documentation errors. ❏

Attorney Martin can be reached at 610-423-4200 or rmartin@tshealthlaw.com. Dr. Knapp can be reached at the PPA office by phone or at sam@PaPsy.org.

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"The Board of Directors is extremely pleased with Ms. Paternostro's experience, skills, and passion that she brings to PPA. We are confident that she will lead PPA through the many internal and external changes it will experience in the near future."

The chair of PPA's Succession Development Task Force (SDTF), Dr. Vince Bellwoar, now also PPA's new president, was enthusiastic about selecting Ms. Paternostro. He stated, "The Board of Directors is extremely pleased with Ms. Paternostro's experience, skills, and passion that she brings to PPA. We are confident that she will lead PPA through the many internal and external changes it will experience in the near future."

Ms. Paternostro brings to this position a strong proficiency in business development, financial management, strategic planning, program management, and developing positive relationships with customers, stakeholders, and team members. She has spent considerable time supervising staff, managing daily operations, and engaging in long-range operations.

PPA's search process for this position started in the summer of 2012. More than 120 candidates submitted applications for it. The SDTF members are to be commended for doing such a thorough job in reviewing scores of resumes and interviewing many candidates. Members of the task force in addition to Dr. Bellwoar were Drs. Judith Blau, Rex Gatto, Mark Hogue, Linda Knauss, Bruce Mapes, Donald McAleer, David Palmiter, Jeff Pincus, Dianne Salter, and Emily Stevick.

The Board has agreed that Mr. DeWall will remain involved in PPA part-time in two roles. He will assume the responsibilities as PPA's contracted government relations consultant. In this capacity he will supplement Ms. Paternostro's advocacy work in Harrisburg. Additionally, Mr. DeWall will temporarily serve as an organizational consultant to Ms. Paternostro during the first part of her tenure. ■

PRISON PRIVATIZATION...

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gains would be more than offset by long-term costs.

At a press conference in Harrisburg on June 5, Rep. Fleck declared, "I can understand the need to spend tax dollars in the most frugal and efficient manner, but this is a core function of state government that should stay within the public realm." Rep. Goodman stressed the importance of the contributions of psychologists to employees' and residents' safety, adding, "You simply cannot put a price on safety and security."

Also speaking at the press conference, PPA President-Elect Dr. Bruce E. Mapes stated, "In addition to diagnosing and treating mental health disorders, psychologists in state prisons perform other very

important functions such as evaluating them for security risks, helping to manage prisoners while in prison, and assessing risk and monitoring needs at the time of parole. These services are essential to the safety of the prison and community, and should not be delegated to the lowest bidder from the private sector." Dr. Mapes, who is involved extensively in forensic practice, continued, "No matter how well a psychologist is trained, a psychologist cannot walk into a prison and provide the services at the skill level needed. Psychologists must be familiar with the unique culture and needs of the prison system."

In letters to legislators seeking cosponsors of this bill PPA had pointed out that it is unwise to ignore the cumulative knowledge base and expertise of the existing workforce. Sound outcome

data shows that inmates who receive psychological services in prisons are less likely to be readmitted for parole violations, thus increasing the safety of society and saving the state the additional costs of recidivism. Instead of disbanding the existing psychological services, a more fiscally prudent and humane policy would be to expand the services that exist. Of course there is need for improvement in the correctional system. However, we need to build on the successes. Compared to a similar demographic on the outside Pennsylvania has a low rate of inmate suicide, a low rate of assaults and rapes, and an infrastructure of basic mental health services. We need to build upon these successes instead of dismissing those who have contributed so much to them. ■

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Non-discrimination Bill Introduced

State Representative Dan B. Frankel (D-Allegheny) and Senator Patrick M. Browne (R-Lehigh) held a press conference in May announcing their introduction of House Bill 300 and Senate Bill 300. These bills would amend the Pennsylvania Human Relations Act to prohibit discrimination based on sexual orientation and gender identity or expression in employment, housing, higher education, and public accommodations. The second sponsor of HB 300 is Rep. Chris Ross (R-Chester), and the second sponsor of SB 300 is Sen. Lawrence M. Farnese Jr. (D-Philadelphia). There are 77 cosponsors in the House and 25 in the Senate from both parties.

In his remarks Rep. Frankel stated, "More and more people inside the Capitol – from both parties – agree with the vast majority of people outside the building on this. Being gay or transgender has nothing to do with your ability to do a good job or to be a good neighbor or tenant. This is just commonsense legislation. Many people think it's the law already, and it should be." A recent poll showed that 72% of state voters approve of this type of legislation. Senator Browne added, "It's time the Commonwealth joined at least 20 other states and many major employers and municipalities in Pennsylvania and make it illegal to discriminate solely based on a person's



Rep. Dan Frankel announced the introduction of House Bill 300 at a press conference on May 7. It was attended by numerous legislators and advocates, including PPA's Tom DeWall.

sexual orientation or gender identity or expression."

PPA had written to Rep. Frankel just before the bill's introduction in support of it stating, "it would add the same safeguards that the Human Relations Act already recognizes for individuals based on race, color, familial status, religious creed, ancestry, age, sex, national origin, or support-animals because of blindness

or deafness. The American Psychological Association has also supported this type of legislation for years."

Unfortunately, HB 300 will be referred to the House State Government Committee, chaired by Rep. Daryl D. Metcalfe (R-Butler). He is an avowed opponent of it and is unlikely to bring it up in his committee. The likelihood of SB 300 moving in the Senate is unknown. ■

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program. PPA promptly alerted the Board to its misinterpretation of the regulation, and the Board reaffirmed its previous interpretation at its April meeting.

The State Board of Psychology posted a special notice clarifying this issue on its website, http://www.portal.state.pa.us/portal/server.pt/community/state_board_of_psychology/12521.

In a related development from the State Board, starting December 1, 2015, psychologists who supervise psychology residents (those who are receiving their postdoctoral year of supervision) must have training in supervision. The supervising psychologists may fulfill this requirement by either: (1) taking a course in supervision from a psychology doctoral degree program (the course must contain the word *supervision* or a derivative of the word *supervision* in the title), (2) taking 3 hours of continuing education in supervision from an APA-approved sponsor (the

course must contain the word *supervision* or a derivative of it in the title), or (3) teaching a class in supervision that meets either of the first two standards. Home study courses can be used to meet this requirement, as long as they are programs from approved APA providers. Most of the recently licensed psychologists have had a class in supervision in their doctoral programs.

This requirement applies only to supervisors of postdoctoral trainees. It does not apply to other supervisors. Psychologists who supervise practicum students, predoctoral interns, or other professionals do not need to meet this requirement. Although the regulation was adopted in 2010, it will not go into effect until December 1, 2015. Until that time, postdoctoral trainees can continue to count supervisory hours provided by psychologists who do not fulfill this continuing education requirement. PPA will be offering continuing education courses that will fulfill this requirement for postdoctoral supervisors. The complete notice can be found on the website of the State Board of Psychology at the URL noted above. ■

Are We Born to Be Cruel and Competitive or Compassionate and Cooperative?

Samuel Knapp, EdD, ABPP, Director of Professional Affairs

What is the nature of human-kind? Are we devils who only occasionally show sparks of morality? Or are we angels who sometimes slip into depravity? This question is not merely an interesting academic exercise. Instead, our assumptions about human nature, and our capacity for good or evil, help shape our expectations of each other and our expectations for ourselves. If we assume that humans are naturally evil and aggressive, we may tolerate or justify insensitive or cruel acts. On the other hand, if we assume that humans have a strong capacity for compassion and cooperation, then we may demand more of it from others and ourselves.¹

Compassion and cooperation in non-human primates

Some claim that only the restraining force of civilization keeps people from “acting like animals.” Like the children in *Lord of the Flies*, it is argued that only a modest breakdown of external control can unleash the worst instincts of people that are lurking under a thin surface of civility. However, consider this event that occurred at the Brookfield zoo outside of Chicago on August 16, 1996:

A 3-year-old boy climbed the wall around the gorilla enclosure and fell 18 feet onto concrete into the enclosure, where he remained unconscious. Spectators gasped when the gorilla Binti Jua picked up the child, certain that the gorilla would harm him. However, Binti Jua gently cradled the infant with her right arm and carried him to an access entrance where the zoo keeper was waiting to take the child. Her own baby, Koola,

¹Philosophers such as Thomas Hobbes and Niccolò Machiavelli expected the worst from others. But in their review of unethical behavior in business organizations, Kish-Gephart et al. (2010) found that those who had a Machiavellian interpretation of human behavior were more likely to engage in unethical behavior.

Are human primates as motivated by fairness as their non-human cousins?

clutched her back during the entire incident. (Jones, 2011). Primatologist Frans deWaal (2010) could cite this and many other less dramatic incidents to illustrate the complexity of behavior of non-human primates, including their capacity for prosocial behaviors. DeWaal is no sentimentalist. He knows that some primates, such as chimpanzees, can act with great brutality such as when they engage in lethal gang warfare against members of their own species. Nonetheless, he claims that non-human primates also show love, compassion, and social cooperation. It is simply scientifically inaccurate, he argues, to conclude that our biological heritage necessarily drives us toward cruelty and selfishness. On the contrary, empathy and cooperation, deWaal claims, may be an equal or even greater part of our biological nature than callousness and aggression.

Detailed observations of non-human primates support deWaal's conclusions. Primatologist Barbara Smuts states that “life in African ape societies possesses all the essential ingredients of first-rate soap operas; convoluted plots, passion, lots of sex and politics, surprise endings, and a cast of distinct characters” (2000, p. 80). Non-human primates rely heavily on their social networks and have a detailed mental record keeping system of who has helped them in the past and to whom they owe obligations. They know their kin and they gravitate toward them. Children will remember their mothers; mothers appear depressed at the death of their children. Chimpanzees keep track of

who groomed them this morning when they share food in the afternoon, and they support their friends during fights. When endangered they will cling to each other or hold hands. Friendships can last a lifetime.

Here are some examples of social cooperation:

- Rachael, a monkey raised in the wild and later captured, raised orphaned children as her own (Smith, 2005).
- A bonobo inserted herself between a poisonous snake and her friend at the risk of her own life (deWaal, 2011).
- A high-ranking chimpanzee ensures that all members of his social group, even lower ranking members, get something to eat from his kill (deWaal, 2011).

Cooperation and a sense of fairness even show up in controlled experiments. For example, monkeys are quite happy to receive a cucumber from experimenters, unless they see a companion getting a much more valued grape, whereupon they may reject the cucumber (deWaal, 2011).

Compassion and cooperation in human primates

What evidence is there that these findings would generalize to human behavior? Are human primates as motivated by fairness as their non-human cousins? One source of information about human fairness and compassion comes from studies of game theory. Every fan of television crime shows has seen a version of the “prisoner's dilemma” in which two people are arrested for a crime and are interrogated separately. Each prisoner knows that if they confess to the crime and implicate their partner, they will get a light sentence and their partner will get a heavy sentence (and conversely if their partner in crime confesses, they will get a heavy sentence, and their partner will get a light

sentence), but if both prisoners refuse to talk, it is possible that neither of them will get any sentence at all.

Game theory, developed by behavioral economists, refers to simulations that are often modeled loosely on the prisoner's dilemma. That is, in these situations participants can either gain or lose according to the degree of cooperation between them. Consider the Ultimatum Game:

Players are given a certain amount of money (for example \$10) and put in separate rooms. Player one gets to decide how the money is to be split between him or her and player two. Player one could give it all away, keep it all, or give a share to player two. Then player two gets to decide whether to accept or reject the offer. If player two accepts the offer, then the offer is in effect. If player two rejects the offer, then no one gets anything.

When Americans play the Ultimatum Game, offers of \$2 were rejected half the time, but offers lower than \$2 were rejected even more commonly. These findings run contrary to traditional economic theory that says that people should be motivated primarily by rational self-interest and player two should accept the offer of any money, because something is better than nothing.

However, consider the outcomes with a second type of game, The Dictator Game:

Player one is given a certain amount of money (for example \$10) and is put in a room separate from player two. Player one gets to decide how much money to offer

to player two. There is no opportunity to accept or reject: player two has to accept what is offered.

When the Dictator Game is actually played, the amount most often offered by player one was 20% to 30% of the original amount, although the most common offers were nothing or one-half. That is, player one usually gave something to player two, and frequently gave player two the same amount that he/she took for him/herself. Traditional economic theory would predict that player one should offer player two nothing, since all players should be motivated primarily by their own financial interests.

Over the years behavioral economists have replicated or varied these games in hundreds of experiments. They have learned, for example, that in both the Dictator Game and the Ultimatum Game, several factors can influence the degree of cooperation including whether or not the players are anonymous, come from cultures where trading or commerce is common, or (in round robin games) previous participants were generous to them.

Just like the monkeys who reject the cucumber when it seems that they were being treated unfairly, players will often reject offers in the Ultimatum Game that they consider to be unfair. Like the monkeys, they would rather get nothing than submit to an unfair system. Just like the monkeys, baboons, and chimpanzees who feel social obligations to their relatives and friends, players in the Ultimatum and Dictator Games will be more generous with friends and relatives than with strangers, and will be more generous to those who have been generous to them in the past. Although we cannot

...these sources of data suggest that humans are not motivated exclusively by short-term self-interest, but that fairness and cooperation also help drive human behavior.

automatically extrapolate every finding from the study of the behavior of non-human primates or game theory to other contexts, these sources of data suggest that humans are not motivated exclusively by short-term self-interest, but that fairness and cooperation also help drive human behavior. ■

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PPA Grooms New Leaders

Gail R. Karafin, EdD, Leadership Academy Subcommittee Chair



Dr. Gail R. Karafin

PPA held its third biennial Leadership Academy on April 14 at the Hilton Harrisburg. This academy is an activity promoted by the PPA Leadership Development Committee, chaired

by Dr. Jeffrey Pincus, and co-sponsored by PennPsyPAC, chaired by Dr. Bruce Mapes. The conference was followed by the PPA Advocacy Day in the State Capitol the following day.

The Leadership Academy's mission is to inspire, to raise the awareness and motivation for participation in PPA's governance, and to identify and mentor future leaders for the organization. This year's program was attended by a mix of approximately 50 invitees of diverse backgrounds and career levels, including graduate students, early career psychologists, and senior-level psychologists. Members invited included PPA officers, board and committee chairs, and committee members. In addition, PPA staff members Tom DeWall, Marti Evans, and Sam Knapp attended. It was an inspirational opportunity to network together, learn new skills, raise awareness, and encourage leadership in the organization.

The academy hosted five workshops to enhance the skills of its participants. Drs. Bruce Mapes and Donald McAleer led the first session with their presentation, "Motivate to Advocate." This workshop focused on the relationship between legislative regulation and the practice of psychology, particularly with respect to advocating for one's profession and the clients we serve.

In the second session of workshops, members had a choice of presentations. They could select "The Nuts and Bolts of Leadership in PPA," or "Strengthening PPA Through Mentorship." Those who selected the nuts and bolts workshop enjoyed presentations by Drs. Mark Hogue and Patricia Fox on the

PPA is a wonderful organization that recognizes the importance of professional development and mentorship within its ranks.

organization of boards and committees in PPA governance. This workshop reviewed practical guidelines and time commitments to participate in PPA leadership positions. The alternative session focused on mentorship, and was presented by Drs. Vincent Bellwoar and Michelle Herrigel. This workshop addressed the need to effectively mentor early career psychologists to continue the evolution of the profession.

The fourth presentation was delivered by Dr. Andrea Delligatti regarding "Transforming Conflict in Volunteer Organizations." Dr. Delligatti gave a thought-provoking address about conflict resolution within a volunteer organization and how that poses unique challenges. She

provided a brief overview of conflict theories and a model of intervention directly applicable to the work within the association.

The fifth and last workshop was presented by a non-psychologist, David Phillips, chief executive officer of the Pennsylvania Association of Realtors. He focused on the critical decisions facing membership organizations and the choice for paths to engagement, transparency, and flexibility, or to irrelevance. Change, fueled by technology and generational shifts, is approaching at warp speed. He promoted the philosophy that organizations which embrace the opportunities for change will thrive.

This conference was an inspirational and informative day for all who attended. It provided opportunities to meet and interact with other members in an informal and relaxed setting. PPA is a wonderful organization that recognizes the importance of professional development and mentorship within its ranks. Please volunteer today for an activity in your interest area. For a list and descriptions of the PPA boards and committees, please check the website at www.PaPsy.org in the members-only section. ■

IN MEMORIAM

D. KEITH FERRELL, MA, 62, of Wilkes-Barre, passed away unexpectedly at home on May 1, 2013. Dr. Ferrell was a graduate of Wilkes University and received his master's degree from Marywood University. He earned many certifications in the addictions field, including from APA. Mr. Ferrell was the founder and director of the Forensic Assessment and Counseling Unit at the Luzerne County Correctional Facility until 2003. He had worked in private practice with Ferrell and Associates since 1990, with offices in Wilkes-Barre and Hazleton. He was also the program director for the Pennsylvania Institute for Rational Emotive Therapy and a certified supervisor associated with the Albert Ellis Institute, New York, where he had worked as an associate professor. He is survived by his wife of 34 years, Marylee Brennan Ferrell. ■

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OTHER

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The Pennsylvania Psychologist

JULY/AUGUST 2013 • UPDATE

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The *Pennsylvania Psychologist* Update is published jointly by the Pennsylvania Psychological Association (PPA) and the Pennsylvania Psychological Foundation in January, February, April, May, July/August, October and November. The *Pennsylvania Psychologist* Quarterly is published in March, June, September and December. Information and publishing deadlines are available from Marti Evans at (717) 232-3817. Articles in the *Pennsylvania Psychologist* represent the opinions of the writers and do not necessarily represent the opinion or consensus of opinion of the governance, members, or staff of PPA. Acceptance of advertising does not imply endorsement.

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2013 CE Calendar

The following programs are being offered either through co-sponsorship or solely by PPA.

October 31/November 1

Fall Continuing Education and
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 Marti Evans (717) 232-3817

Podcast

A Conversation on Positive
 Ethics with Dr. Sam Knapp and
 Dr. John Gavazzi
 Contact: ppa@PaPsy.org

For CE programs sponsored by one of the Regional Psychological Associations in Pennsylvania, visit <http://www.PaPsy.org/index.php/collaboration-communication/>.

Registration materials and further conference information will be mailed to all members.

If you have additional questions, please contact Marti Evans at the PPA office.



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