

SPA Exchange

Volume 5, Number 2

Fall/Winter 1995

Taking the Gavel... A Message from SPA's New President

Barry Ritzler, Ph.D.

When Mary Cerney passed the president's gavel to me at the Board of Trustees' retreat on September 16, 1995, I felt that this simple tradition carried more symbolism than usual. The beginning of my term of office very nearly coincided with the completion of the transition of the Central Office to Washington; the passing of the gavel seemed to signify that we had finally settled in to our new home. Perhaps a new era for SPA had begun.

The Board of Trustees' retreat actually took place in the boardroom of the American Psychological Association around a conference table large enough to accommodate a New York Rangers' practice session. On the tenth floor of the same palatial APA building, the SPA Central Office window commands a direct view of what may be one of the

ten most desired views from an office window: the United States Capitol Dome. By the way, all boxes have been unpacked and all files reorganized. Both computers have overcome their initial shyness and are fully linked with each other. We've come a long way from Klopfer's kitchen!

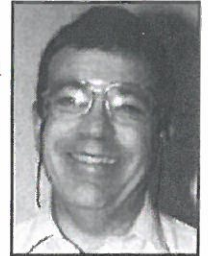
As I took that gavel from Mary, I also realized that I was fortunate to take office after the transition work had been completed. I realized how grateful I was to Paul Lerner for initiating the process which included a necessary reorganization and revitalization of the Central Office. I also felt grateful to Mary Cerney for overseeing the actual move, hiring a new office manager, and negotiating the leasing contract with the American Psychological Association.

I also felt extremely confident that, in Manuela Schulze, we have just the kind of superior competence, integrity, and sociability we were looking for when we went through the hiring process for office manager. (See page 12.) It is particularly gratifying to me that we found Manuela by using the Rorschach and MMPI-2 to assess the top candidates for the position.

Finally, I felt special gratitude toward the Society's membership, who throughout the transition maintained the camaraderie, scientific inquiry, and excellence of teaching and professional practice that has made our organization so special to all of us.

With so much to be grateful for, I feel a strong commitment to set goals for my term of office that, if achieved, will constitute meaningful contributions to the organization.

The remainder of my first *SPA Exchange* message will identify and explain the goals I have set.



The first is very general: I intend to follow in the tradition of the presidents who preceded me by maintaining a fiscally sound, professionally significant, socially warm Society for the promotion of the science and practice of personality assessment.

The next three goals are specific: The first is to begin to fulfill the mission established for the Society during the decision to move to Washington. It is my hope to enable the Society to become an influential agent of information and change for the legislators on Capitol Hill. My first step toward this goal took place at the September Board of Trustees meeting where I asked members of the Board to make appointments with their senators and representatives on the Friday before the retreat began. With considerable help from the APA Practice Directorate Government Affairs Office, our visits to the Hill were informative and encouraging. The Practice Directorate staff conducted an orientation session that proved vital in giving us some idea of how to approach the legislators without looking like the neophytes most of us were. They also accompanied us on several of our visits to legislators who had particular influence on the ongoing work on health care legislation affecting psychology. One of the most important things we learned was that while we shared the general concerns that APA had regarding health care legislation, we had our own specific concerns regarding personality assessment that the larger organization is not communicating to Capitol Hill. In other words, we clearly saw the need for the Society to lobby for personality assessment's role in the nation's mental health

In this issue...

Taking the Gavel	1
Passing Thoughts	2
D-A-P Instructions	3
Psychological Assessment and Managed Care	4
On Phil Erdberg: A Renaissance Scholar	5
The Board Goes to Capitol Hill	6
Update on the XV International Congress:	6
Midwinter Meeting -- 1996	7
Reach Out and Touch Someone	7
SPA Personal Column	8
Manuela Schulze	12

continued on page 10

SPA Exchange

Passing Thoughts

Mary S. Cerney, Ph.D.



On September 16th, after greeting the assembled Board Members and welcoming them to Washington, I handed the president's gavel to Dr. Barry Ritzler, and he became the president of SPA for the next two years. Although the passing of the gavel is a simple gesture, it carries much meaning for Barry as he assumes the presidency, and for me as I leave the presidency.

The feelings I experienced were not so much relief as an awareness that we had passed through two challenging years and had emerged a stronger organization. I felt that my Board and I had done our best and we were ready for the next chapter in SPA history.

One of the first priorities of our administration was a special project — funded jointly by SPA and Rorschach Workshops — to underwrite a comprehensive literature review study that would gather together all the various follow-up studies involving assessment, treatment planning, and the outcome of treatment. Len Handler and Greg Meyers are in charge of this study and have submitted a preliminary report. We are looking forward to the one- to two-page summary they are to prepare for submission to members of Congress.

When I began my term of office, we were faced with issues of the Central Office. Although we had a Central Office, it was not running as smoothly and as efficiently as we had hoped. Some of the problems we were experiencing were also having an effect upon the membership. Thankfully, you let us know your experiences which enabled us to make the appropriate adjustments. However, with the resignation of the then Office Manager, and with the termination of our lease in the building where the Central Office had been housed, we were in a position to consider exactly where — in the

United States — we would want the Central Office to be located.

A committee chaired by and made up of Board Members looked into the location possibilities and came up with a list of three excellent choices. When we discovered, upon investigation, the very reasonable rent given its premiere location, there was not a dissenting vote in the decision to relocate to Washington, DC, in the new APA building.

With the decision to relocate to DC came the need to hire a new Office Manager. Another committee was formed for this purpose. There were many applicants, all with superb qualifications. We were fortunate to hire a very dedicated, skilled, and talented young woman, Manuela Schulze, who has proved herself over and over during the transition period from St. Petersburg to Washington, DC. (See page 12.)

Having the Central Office in Washington, DC, is particularly important in this time of the Health Care Crisis. Prior to the September Board meeting, the Board Members met with their senators and representatives. They explained not only our priorities, but also the importance of assessment in health care management. We do hope that SPA members, when visiting our nation's capitol, will avail themselves of the opportunity to discuss their concerns with their congressional representatives.

As the transition to DC began, we were saddened by the death of our treasurer, Eugene Levitt, Ph.D., who was in charge of the transition. Gene was a dedicated board member of many psychological organizations including strategic committees for the APA. His challenging and thoughtful influence is sorely missed, but not forgotten. Finding another treasurer at this critical period was made easier by Sandra Russ, our former treasurer, who accepted the position even though our methods of accounting had changed radically from the time during which she had been treasurer.

With the proliferation of boards and pseudo-boards in psychology on the national level, in January, 1994, I appointed Paul Lerner to chair a committee that would explore the advisability and feasibility of developing a specialty board — under the auspices of the American Board of Professional Psychology — for awarding a diplomate in assessment. There exists a definite need to assure levels of competence in assessment in order to protect the consumer. During the September, 1995, Board Retreat, the Board members met with Alan Raphael, Ph.D., who appeared to have such a project in existence. The purpose of this meeting was to dialogue further and to ensure that this assessment board met the needs of what SPA considers assessment.

continued on page 11



Fall Retreat SPA Board of Trustees
Washington, DC, September 15-16, 1995
Back row: Bill Kinder, Judith Armstrong, Barry Ritzler, Constance Fischer, Robert Lovitt, Roger Greene, Sandra Russ, Bruce Smith.
Front row sitting: Mary Cerney, Virginia Brabender, Rebecca Rieger.

D-A-P Instructions: From "Opposite Sex" to "Other Gender"

Constance T. Fischer

*Psychology Department
Duquesne University, Pittsburgh, PA*

This article calls for an long overdue change in the instructions for the Draw-A-Person technique, which is perennially ranked as one of the three-to-five most frequently administered psychological assessment devices. After the client has responded to the request to "draw a person," the follow-up request would no longer be to "now please draw a person of the opposite sex" but to "now please draw a person of the other gender."

The traditional instructions are not meant to convey that boys and men are the opposite of girls and women. The expression "opposite sex" is simply a figure of speech that was in fashion half a century ago when Karen Machover formalized the D-A-P technique (Machover, 1949). The expression is not intended to be taken literally, and most clients readily comply with the established wording.

Similarly, referring to "sex" is not intended to invoke a genetic/biological level of identification, nor association to reproductive organs or eroticism. Again, clients know that what is wanted is a drawing of a human of the other gender.

Nevertheless, there are two major reasons for replacing "opposite sex" with "other gender." First, psychologists' social responsibility calls for a shift away from wording that implies biological determination into opposite kinds of people. Our language

not only reveals but perpetuates views of reality. Speaking in terms of opposites reinforces our culture's general inclination to deal with social difference by positing "us-them" polarities. In this instance, speaking in terms of opposites reinforces resolution of masculine and feminine identity issues by casting one gender against the other. For example, if men are intellectual, then women are interpersonal; if women are emotional, then men are restrained; if men are strong, women are weak. Stereotypes remain, despite slowly growing respect both for similarities across diversity and for the inherently ambiguous character of much of reality. Along the way, purposeful shifts in language encourage seeing beyond stereotypes.

Second, psychologists' concern for our profession's reputation calls for changing words that may weaken working relations with clients.

(A) Reference to "opposite sex" risks psychologists being perceived as naive and as insensitive to social issues.

(B) The traditional wording leaves clients to assume that psychologists don't care enough to say what they mean, that they use archaic expression in a habitual, unreflective manner.

Continued use of old wording indicates that clinicians ignore the work of colleagues in science and in feminism, who for about two decades have been distinguishing "sex" as a biological realm of identification and "gender" as a social realm.

Is the proposed change in D-A-P instruction merely a passing "politically correct" extravagance? No, it is PC rather in the sense of being "psychologically cognizant" of our social influence and responsibility. Of course, it indeed can be considered a

small matter; but it is no smaller a matter than is the American Psychological Association's (1994) detailed policy of avoiding sexist language and of following the above distinction between "sex" and "gender."

Yes, sometimes one does have to explain to a client what "other gender" means. In such an instance, one follows the same procedures as with a child who wouldn't understand "opposite sex": the client is asked to describe the first drawing and then the clinician asks him or her to draw a girl, boy, man, or woman, as appropriate.

Whether or not we have to explain the proposed "other gender" instruction, and whether or not the traditional instruction affects drawings, responsibility to society and to psychology call us to use our language reflectively. As we have learned to say "he or she," so too we can learn even more readily to say, "Now, please draw a ____ [boy, girl, man, woman]" or "Now, please draw a person of the other gender."

References:

American Psychological Association (1994). *Publication Manual of the American Psychological Association* (4th Ed.). Washington, DC

Machover, K. (1949). *Personality Projection in the Drawing of the Human Figure*. Springfield, IL: Charles C. Thomas. ☞

Correction from the SPA Central Office:

The new SPA Membership Directory will be sent out shortly. Please note the correct address for a member:

Robert S. Greene, Ph.D.
269 Church Street, #8
San Francisco, CA 94114

SPA Exchange

co-editors:

Robert Lovitt, Ph.D.
University of Texas
Southwestern Medical Center
5323 Harry Hines Blvd.
F5-400
Dallas, TX 75235-9070

Virginia Brabender, Ph.D.
Widener University
Institute for Graduate
Clinical Psychology
1 University Place
Chester, PA 19013

associate editors:

Joan Weltzien, Ed.D.
Judith Armstrong, Ph.D.

Psychological Assessment and Managed Care

Chris E. Stout, Psy.D.

*Forest Health Systems
Alliance Research*

(The following is an excerpt from a soon to be available book, *The Handbook of Psychological Assessment in Managed Care*, by Chris E. Stout, published by NCS Assessment, (800) 627-7271. It is printed here with permission of the author and publisher.)

Studies on contemporary private practice activities of clinical psychologists found 90% of psychologists sampled were involved in personality testing. When considering the balance of time spent vis-a-vis other clinical psychology activities, it is evident that psychological testing is second only to psychotherapy (96%).

Such results seem to highlight the importance and broad scope of psychological testing in practice today. It is therefore all the more surprising that so little is written on the almost silent but marked impact that managed care reimbursement structures have had on psychological testing.

In the 1970s, psychologists were able to secure reimbursement within insurance policies for almost all clinical services. This led to a dependence by many licensed psychologists on insurance as a key source of income. Many psychologists then built practices around such reimbursement structures. Now with managed care's advent, it becomes incumbent upon psychologists to adapt to new developments and paradigms.

Managed care has had a dramatic impact in both positive and negative ways on the practice of behavioral healthcare. Many have argued against managed care's procedures. Regardless of most clinicians' initial, if not continuing, dislike of managed care, it is a reality. What is important for psychologists today is to work effectively within the managed care environment to the best benefit of their patients with the least difficulty in the management of their

practices. Health maintenance organizations (HMOs) started things off with a model in which a variety of healthcare services are provided to enrollees for a set payment amount per month. It is from this initial point that the impact of the first generation of managed care was staged.

This first generation was rather unsophisticated. It was simply comprised of service and fee reduction. In the assessment arena, there was a limitation on the type of service provided. Often times, psychological testing or assessment benefits would not be provided at all, or only under certain circumstances.

Testing psychologists found themselves in a variety of dilemmas with regard to managed care cases. In some instances, regardless of what test was administered in the battery, they would be paid a flat fee. However, other managed care companies would pay only for certain types of tests. If utilization reviewers felt that psychological testing was not indicated, then they would not approve it, even though it may have been ordered by the doctor in charge.

There is also a wide assortment of payment schemes beyond just limiting the amount for a full battery or selecting the types of tests. In some instances, psychological testing within the managed care environment is paid for on a reduced hourly rate for an unlimited number of hours. For example, a managed care company may pay at a standard reduced managed care therapy rate of \$70.00 per hour; therefore, if there were ten hours of testing, \$700.00 would be paid for the entire battery. Other managed care companies may pay only a certain amount for each test. They may reimburse \$75.00 for an intelligence test, \$50.00 for an MMPI, \$100.00 for a clinical interview, etc.

This author attended a conference in which a psychiatrist, who was a

medical director for part of the managed care company, stated, "The day that I see a scientific research study that indicates that the Rorschach is a valid and a reliable tool for assessing an individual's level of psychopathology is the day that I will pay for one." The point is twofold:

- 1) Individuals without training in psychological testing, psychometric procedures, statistical analysis, and varieties of psychological testing are the ones making determinations of what type of testing is or is not appropriate; and
- 2) There is definitely a consistent bias within the managed care arena toward objective tests and away from projective types of tests.

With these factors in mind, it is important for psychologists to be aware of how to structure test batteries to best fit the needs of the patient's referral questions, as well as operating their practice within the guidelines of each managed care company's contract.

The second generation of managed care is typically seen as being the initiation of the preferred provider organization (PPO). This is a model in which select providers contract to provide specific types of services for a preset, reduced fee. The additional component of second generation managed care is the initiation of utilization review. Historically, there has been a great deal of friction and frustration between clinicians and utilization review managers.

Being in a PPO will result in a decrease of revenues by an average of approximately 10-35% per service. Testing psychologists may experience a decrease in annual revenues of an additional 10-25% if their practices had previously not been penetrated by managed care, as a result of denials for testing. Annual practice income is usually diminished by two factors:

- 1) a decrease in usual and customary per procedure fees; and
- 2) a decrease in clinical activities (i.e., for assessment this is represented by denials, or with therapy by limits in total sessions).

continued on page 11



The SPA Dream Photo Opportunity: Phil Erdberg visits the town of Rorschach, near Lake Constance in Switzerland.

On Phil Erdberg: A Renaissance Scholar

Virginia Brabender, Ph.D.

It was one of the first SPA conferences I attended...maybe it was in New Orleans. I attended a symposium where a number of distinguished presenters gave interesting commentaries on an individual's Rorschach protocol. And then Phil Erdberg presented, and in his easy-going, affable style, likened the individual's personality to the character of Lenny in John Steinbeck's *Of Mice and Men*. Many of those in attendance began to nod their heads — not because they necessarily had the same association but rather because Phil's comparison had resonance — it brought together many observations made by the prior presentations and made the subject at once more vivid and accessible.

Phil's talent for captivating us through his unique integrations of material from different realms and his capacity to draw connections between the ideas and images was fostered by his earliest involvement in psychology. When Phil was in college at Harvard, he worked with a volunteer program in a state hospital in Boston. This afforded him the opportunity to follow individuals over a long period of time. However, juxtaposed with this was his part-time work for the Associated Press. So compelling did he find his jour-

nalistic experience that he believes that had he not gone into psychology, he would have been a reporter. No matter. He points out that the tasks of people who chronicle people — writers and personality assessors — are not that different from one another.

Following his undergraduate training in 1964, Phil went off to Columbia. After receiving a master's degree there, he left for the University of Alabama, where Ray Fowler was his dissertation chair. He described the department there as "busy and energetic." Students and faculty were interested not only in mainstream clinical psychology but also in the political issues of the day. Phil, who had grown up in Oklahoma where he had become involved in the civil rights movement, now immersed himself in the campaigns of minority candidates (none of whom got elected) and the registration of voters in rural Alabama. His lively interest in politics continues to this day.

And it was at the University of Alabama where his intrigue with personality assessment was sparked. This interest found fruition in a dissertation — an MMPI study comparing rural versus city dwelling

people in the Deep South. Phil discovered that it was difficult to get rural people to volunteer as subjects. Because he was consulting with a Head Start Program, he had occasion to talk to a local judge not only about the case of a youngster but also about his subject recruitment problem. The judge said, "You're going about it all wrong. Make it into a lottery and give prizes." Phil did this and 75 people showed up.

When Phil got out of graduate school, it was in the middle of the Vietnam War. He served as an Army psychologist for five years, first at Walter Reed Hospital and then at Letterman Army Medical Center in San Francisco, where he headed the child psychology service. He describes his Army experience as an extended post-doc that allowed collaboration with pediatricians, neurologists, psychiatrists, physical medicine specialists, and social workers. His work with families around issues of absence, trauma, and husbands who had been prisoners-of-war made for many long days. "It was a productive, painful time that feels like it compressed ten years of experience into five," Phil remembered.

When Phil got out of the Army, he went into private practice in San Francisco. Within a year, he read the first edition of John Exner's first volume on the Comprehensive System and quickly felt that the approach "made sense." A workshop with John in New York City in 1975 "clinched it," and twenty years later Phil's ongoing fascination with the test continues stronger than ever. At present, he is particularly interested in integrating the "structural" parts of the Rorschach with personality theory. The Rorschach has fueled Phil's other professional interest, teaching and consulting. He does a substantial amount of continuing education teaching, which he describes as "the fun part of teaching without the hassle."

Phil says he has an "oddball" practice that provides a lot of variety. In addition to continuing education teaching, Phil consults to a variety of programs, hospitals, and school districts. He is also a consultant for a couple of research projects for the

continued on page 12

SPA Exchange

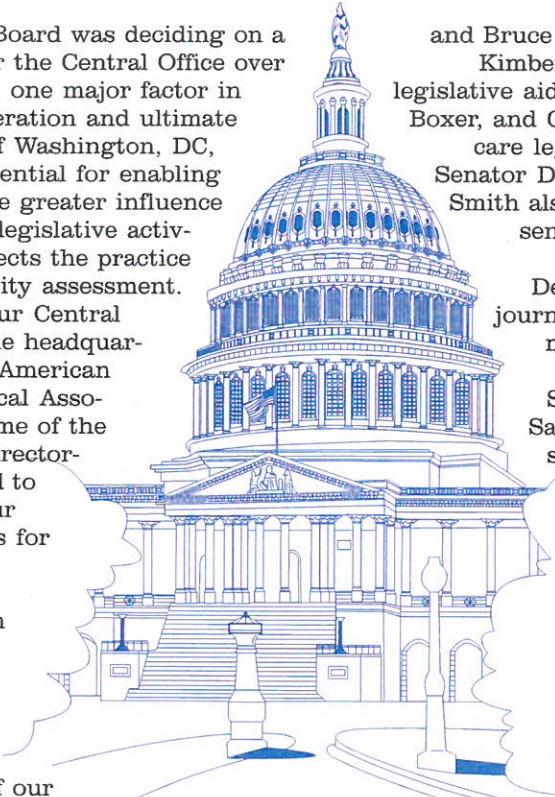
The Board Goes to Capitol Hill: A Report of the Political Interest Committee

Virginia Brabender, Ph.D.

When the Board was deciding on a location for the Central Office over a year ago, one major factor in the consideration and ultimate selection of Washington, DC, was its potential for enabling SPA to have greater influence on federal legislative activity that affects the practice of personality assessment. Locating our Central Office at the headquarters of the American Psychological Association, home of the Practice Directorate, seemed to increase our possibilities for effective political activity. On September 15, SPA began to realize the potential of our location. Because board members were convening from all over the country to participate in our annual retreat, our incoming president, Barry Ritzler, recognized that it was an ideal opportunity for us to engage in a lobbying effort on Capitol Hill.

Before we met with our legislators or their aides, we convened with representatives from the Practice Directorate including our liaison, Heather Stroup. The representatives apprised us of the important areas in which to concentrate our efforts and gave us tips on how to structure our comments. They gave us packets of information to distribute to our representatives. They also quelled our anxieties over engaging in what was, for some of us, an unfamiliar activity.

With maps in hand, we proceeded to our congressional destinations. The following is only a sample of the meetings that were held. Our California delegation — composed of Judith Armstrong, Roger Greene,



and Bruce Smith — visited with Kimberly Miller, health care legislative aide to Senator Barbara Boxer, and Glenda Boothe, health care legislative assistant for Senator Diane Feinstein. Bruce Smith also met with Ying Lee, senior legislative aide to Representative Ron Dellums. Our Floridian journal editor, Bill Kinder, met with Mark Smith, legislative aide for Senator Connie Mack. Sandra Russ from Ohio spoke with Fred West, legislative aide to Representative Louis Stokes. Mary Cerney met with Kansas Representative Sam Brownbeck and aides for Senators Bob Dole and Dean Rosen. She also had a brief conversation with Senator Nancy Kassebaum. Barry Ritzler talked with representatives from the offices of New Jersey Senators Bill Bradley and Frank Lautenberg. Rebecca Rieger lobbied with a legislative aide for Representative Connie Morella from Maryland. Constance Fischer and I enjoyed a discussion with our new Pennsylvania Senator, Rick Santorum, and his legislative aide, and also chatted with Representative William Coyne's aide, Grace Heiler.

In many of these meetings, we were joined by representatives of the Practice Directorate. They were helpful not only in the emotional support they provided, but also in their ability to discuss the more technical aspects of upcoming legislation. However, these visits were also of benefit to Practice Directorate representatives -- enabling them to begin relationships with members of the Congress that they could continue long after our departure.

In our discussion at the board meeting the next day, we agreed that we had been successful in helping members of the Congress to appreciate the importance of personality assessment and its necessary role in any health-care package, particularly in Medicare reform legislation. Although the Congress is not currently addressing the issue of benefits in Medicare but rather its overall funding structure, members of the board shared a view that our conversations with legislators laid the groundwork for the inclusion of assessment services at the point at which specific benefits do become a legislative focus. The board decided that we would plan a similar lobbying effort for next year's meeting. ❄

Update on the XV International Congress

Bruce Smith, Ph.D

Plans for the XV International Congress of Rorschach and Projective Techniques to be held in Boston July 8-12, 1996, are moving ahead. The second Call for Papers should be out very soon, and the deadline for submissions has been extended to January 15, 1996. In addition to the Scientific Program, Organizing Committee Chair Paul Lerner has planned an exciting program of social events including a clambake at the New England Aquarium and a gala banquet at the John F. Kennedy Library. These will be excellent opportunities to mingle with psychologists from all over the world as well as to meet old friends.

Make your plans to attend now. This triennial event is a rare opportunity to share information and ideas with colleagues from around the world (at the last Congress in Libson, more than 600 countries were represented). With many of the sessions simultaneously translated, this is one of the most exciting events of the year. ❄



Photo courtesy of Denver Metro Convention and Visitors Bureau

SPA Members: Reach Out and Touch Someone

Marvin Acklin, Ph.D., ABPP

I have proposed to the SPA Board that the Society establish an Internet homepage and e-mail address. This would allow for SPA members to communicate with the central office and with each other without the use of mail, to post announcements, maintain an electronic mini-journal, and link to related networks. The SPA directory could be listed along with e-mail addresses, the SPA Board or editor of *JPA* could post announcements, and documents could be made available for viewing or downloading (for example, announcements of publications, conferences, grants, or issues of importance to the membership). It is likely that we could obtain some funding from one of the large test vendors or book publishers for the development and maintenance of an Internet homepage in exchange for advertising (e.g., LEA, NCS, PAR). The World Wide Web is one of the most interesting things happening these days and offers a tremendous resource for both researcher and clinician. I am also interested in developing a Rorschach news group where Rorschachers could communicate current issues, research, and developments.

The SPA Board has responded favorably to my proposal and I would enjoy hearing from SPA colleagues about ideas, suggestions, contributions, or support.

If you are interested in assisting me in getting SPA on the Information Superhighway, please let me hear from you:

Voice: (808) 373-3880
Fax: (808) 373-1158
E-mail:
acklin@uhunix.uhcc.hawaii.edu
Mail:
850 W. Hind Drive, Suite 209
Honolulu, Hawaii 96821

⌘

Midwinter Meeting — 1996

Bruce Smith, Ph.D.

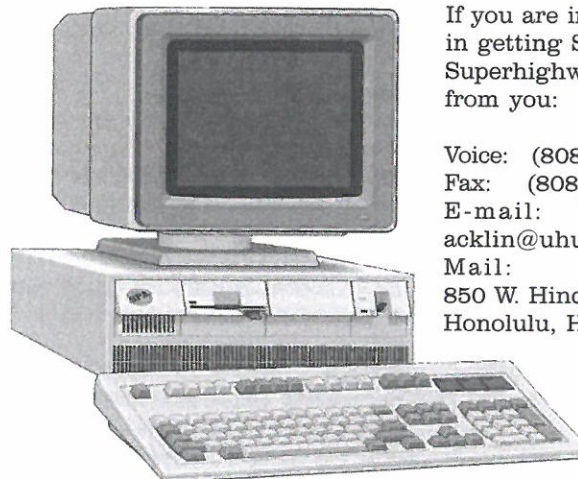
Denver — Home of the Rockies, the Broncos, the Nuggets, the Avalanche, and SPA's 1996 Mid-Winter Meeting. Come to the Mile High City, March 6-9, for what promises to be our most exciting Convention ever!

Highlights of this year's meeting include a special symposium on culturally sensitive assessment that will focus on the application of clinical assessment tools to visible minorities in the United States. Those who remember last year's successful Round Table discussion of Rorschach theory will be pleased to know that two more Round Tables — on the MMPI and on the Rorschach — with outstanding participants have been planned. Of course, the usual smorgasbord of high quality paper sessions, symposia, and poster sessions is also planned. The Call for Papers should be in your hands by now. Plan on coming and presenting your work to the most interesting and interested set of colleagues in our field.

offering a chance to reconnect with old friends and make new ones. No "networking" allowed!

Denver, nestled in the Rockies, is the ideal city for our meeting. Located only minutes from major ski resorts and other recreational centers, participants can combine the meetings with family vacations. As a major airline hub, connections into and out of the city will be a breeze.

Look forward to seeing you there! ⌘



Socializing, always an important part of SPA, will not be overlooked either. Plans are afoot for multiple receptions and cocktail parties

SPA Exchange

SPA Personal Column

Joan Weltzien, Ed.D.

Well...you've been too successful -- the column has grown to such a volume that we now have to begin to limit the information to professionally related events only. Thanks so much for your continued interest. Please excuse any spelling errors I may make on your news events -- it's often difficult to decipher some of the handwriting!

Norman Abeles

was a nominee for the office of President of the American Psychological Association. (Obviously I received this notice after the last newsletter so this notice will not have been of much help for the May 1995 election.) He has served in many capacities in APA. He does research on mood and memory concerns of older adults and on the personality characteristics of therapists and the outcome of psychotherapy. He is known for his workshop on ethics.

Kevin Arnold

has joined with other colleagues to open the Center for Cognitive and Behavioral Therapy of Greater Columbus (Ohio). He also joined with Jolie Brams, in a separate venture to establish Brams & Arnold, a forensic psychology practice in Ohio.

Allan Barclay

was presented with the Distinguished Contributions to Clinical Psychology Award by the Division of Clinical Psychology at the annual APA Convention in New York, August, 1995.

Andrew M. Barclay

has been awarded a Fogarty Minority Training Grant (MIRT) through the Institute for International Health. He will be surveying populations displaced by the Chernobyl disaster in Minsk, Belarussia. Using the CBCC and DAP initially, his group ultimately hopes to evaluate PTSD through the use of a Russian translation of the MMPI-A.

Robert F. Bornstein

co-edited with Dr. Joseph Masling a volume entitled *Empirical Perspectives on Object Relations Theory*

which was published by the American Psychological Association.

Douglas O. Brady

is President of the Oklahoma Psychological Association. He is Director of Behavioral Medicine at Comanche County Memorial Hospital and is coordinating telemedicine procedures for diagnostic interviewing with a rural health network of hospital and outpatient clinics.

Barry Bricklin

has three new publications. *The Custody Evaluation Handbook: Research-Based Solutions and Applications* (NY: Brunner/Mazel, 1995) details a data-based approach to custody evaluations that seeks to elucidate the range of utilities a given parent has for a particular child. In this approach, it is assumed, as in quantum mechanics, that there is no such thing as "parental behavior" until the latter impacts the whole-organism of a particular child.

Dr. Bricklin, along with Gail Elliot has also authored *ACCESS: A Comprehensive Custody Evaluation Standard System* (Furlong, PA: Village Publishing, 1995). The system presents a start-to-finish method of conducting a comprehensive custody evaluation, and includes interview forms, observation guides, data-based special custody tests and tools, a contract model, and a method of aggregating the collected data.

Also, Dr. Bricklin is the author of "Getting Optimum Performance from a Mental Health Professional" (*Family Law-Quarterly*, 1995, 29, 7-17).

Ronald Jay Cohen

et al.'s textbook, *Psychological Testing and Assessment: An Introduction to Tests and Measurements, Third Edition*, is scheduled for publication in November, 1995. Members who teach courses in measurement may receive a complimentary copy of the text and its ancillaries by contacting Mayfield Publishing at (800) 433-1279. Mayfield will also be publishing a newsletter of teaching tips for measurements instructors. If you would like to contribute to that newsletter, please send your article in duplicate to: Ronald Jay Cohen,

39 Harmony Hill Road, Pawling, NY 12564.

Richard Dana

presented an invited paper -- "Managed Mental Health Care in the United States: Uncertainty and Flux in 1995" -- at the University of Lisbon where he also taught a seminar in Content Analysis of the TAT this past April. At the University of Porto, he conducted a workshop -- Multicultural Assessment Competence. His new book -- *Multicultural Intervention Perspectives for Professional Psychology* -- a companion volume to *Multicultural Assessment Perspectives for Professional Psychology* (1993) -- will be published in 1996.

Stephanie Tilden Dorr

has been selected for publication in the 19th edition of Marquis *Who's Who of American Women, 1995/1996*. She has joined the staff of the Counseling and Meditation Center, and will provide psycho-therapeutic services for children and families as well as develop their psychological testing lab.

Stephanie Dudek

past president of the International Council of Psychologists, presented a workshop at their annual convention in Taipei, Taiwan. The focus was on identification of creativity, ego strength, and achievement by means of scales. She also participated in a symposium organized by Ann O'Reark -- Creativity, Personality and Job Stress. (Several other papers were noted but the notations weren't clear enough for me to accurately report -- will request such for the next SPA Personal Column. JW.)

Bertram R. Forer

formerly executive editor of the *Journal* and president of the Society, has recently published *SimpleStat*, a series of computer spreadsheet templates for most parametric and non-parametric statistics, published by Psychometric Software, Inc. of Melbourne, Florida. He was also honored by the Los Angeles Society of Clinical Psychologists for distinguished contributions to the field.

Pat Francis

is beginning a pre-doctoral internship at the University of Rochester Strong Medical Center in Clinical Psychology.

Melvin A. Gravitz

has been elected President of APA Division 30 (Psychological Hypnosis) for 1995-96.

Emanuel F. Hammer

is currently assembling papers for his work in progress — *Advances in the Clinical Application of Projective Drawing*. (Contributions for consideration are invited. Send material to Dr. Hammer at 381 West End Ave., NY, NY 10024.) He is currently analyzing children's drawings on the theme of war. He presented the preliminary results at the International Council of Psychologists' convention in Lisbon, Portugal, on July 12, 1994. In addition, he is doing research on the adaptation of refugees, and relocation and effects of trauma.

Cynthia J. Hardwick

has published "Are Adult Children of Alcoholics Unique? A Study of Object Relations and Reality Testing" in the *International Journal of Addictions*, Vol. 30, No. 5, (1995), pp. 525-539.

Roxanne Head

co-leads a group of mental health professionals specializing in ovum donor assessment. The group aims to provide a forum for discussion of clinical and ethical issues in ovum donation. They will sponsor a symposium in November at Mills College to present the new ovum donor assessment guidelines to ovum donation professionals in the San Francisco Bay Area. Dr. Head will also offer a postdoctoral monthly study group based on Theodore Millon's upcoming revised textbook on the personality disorder.

Adelbert H. Henkins

writes that the second edition of his book, *Psychology and African Americans: A Humanistic Approach*, has recently been published by Allyn & Bacon (It is also available in a trade edition called *Turning Corners: The Psychology of the African American*.)

Sam and Michael Karson

are co-authors of the Karson Clinical Report for the 16PF Fifth Edition which should have been available at the APA meetings in New York City this past August.

Toshiki Ogawa

a Japanese member of SPA, wrote to inform us about the death of a Japanese colleague, Professor Yasufumi Kataguch, a prominent pioneer of the Rorschach in Japan. 30 years ago, Kataguch founded the annual *Rorschachian Japonica* for promoting Rorschach research in Japan, similar to Dr. Klopfer's *Rorschach Exchanges* (the former our journal.) Please send condolences to his son: Kazuhit Kataguchi, 4-15-5 Ogikubo, Signami-ku, Tokyo, Japan.

Toshio Kobayashi

a Japanese associate of SPA, is a male not a female (I made the error in a previous SPA Personal Column). He has just published *You Can Understand Children's Minds — Psycho-Counselor's Notes* in Tokyo. His book offers actual proof utilizing the Word Association Test.

C.J. Krauskopf

in collaboration with D.R. Saunders, has published a book on personality assessment with Wechsler Scales — *Personality and Ability. The Personality Assessment System*.

Western Psychological Services

has recently published the *Personality Inventory for Youth* (PIY) developed by SPA member David Lacar and co-author Christian P. Gruber. This multidimensional measure of adjustment includes four validity scales and norms for 4th to 12th grade students. David and Chris are currently revising the *Personality Inventory for Children* (PIC) and would like to hear from SPA members who use this parent questionnaire. You can reach David at: UTMSI, 1300 Moursand, Houston, TX 77030-3497, (713) 794-4028.

Gregory Blaise Laskow

retired in August, 1994, from the US Army after 23½ years of service in exciting positions and locations. The critical role that psychological assessment plays for a military psychologist was much in evidence. The standard psychologist's field kit was completely updated and fully automated based upon lessons learned during Operation Desert Storm and field tested during Operation Restore Hope to Somalia.

Richard E. Levy

was elected to the position of Chief of the Medical Staff of Ross Hospital in Kentfield, California, a private psychiatric and chemical dependency hospital. The hospital provides inpatient services for children, adolescents, and adults, and has five partial care hospital programs in three countries in Northern California.

Bruce L. Levine

was co-recipient in 1994 of the Margaret Riggs Award for Distinguished Contribution to Psychology, presented by the New Hampshire Psychological Association. He also serves as the Chief Psychologist and Director of Psychology Training at central N.H. Community Mental Health Services in Concord, NH, which sponsors an APA-accredited psychology internship. Levine joined Norwich Psychiatric Associates in 1994.

Laura Lewis

has been named a fellow of the Academy of Clinical Psychology. Although retired, she is on the medical staff of the local Med-Surg Hospital where she serves as a consultant. She has also done mediation.

Bert A. Linz

is the examination chair in counseling psychology, American Board of Professional Psychology. If you are a counseling psychologist and have been thinking about becoming board certified, call him at (919) 774-6521.

Robert J. Lipgar

enjoyed the opportunity to give the keynote speech for the 10th Annual Conference of the International Society for the Scientific Study of Subjectivity which met at the University of Missouri School of Journalism, March, 1995. Title of the talk was "William Stephenson's Chicago Years: Subjectivity/Objectivity Revisited." The ISSSS carries on Stephenson's work with Q-Methodology. Dr. Lipgar was one of Stephenson's first research assistants when he first came to teach at the University of Chicago Department of Psychology.

continued on next page

SPA Exchange

SPA Personal Column

continued from page 9

Robert Lovitt

will be presenting a workshop titled "Integration of Psychodiagnostic Information: Combining History, Rorschach and MMPI." The workshop will be held at Widener University, Chester, PA. For all local members interested in attending, call the Post-Graduate Center, Widener University, at (610) 499-1208.

Robert E. McCarthy

of Myrtle Beach, SC, was among the first group of persons certified as a Master Addictions Counselor by The National Board for Certified Counselors.

Peter F. Merenda

APA-IAAP, Scientific Program Committee for the 1988 Congress of Applied Psychology, San Francisco, is a busy man. Currently, he is a member of the APA Standing Committee on Employment and Human Resources, 1995-1998; has been re-elected a member of the Executive Committee, International Association of Applied Psychology, 1994-2002; and has been re-appointed Liaison Correspondent of the International Council of Psychologists to the International Union of Psychological Science.

Ralph Mora

has taken a position with the Department of Defense at its military base in Vicenza, Italy.

Bernard I. Merstein

was officially invested with an endowed chair as May Buckley Sadowski Professor of Psychology at Connecticut College on April 12, 1994. His talk was entitled "The Search for a Perfect Mate and Other Funny Stories."

Ann M. O'Roark

was elected to serve as Secretary for the International Council of Psychologists. Her term began during the August 1995 convention in Taipei, Taiwan. Her chapter in *Stress and Emotion, Vol. 15*, "Occupational Stress and Informed Interventions," details the technique she evolved for using personality assessment in conjunction with organization development consultation. Original

background studies and projects were initially presented during the SPA Midwinter Meetings in a series of symposia she organized under "Sunny-Side" titles. The methodology is called "calibration consultation." Ann will have an I/O case example in Wagner's updated version of the *Hand Test Manual*. She is serving as the US and Canadian editor for the new ICP journal, *World Psychology*. Manuscripts discussing cross-national conceptual issues important to personality assessment, internationally pertinent theoretical and educational issues, and other cross-cultural comparisons are invited. The first issue of *World Psychology* is due out in 1995.

Ronnie Simmons

has entered private practice in Marietta, Georgia, specializing in assessment, consultation, and psychotherapy with children, adolescents, and adults. He and his wife, Theresa Waldron, are the proud parents of a son, Kenneth Ronald Simmons, born April 15, 1995.

Taking the Gavel

continued from page 1

care program. We also became aware of how little most of the Capitol Hill offices knew about the advantages of personality testing. We fully intended to continue making ourselves and our causes known to the legislators. In this regard, we are planning a workshop/symposium for the Midwinter Meeting to provide the same instruction for the membership that the Board of Trustees received from the Practice Directorate staff. The only way we can be successful in influencing Capitol Hill is if the membership adopts the cause of lobbying. That is my first specific goal as president.

My second specific goal is to bring some resolution to the problem of credentialing in the practice of personality assessment. At the Board of Trustees' retreat, we met with Alan Raphael, the president of the American Board of Assessment Psychologists. The exchange with Dr. Raphael gave us a clearer understanding of his group's intentions and we were able to express some concerns and formulate ques-

tions for further discussion. The next step will be to consult with members of the Society who have been involved with the American Board of Professional Psychologists and the American Board of Assessment Psychologists. When these consultations are completed, we will prepare a presentation on the issues of credentialing for the Midwinter Meeting and the next issues of the *SPA Exchange*. By the time my term is over, I hope the Society will be able to endorse a national credentialing process that meets what we consider to be the important needs of our area of specialization and its clients.

Finally, my third specific goal is to reaffirm the Society's commitment to the scientific study of personality assessment. We have seen much advancement of knowledge of certain methods and assessment issues, but others have received much less attention. Consider, for example, the precipitous decline in research on interpreting figure drawings. Also, a review of Dissertation Abstracts International reveals that personality assessment has not been a frequent topic of dissertations in recent years. I am hoping we can spread the enthusiasm we share for research to younger colleagues and into neglected areas of investigation. For the last several years, we have been concentrating on training issues through the presentation of Midwinter symposia and the establishment of training standards. By further promoting more comprehensive coverage of personality assessment in graduate training programs, we may make some progress in increasing the scientific study of assessment methods.

In conclusion, I want to indicate that I welcome direct communication with all members of the Society. Many of our concerns and needs can be most effectively addressed if you contact the Central Office by mail, phone, or fax. If you'd like to communicate with me directly, you may do so by writing to me at the Long Island University, Department of Psychology, Brooklyn, NY 11201 or by calling me at (201) 327-1292. ☞

Passing Thoughts

continued from page 2

There have been many challenging experiences during my administration. Imagine my surprise to find I was being threatened with a law suit because an SPA member had published the Rotter Sentence Completion Test without identifying The Psychological Corporation as the copyright holder. APA suggested a good lawyer and within 24 hours, he had discovered that the Sentence Completion Test had been completed while Rotter was in the Army and therefore the test was within the public domain. The lawyer who wrote the nasty letter told our lawyer that she would conduct her own investigation. The moral: Be sure you check your references and identify anything you quote. However, some good emerged from this experience. We found that the name of our organization and the journal title were not trademarked and therefore could have been used by anyone. That situation has been corrected.

Because we have a skilled Office Manager in the person of Manuela Schulze, we now have a newly organized and efficient Central Office. Manuela has completely automated our accounting system — and streamlined all day-to-day procedures. Because of the increased work, particularly with the approaching International Rorschach Congress, we have hired a part time administrative assistant, Nia Hamilton. We now have expanded computer capabilities including a fax modem and CD-ROM. We are also examining the possibilities of E-mail. Currently, Manuela is creating a new filing system that will make access to material more readily available. And she is also responsible for the 1995 SPA Membership Directory which you have just received.

All of these positive changes will allow the Society to easily greet the Twenty-First Century in a highly professional manner. We are now located in the capitol of our country and are ready to take the lead in promoting the needs of our Society — the establishment of the importance and economic value of having a thorough diagnostic assessment before recommending treatment. We also must be proactive in helping our

congressional legislators to understand what assessment actually means. During our visit to Congress, we found a general lack of understanding about the basic meaning of personality assessment.

None of the above could have been accomplished without the support and encouragement of a dedicated Board. I am deeply grateful to each member who served during the two years of my presidency: Paul Lerner, Barry Ritzler, Bruce Smith, Virginia Brabender, Eugene Levitt, Sandra Russ, John E. Exner, Jr., Judith Armstrong, Roger Greene, Rebecca Rieger, and ex officio members: Bill Kinder and Robert Lovitt. Thank you to each and everyone of you. ❁

Psychological Assessment

continued from page 4

The third generation of managed care involves the use of automated systems. And the fourth generation is considered to be the advent of outcomes with a focus on efficacy and outcomes management systems. It was not until this point that quality actually started to be part of the managed care equation.

The fifth generation of managed care is considered by the industry to be capitation and risk sharing. Within this model, service delivery utilizes a prenegotiated, fixed payment that is prepaid by enrollees on a per member, per month (PMPM) basis to the practice/facility to provide a predetermined set of services for a contracted time period. The fee is paid regardless of service utilization. It is unlikely that psychological testing would become a carved-out component within a capitated arrangement; therefore, it is very important for psychologists that are solely focused on testing to become part of a group practice (or a number of group practices or facilities) to be carved-out sub-contractors for testing services. The prediction is that most managed care arrangements will go the way of capitation within the next two to five years.

The following is a listing of the various payment methodologies that testing psychologists may find today.

Flat Rate: A testing battery is paid for, if approved within a policy's benefit structure, at a total set fee, regardless of tests administered or the amount of time taken. There is usually an implicit (if not explicit) minimum expectation of an intelligence test, objective personality measure, and an interview or screening device or two. Fee rates may range from \$250-\$500, depending on the payor, geographic region, and minimal tests included.

Fee-for-Service: This pricing method is based on reimbursement at an hourly rate. For example, if five hours are taken for administration and scoring, then five hours multiplied times the usual customary testing managed care rate (usually \$70 per hour for CPT 90830) would yield the fee paid.

Some plans may also limit the total hours per battery or testing episode; for example, a 5-hour limit, even though testing may take longer. Other plans may not limit hours but may require pre-approval and possibly dictate which tests may be administered — similar to the pre-approval process of the flat rate.

Most generous plans may also pay for the time it takes to write the report. Examiners must be aware of the possible requirement of the use of different CPT coding in such instances (e.g., CPT 90887: Results Interpretation, or CPT 90889: Preparation of Report). It is very important that examiners bill for their services with the appropriate CPT codes to avoid the risk or question of insurance fraud.

Psychologists may also be able to use a session CPT code to provide results interpretation, report review, and feedback to the patient and/or family or significant other (using codes of 90844 for Individual or 90847 for Family). Selection of any billing code should always be determined by activity, not "what-the-insurance-pays-for" in order to practice ethically and legally. It is always the testing psychologist's responsibility to provide a level of care consistent with a patient's needs. This is regardless of an insurance company's willingness to provide payment or not. A psychologist

continued on page 12

SPA Exchange

Psychological Assessment

continued from page 11

cannot abdicate this as a function of the patient's insurance benefit.

Fee-for-Test: This arrangement provides reimbursement based on a predetermined selection of approved tests at approved fees. There is usually no option to bill for the additional time involved in interpretation or in writing the report. Thus, if an examiner wished to administer the WAIS-R, MMPI-II, a Rorschach Inkblot Test, and a Bender-Gestalt (presuming all were approved), then payment would be based upon the total of the sum of each test's predetermined reimbursement level.

Inclusive, Per Diem, or Capitated Rate: Various contractual arrangements with facilities, group practices, or other types of provider entities may allow for a variety of services to be "bundled" together. If psychological testing is part of that bundle, then it is unlikely any "independent contractor" examiner would even be referred to the case. These arrangements typically occur within hospitals (or other systems of care) where a staff psychologist who is on salary (or some other similar employment arrangement) conducts the referred testing and bills no one. There are usually no preapproval or regulations/restrictions as to test or battery composition. Thus choice is back within the discretion and clinical judgment of the assessor. ☼

Erdberg

continued from page 5

California Department of Mental Health and is a research associate at the long-term longitudinal project at the Institute of Human Development at UC Berkeley.

Phil and his wife Judy have a thirteen-year-old son, Danny, who Phil smilingly said "used to like to ski with me and now likes to ski ahead of me a lot faster." Phil's hobbies include reading, amateur radio, and a collection of regional barbecue sauces from the locales where he has done workshops.

Phil sees this as an exciting time for personality assessment. He feels that the renaissance in assessment research and the new developments in personality theory, particularly psychodynamic theory, have the potential for a genuinely productive collaboration. Because of Phil's zeal to integrate, one can only wonder how all of these interests will consummate in continuing extraordinary contributions to our Society and the personality assessment field. ☼



Manuela Schulze Office Manager SPA Central Office

Manuela Schulze, Office Manager for the SPA, has lived in the Washington area for 12 years. Her recent position at the March of Dimes has provided her experience with managing a small office for a non-profit organization. Originally from Germany, she was educated in Canada and has been living in the United States since 1982. She has a diverse background in office/personnel management and administration. And her personal interests include psychology and writing. ☼

Errata:

SPA Exchange, Vol. 5, No. 1, Spring/Summer 1995, pg. 14. An error appeared in the IN MEMORIAM notice.

Instead of Lawrence Edwin, it should read Lawrence Edwin Abt. Abt was co-author with Bellak of *Projective Techniques* and was a long-standing member of The Rorschach Research Exchange, a precursor of the SPA.

Congratulations to our new Fellows:

Ted D. Evans
William Perry
Paul Retzlaff
Charles A. Waehler

Society for Personality Assessment
750 First Street, NE
Washington, DC 20002-4242

Bulk Rate
US Postage
PAID
Permit No. 30
Newark NJ