

The Montana Psychologist

December 2011



President's Perspective

*Michael Bütz, PhD, President &
Acting Legislative Chair*

*A great deal accomplished out of sight,
inherited privilege and a bit of fun...*

In April of 2010, your Board set about the task of realigning this association and preparing it for the future. As all of you now know we set to work on creating a revised Mission Statement, Vision Statement and Values, which our Members have now endorsed. But also, at that same time, we set to work on a Strategic Plan; with the following areas of focus and roughly forty actions items across these areas.

- Become a Model Association in a Predominantly Rural State,
- Membership,
- Public and Professional Awareness,
- Leadership in Diversity,
- Expand Psychology's Role in Advancing Healthcare, and, Excellence in Behavioral Healthcare and Science.

After reviewing our Strategic Plan at our conference in Bozeman, it became clear that we had completed roughly 75% of our action items over the past year and a half. By and large, these improvements have been through advocacy, increased public awareness and via internal structural changes; changes that may have crept up on our Members outside of their notice amid all that has been before our association in the past year and a half.

Although 25% of these action items remain, I'll tell you that knocking off 75% of a Strategic Plan's action items reflects solid effort by a Board, especially, in the waters we have been navigating. These remaining action items customarily become the seeds for the next Strategic Plan cycle. This accomplishment has required a great deal of work by Ms. Wangen and your Board, and I would encourage each of you to seek out and thank a Board Member that you know as a friend and/or colleague.

Later in the newsletter, you will be reading about the notion of professional privilege, which apparently struck Dr. McKinnie the Saturday morning of our Bozeman conference and was brought forward in her discussion that morning with Dr. Swaney. What I would tell each of you is that privilege is earned, just as respect is earned – and each of you knows this to be true as a professional.

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President's Perspective *(continued)*

Michael Bütz, PhD, President & Acting Legislative Chair

Earning the regard associated with the title of being a psychologist is a privilege, one that has been earned through many decades of work by our predecessors. It is just the kind of work that has been completed within our Mission Statement, Vision Statement and Values as well as our Strategic Plan that builds on this regard. Further it is this kind of work that lays the foundation for how Montana Psychological Association is regarded at a local and national level. Dr. McKinnie and Dr. Swaney, will in turn, likely challenge each of you to consider: *What have you done to earn this privilege?*

And now, I have two pieces of fun. First, it is always fun to be able to thank our colleges and to congratulate them. I want to personally thank Dr. Sutherland for running in the Council of Representative's election as he has done a great deal for our association over the past several years. Further, for those of you not present at our Summer Conference, he was also the recipient of the Charles E. Kelly Memorial Award for 2011. It is also my pleasure to announce that Dr. Patenaude, our current Past-President, has been chosen as our Council Representative at APA. My congratulations go out to Dr. Patenaude, who will begin to serve his term in January of 2012.

Second, and you will find this in the pages that follow and on our website, that we have come up with a fun way to raise money within the association. Such an effort is needed at this time given all that we have done this year, and what we anticipate needing to do in the near future. A fundraiser right about now will ensure our books are in good order as the end of the year approaches, and perhaps put some dollars in the coffers. So, with no further ado, let me announce that we are having a raffle, a raffle for a week at a time-share in Mexico...

Dr. McKinnie has kindly offered up her family's time-share, and the details may be found in the pages that follow. It is plain that one of our Members, or someone who may not be a Member, will be going to Mexico sometime in the near future when the raffle ticket is drawn in December... Question is, will it be you!

In closing, give Ms. Wangen and your Board Members a pat on the back, consider what privilege you now enjoy based on the good works of our predecessors in this field, enjoy the accomplishments of our leaders, and if ya want to go to Mexico and/or participate in the association's future - purchase of a few raffle tickets, or more.



Montana Psychological Association Special Announcements



The Montana Psychological Association would like to congratulate **Dr. William Patenaude** for being elected as MPA's Council Representative.



Congratulations to **Dr. Earl Sutherland**, recipient of the 2011 Charles Kelly Memorial Award. MPA is grateful for the many volunteer hours that Dr. Sutherland has given in service of psychology.

MPA Raffle - Cabo San Lucas

Michele McKinnie, PsyD, PC, Treasurer

For more information and to enter the raffle visit MPA's Website at www.montanapsychologicalassociation.org

Raffle is open until December 18. Ticket will be drawn on December 19 and the winner will be notified by email and published on the web that day.

A note about the prize from Michele....

Please let me share about our most recent trip to Cabo:

My family and I spent a glorious 2 weeks in Cabo at this lovely resort in February 2011. Prior to leaving I was concerned about the safety issues we had been hearing in the media with regard to travel in Mexico. While I cannot guarantee you an uneventful voyage, I am happy to relate that we did not witness, hear about, or experience any untoward events during our stay. Of course we were not out and about after the bars closed, but we did spend a number of hours on multiple days wandering through town, the marina, and going to restaurants in the evening.



Should you be the lucky winner I will be happy to share with you my family's favorite activities and dining options. I will also work with you to set up the details of arranging a week at our timeshare. Club Cascadas provides a unique resort experience, one that I have grown to cherish since I first visited 10 years ago. This resort manages to be family friendly and a quiet getaway, all at the same time. Cabo is easy to get to from Bozeman and once you arrive at Cascadas you may have as frugal or luxurious an experience as you choose.

Please do not hesitate to contact me directly so that I may share my passion and enthusiasm for this slice of paradise. I can be reached at michelecathe@hot.com

Buena Suerte!

Issues in Diversity: Privilege and Professional Decision-Making

Michele McKinnie, PsyD, PC

In 2010 Montana Psychological Association (MPA) members adopted the revised Mission, Vision, and Values statements drafted by the MPA Board as I am sure many of you are aware. One of these values is Diversity. As this is an area of interest for me, and since I am one of the people tasked with developing a 'Diversity Plan' for MPA, I have decided to initiate what I hope will become an ongoing part of the MPA newsletter: articles related to issues in Diversity. Part of my motivation for doing so is based on discussions between Gyda Swaney, Ph.D. (MPA Diversity Coordinator and U of M professor) and me about the direction we want to move with regard to Diversity integration. More on this to come as we move our ideas into a tangible plan.

For this newsletter article I would like to focus on privilege. To be clear, by privilege I am not referring to legal issues of privacy and confidentiality. For my purpose today I am more interested in exploring issues of privilege as they relate to power and access to 'benefits' associated with being in particular groups. One of the difficulties of discussing privilege and the ways in which it influences our choices and actions is that pointing it out can trigger a defensive response, where the listener(s) may think they are "about to be told they have [sic] done something wrong, that blame and guilt aren't far behind, especially if they are white or male or heterosexual or nondisabled or of a privileged

class" (Johnson, 2006, p. vii). Johnson goes on to describe that this defensive response contributes only to keep us stuck in the status quo and prevents movement toward increased self-awareness and potential change (personal and social). I hope that by mentioning this phenomenon up front, knowledge of these ideas may disrupt a defensive process within you, that is, if such a process occurs.

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Graduate Education and the Increasingly Elusive Internship Match

Duncan G. Campbell, PhD, Academic/Scientific Coordinator



Over the past several years in my role as a member of the graduate clinical psychology faculty at the University of Montana, I've noticed an increasing sense of anxiety among students about predoctoral internship placements. Although our program tends to perform quite well in the match and exceeds the national average for successful internship placement, it's easy to understand the origins of our

students' anxiety. As many of you have probably heard, for example, the national predoctoral internship training landscape is in crisis, with demand for internship placements outpacing availability by a longshot.

To bring this issue closer to home, the University of Montana has sent an average of 5.5 graduate students to internship each year since 2000. None of these students completed their predoctoral training in-state, and minimal opportunity exists for students to do so. In fact, Montana State University's Counseling and Psychological Services offers the only APA-accredited internship site in Montana; their program is exceptionally high in quality, but it's relatively small and trains only three interns per year. This past spring, with Dr. Bütz leading the charge, MPA announced an internship initiative that would create additional predoctoral training opportunities in Montana. In an effort to underscore the importance of this initiative, I'll share with you some interesting data on the internship match and the current crisis. These data--compiled and disseminated by the Association of Psychology Postdoctoral and Internship Centers (APPIC: see http://www.appic.org/match/5_2_2_match_about_statistics.html)--characterize the current internship site v. applicant discrepancy and suggest that the imbalance between positions and personnel is likely to get worse in the future. In addition, I'll also share striking findings from a survey of this past year's applicants, which indicate a staggering debt load for newly minted psychologists.

Highlights from the 2011 match statistics and survey data (all data from www.appic.org):

Demographic characteristics:

- 79% of match applicants were female, and the average age was 30-years-old (sd=5.5). Whereas 5% of PhD candidates were less than 25-years-old, 12% of PsyD candidates were under 25. 25% of survey respondents reported being a racial/ethnic minority.
- 8% of respondents reported being a sexual minority.
- 53% of respondents described their relationship status

as married or partnered.

- 14% reported that they had dependent children living in their households.

Training program characteristics:

- 79% of applicants were from clinical programs; 13% and 5% were from counseling and school programs, respectively.
- Type of degree sought was roughly split down the middle, with 54% of applicants reporting seeking a PhD and 45% seeking a PsyD.
- Considering programs' emphasis on science, 86% of respondents described their graduate programs as scientist-practitioner (44%) or practitioner-scholar/scholar-practitioner (42%).
- There was considerable variability in program size. The mean number of students in incoming classes was 24.1 (sd = 24.1; mdn = 13; mode = 8). Whereas 42% of applicants attended programs with fewer than 10 students in incoming classes, 1 in four students came from large programs (≥ 30 students in first year classes).
- Graduate student funding plays a key role in students' decisions about where to attend graduate school and where they spend their early career. Although APPIC data do not provide information about graduate program funding, there is some shocking information about debt.
- For example, survey respondents reported that graduate studies led them to incur an average debt of \$85,000 (sd = \$73k; median = 80k). This figure represented a 10% increase over the previous year.
- 44% of applicants reported carrying greater than \$100,000 in debt. Further, as APPIC noted, many of these students will incur even greater amounts of debt while on internship and/or postdoctoral fellowships. Indeed, the average predoctoral internship salary for matched respondents was reported to be \$24,218 (sd = \$8,973). While applicants' debt loads increased by 10% over the previous year, average internship salaries only increased by 2.2%.
- Debt appeared to be distributed unequally across PhD and PsyD candidates. Whereas the mean debt level for PhD candidates was \$53,160, PsyD candidates reported an average debt of \$123,787.

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Graduate Education (*continued*)

Duncan G. Campbell, PhD, Academic/Scientific Coordinator

2011 Match Statistics:

- This past year, APPIC changed the match process by adapting its clearinghouse procedures for unmatched candidates and unfilled positions. The match currently operates in two phases, with Phase I remaining unchanged and Phase II substituting for the clearinghouse.
- Of the 4,199 registered applicants, 2,910 (69.3%) matched in Phase I. 631 persons (48.9% of eligible) submitted Phase II applications, and 185 (29.3%) matched.
- Overall, then, 3095 applicants (73.7%) matched with an APPIC approved predoctoral training site in 2011. In other words, more than one in four applicants failed to secure a predoctoral training placement.
- According to survey results, 94% of matched PhD candidates matched at APA-accredited training sites; 64% of matched PsyD candidates matched at accredited sites.

In sum, the current landscape for predoctoral internship training is rocky and likely to get worse as the poor economy shunts increasing numbers of students toward graduate school. As a possible case in point, this past winter, the University of Montana experienced a 47% increase over the previous year in number of applications to our clinical psychology program.

APA and APPIC are well aware of the problems associated with the internship imbalance. Several articles from the August 2011 issue of *Training and Education in Professional Psychology* (v. 5, no. 3) discuss a range of issues the imbalance imposes on our profession. In a particularly incisive analysis, McCutcheon (2011) notes that a pesky cost of the internship imbalance is that a substantial proportion of students who study in APA-accredited graduate programs are pushed toward non-accredited internship sites that lack adequate vetting by objective observers such as APPIC and the APA. As McCutcheon notes, this represents a potential risk to the public and a possible source of eroding public confidence in our profession. Moreover, according to McCutcheon's analysis, the internship imbalance problem has potential to encourage students of science-oriented programs to seek clinical hours in a "superstitious manner" (p.147). This misguided accumulation of hours has the unfortunate effect of diluting students' experience and proficiency in science.

At the same time, McCutcheon continues, because students from more clinically-oriented PsyD programs tend to have lower rates of success than PhD candidates in the APPIC match, they are more likely to attend non-vetted internship placements. This scenario is just as concerning as the imbalance's negative impact on science proficiency. That is, those students who choose to attend clinically-focused graduate programs might be more likely to secure lower

quality internship training. In sum, the imbalance risks perpetuating a divide, with tension along the science-practice continuum. As articulated by McCutcheon (2011), "this divide risks widening at a crucial time... when we should be striving to knit science and practice in more innovative and permanent ways and working to preserve a unified identity when we claim a seat at the national health care table" (147).

Undoubtedly, many of Montana's early career psychologists and psychologists-in-training are impacted by the imbalance. Issues mentioned by McCutcheon and others engender anxiety, as our students select practicum sites and trade research productivity for clinical experience. In addition, debt is sky high, and climbing ever higher as students who could complete their training close to home move far away. Moreover, relative to other states, Montana suffers from a dearth of formal and adequately compensated postdoctoral training opportunities. The combined effects of our pre- and postdoctoral training scenario have potential to encourage many of our best and brightest graduates to leave Montana and never return. If we truly want to make a difference and improve the status of professional psychology in Montana, we need to band together and work to develop high quality predoctoral internship training.

As I've written in this space before, I am privileged to observe students as they progress through our training programs. In the spirit of concluding on a positive note, I want to share with you our students' recent success with predoctoral internship placements. This year, we were delighted to match all five of our applicants at APA-accredited training sites:

Jamie Armstrong, MA, will complete her predoctoral internship training at the University of Utah Neuropsychiatric Institute in Salt Lake City.

Annesa Flentje, MA, will complete predoctoral internship training as well as a postdoctoral fellowship in the Department of Psychiatry at the University of California -San Francisco.

Mallory McBride, MA, will complete internship at the Youth Opportunity Center in Muncie, IN.

Casey Ruggiero, MA, travels to Minneapolis to complete her predoctoral internship training at Hennepin County Medical Center.

Finally, **William Shunkamolah, MA**, will complete his internship at the Indian Health Care Resource Center in Tulsa, OK. The IHCRS is a comprehensive health care facility associated with the Northeastern Oklahoma Psychology Internship program.

As always, I invite you to contact me directly (duncan.campbell@umontana.edu) with comments or questions about what I've written here and/or what's happening in the Department of Psychology at the University of Montana.

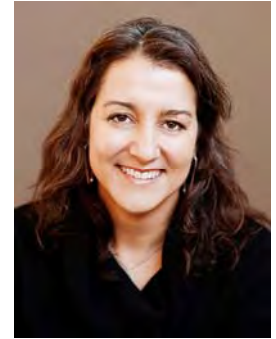
Treasurer's Report

Michele McKinnie, PsyD, PC, Treasurer

I find it hard to believe that we are already approaching the holidays and another turn of the wheel of the year. I am not sure where 2011 has gone but clearly, whether I indulge my denial or not, we are headed into 2012.

Our financial picture this year has been interesting – initially projecting over \$9000 in the red at year end and finding ourselves currently in the position of ending the year with a positive net income. I have a number of people to thank for this, particularly those MPA board members who stayed WELL UNDER BUDGET for APA related travel (thanks Michael, Pat, Bill and Marti!). As well I would like to thank those of you who had conversations with colleagues that resulted in the increased membership this year. The benefits of an increase in membership numbers far outweigh the associated financial rewards but both are helpful toward the goal of a vibrant, robust state association.

At this time of year, perhaps more than others, I find myself reviewing my list of things I am thankful for. Despite the challenges that seem to present themselves loyally, year after year, I return again to this list I am privileged to hold – the health of myself and my family, dear friends who remain patient and understanding of my busy schedule, and more recently given the current economic climate, my job. I am also grateful for the opportunities I have been given to grow as a person and a professional – this year in particular in the areas of diversity and recognition of the many ways in which within and outside my conscious awareness I am privileged.



I wish everyone a peaceful holiday season full of opportunities for growth and gratitude.

Issues in Diversity: Privilege ... (continued)

Michele McKinnie, PsyD, PC

To continue, as Johnson (2006) does such a nice job of organizing this idea, it is important to reclaim the words used to best describe what is happening in relation to privilege, power, and difference: Reclaiming the words begins with seeing that they rarely mean what most people think they mean. "Racist isn't another word for "bad white people," just as *patriarchy* isn't a bit of nasty code for "men"" (p. 10). The emotional load that has been attributed to these important descriptors of social phenomena also contributes to our difficulties discussing them. We might prefer to use terms such as "diversity" and "tolerance" rather than "racism" or "sexism" because they do not bring up feelings of being "bad." These more positively-valenced terms are also useful to talk about "but they are not the same as the isms and the trouble they're connected to" (Johnson, 2006, p. 10). The point I so appreciate Johnson making clear is that, as someone who is a member of a number of privileged groups (in his case: white, male, non-disabled, middle-class, heterosexual), these 'isms' are about him in some ways. It follows therefore that these 'isms' may be about each of us in some ways and there is (p.11):

"...no way to avoid playing some role in the troubles they name, and that's something [we] need to look at. But in equally important ways, the words are *not* about [us] because they name something much larger than [us], something [we] didn't

invent or create but that was passed on to [us] as a legacy when [we] were born into this society."

If we want to be part of a solution to this legacy, we need to resolve defensive positions we find ourselves holding with respect to the particular ways in which we benefit from our privilege. I would like to be able to talk about privilege in this way, to begin a peaceful, conscientious discussion about a problem that "belongs to all of us" (Johnson, 2006, p. 11).

As with any qualitative approach to research and ideas, I know that it is important to inform people about myself and my potential biases. As a white, heterosexual, nondisabled, middle class woman I enjoy the benefits of a number of positions of privilege. Over time and through my own diversity-oriented work I have also learned that my rural roots and immigrant status (I am Canadian) affect my views and choices. As you read on I encourage you to identify yourself in terms of your innate and socially defined characteristics (race, gender, marital status, sexual orientation, income status, etc.).

What is privilege? Unfortunately this word appears to be one that has acquired a negative valence and needs to be reclaimed.

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Issues in Diversity: Privilege ... (continued)

Michele McKinnie, PsyD, PC

As described by Johnson (2006) and McIntosh (2003) privilege exists between groups when one group has something that is denied to the other, simply on the basis of group membership and not because of any success or failure of either group. For example, people may take me more seriously as an author of this article because I am white and not a person of color. In this way I benefit from white privilege. Or, people might take the messages in this article more seriously if they were written by a man, rather than a woman.

In this way I am negatively affected by male privilege and the fact that I am not one. As a heterosexual woman I have the privilege to freely talk about my spouse by name. Lesbians and gay men do not have this same freedom without risking negative consequences. I am certain you can all think of examples from your clinical work where individuals were negatively affected by their lack of power (with regard to a less privileged status). Again, and I want to be clear, these are not illustrations of “bad people” but of the “privilege systems” (McIntosh, 2003) that we all live in.

A hallmark of privilege, and one that I will return to later in this article, is the reality that it is common for people to be unaware of how privilege affects them. For example, as a white, English-speaking woman with a small child I typically would not be concerned about racial profiling when I travel by air. Even if I am one of the randomly selected individuals, I can expect the TSA agent to be friendly, and to ensure me that I was “randomly selected.” It may never cross my mind that the same agent could be very different with a young, male, non-English-speaking passenger from Northern Africa for example. Only when I can face non-defensively the myriad ways in which being white affords me a particular kind of life will I be likely to consider the alternate experiences of someone who is not.

“The ease of not being aware of privilege is an aspect of privilege itself, what some call “the luxury of obliviousness”. Awareness requires effort and commitment” (Johnson, 2006, p. 22).

Recently I have undergone some of the painful (losing one’s ‘obliviousness’ is not pleasant) realizations of newly recognized personal blindspots, specifically in a subtle area of heterosexual privilege. This has been a difficult personal experience as I would typically identify myself as someone highly supportive of the right to love who you love. Throughout my adult life (so far, and since my early 20s) I have had numerous friendships and professional relationships where I heard about and observed both the impact of not having this freedom and the positive ramifications when one does. When I became aware of the unconscious belief I had been operating within I grappled with feelings of disappointment and regret that I had not

noticed it much, much sooner. As with many issues of privilege I had to come to accept that being unaware of our beliefs is actually part of being in a privileged group, and identifying and working through these beliefs is an opportunity for growth and change. It has been a very useful opportunity as I move past my defensive feelings of guilt and into a new level of self-awareness. I already see the benefits to me in my personal life and my work with members of same-sex couples. This recognition is perhaps the seed that developed into some of the inquiries and ideas stated here, along with my desire to facilitate understanding and change by sharing them with you.

The issues of privilege and power introduced above are complex and important – and occupy more space than I have at my disposal in this current format. I encourage each of you to continue to wonder about the ways in which we, and our clients, grapple in our daily lives with the challenges associated with privilege. If you are interested in further reading I highly recommend Allan G. Johnson’s book, listed below. From here forward I will extend these ideas of privilege to the areas of our professional work and relationships.

I would like to incorporate the issue of privilege, and in particular the tendency to not see when it affects our decisions, in the following discussion about our professional decision making and what I have loosely termed ‘professional privilege’. I would like to recall for you that all of what has gone before above still holds. Accordingly, I will not be speaking about any “bad people” and I am not wagging my finger that anyone has done anything wrong. Instead, I will be posing questions about the potential impact of privilege (or other experiences of power). I therefore encourage your curiosity and introspection as we continue through this article.

I would also like to clarify that I am thinking about an “attitude of privilege” where it is acceptable to us and others to not question or challenge unspoken (or even unconscious) motivations for our choices. I do not in any way mean to imply that this attitude within our professional realm has the same destructive impact on those who are not psychologists, or even on others in our professional community. The language of privilege and in particular the “luxury of obliviousness” is the piece that is most relevant to my discussion here. I would also point out, as an illustration of white privilege, that this conversation is perhaps easier for me to bring up than an individual of color, since being white offers me a sense of safety and inclusion in the world such that I can bring up difficult, potentially inflammatory issues without as great a risk of negative consequences to myself.

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Issues in Diversity: Privilege ... (continued)

Michele McKinnie, PsyD, PC

I have been considering how privilege affects us as psychologists in Montana (At this point, and in the interest of full disclosure, I now inform you that at the end of this article I will be asking you to join MPA (or renew) for 2012). Earlier this month I attended a board meeting at my graduate program in Oregon. here I had the opportunity to hear from a colleague involved in the Oregon Psychological Association (OPA) that the changes in the healthcare delivery system were imminent, with the Oregon legislature set to vote on the implementation of the 'Medical Home' model within months.

According to my colleague, over 70% of the psychologists in Oregon are in private practice, and as such their current professional lives may be greatly affected by these imminent and sweeping changes in healthcare delivery, access, and reimbursement. Their state association appears to be actively involved in a struggle for the survival of their professional activities. Once again I found myself grateful that I live in Montana, where some 3rd party payers may pay for up to 40 sessions/year, without treatment plan requests every 6 sessions as I was warned would be the case when I was in graduate school. Just by working in Montana many of us are privileged to have our daily duties be so uncomplicated, at least much of the time. Of course this particular privilege is likely to be short-lived as the changes in the healthcare system are coming, sooner or later.

This and other realities had me considering the ways in which privilege may influence my (and others') participation with MPA. In many ways working in private practice allows me a number of opportunities – I make my own schedule, take only those clients who are the best fit for my skills, and charge what I choose for my hourly rate. I also have to find my own consultation group, pay for all the CE credits I need to renew my license, pay my own health insurance premiums every month, pay all my own overhead, ...you get the picture. Others of us have a different constellation of privileges and liabilities associated with our professional position. Regardless, I believe our position influences the choices we each make with regard to our participation with MPA. For example, do I respond to that email requesting legislative contact regarding Medicare or Medicaid? Do I attend the MPA workshop this month or the MPA annual meeting? Do I get involved with the board or with a particular issue? Do I go to Helena to testify on behalf of Psychological Assessments or Prescription Privileges? Do I even bother to join? Do any of these questions even cross my mind? If they do not I wonder if there is an "attitude of privilege" operating not only within myself, but with other psychologists and the larger psychological community?

I would assert that inaction in any area related to our professional activity may indicate an area of unexamined privilege.

To illustrate some of these questions I have posed, I know for myself I have chosen not to deal directly with Medicaid related issues because: "I don't take Medicaid and it is just one more thing for me to do." I now recognize that my choice to do so illustrates a privileged position I occupy relative to many valued colleagues in the state. My lack of action in this area may have ultimately negatively affected, or at least not supported, a number of you.

I think the change I am hoping to move toward is this – that we begin to act not as individuals who will motivate only when an issue is critically important to our *personal* professional survival, but that we will consider how we make our choices and begin to consider that we are a community of psychologists spread far and wide across this vast state. Further, to consider it is possible we may need one another as the healthcare climate changes, even if we work in a setting where we never have to deal with insurance companies.

I realize one cannot take on ALL issues ALL the time or we might never have time for our families or other important interests. And I don't expect everyone to clamor to become a board member (although it would be refreshing!) because I know we all have commitments and interests outside of our profession. Still, it may be suggestive that as of this moment, MPA only represents about 1/3 of the licensed psychologists in the state. Not only does this seem to speak to privilege that our community of psychologists have earned over the years, yet perhaps not presently appreciate, this situation also does not afford the association (MPA) much power on issues of importance to most of us (e.g. psychological assessment). I would offer you the possibility that to *join* MPA is to be active.

I suspect that the opposite dynamic may also be at play. Many of us are faced with a salary freeze that shows little sign of changing. Continued drops in reimbursement from any and all 3rd party payers can create a frightening reality of increased workload for reduced payment, increased stress, and significant and debilitating burnout. These risks are very real and can have devastating results, not simply in our personal lives but also in our effectiveness as clinicians.

MPA has been working dutifully to stay abreast of relevant issues and inform members of actions we can take to protect our profession, ourselves, and our clients from these changes. Perhaps then, and in addition to privilege playing a role, many of us feel disempowered by our current situations and decline to join or participate with MPA out of feeling hopeless or helpless. I would ask again that you become curious about the various factors that guide your decisions regarding MPA.

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Issues in Diversity: Privilege ... (continued)

Michele McKinnie, PsyD, PC

For myself I find benefit from seeing the faces of my colleagues at CE workshops. And if the CE workshops have not been interesting to you, please overcome that disempowered stance enough to let us know what you would like to see. You might find in MPA a place where you have an opportunity to feel empowered in your profession.

While this may be obvious, the privilege that each of us now holds as a psychologist was earned and/or fought for by our predecessors. When I think about membership and wonder why so few of us seem to join MPA several clichés come to mind, and apologies for being trite: “together we stand, divided we fall” and “ask not what [MPA] can do for you, but what you can do for [MPA]”. I would argue that insisting MPA is not of value to you without letting us know the ways in which we could currently be valuable

may reflect a position of privilege. I am open to a discussion about this specifically, or any other related issues. Email me directly at michelecatherine@hotmail.com.

As you look at the MPA membership application for 2012, please think about the factors guiding your decision to join or renew. We will be a stronger organization with a greater number of, and more diverse members. Let us hear your voice and count you in.

References:

- Johnson, A. G. (2006) Privilege, Power, and Difference (2nd ed.). McGraw-Hill: New York, NY.
McIntosh, P. (1988) White Privilege and Male Privilege. Working paper 189, Center for Research on Women, Wellesley College, Wellesley, MA 02481

Montana Psychological Association Committee and Open Board Positions

If you are interested in becoming active in a committee or on the board of the Montana Psychological Association, please contact any board member or the executive Director at: mwangen@rmsmanagement.com. To view job descriptions, please access the members only page of the website and view the directory.

Open Positions

Board

Professional Practice Coordinator,
Board Member-at -Large

Open Committees:

Continuing Education
Ethics
Insurance
Legislative

APA Supported Coordinator Positions:

Early Career Psychologist Network Representative
Rural Health Network Representative

Working on behalf of its members, MPA offers one CEU per newsletter

MPA has consulted favorably with the Montana Board of Psychologists. While these CEUs are not pre-approved (due to the fact that CEUs are not pre-approved in Montana by the Board of Psychologists), we will offer one CEU per newsletter for a period of up to three months following the newsletter's publication.

Though procedures may require some revision in time, the current procedures are as follows:

- ◇ Members and non-members may apply for the CEU.
- ◇ Members will receive the CEU as a *Member Benefit*, and Non-Members will be charged \$25 per newsletter CEU.
- ◇ To receive this credit, you will need to complete the quiz and send it to MPA.
- ◇ Members may email the quiz, nonmembers should return the quiz by mail with payment.
- ◇ Quizzes that are passed at over 75% will be awarded one CEU.
- ◇ Your certificate will be emailed to you, and if audited for your CEUs by the Board of Psychologists you will need to submit the certificate for credit.

Join MPA or Renew Your Membership for Exclusive MPA Membership Benefits

1. Discounts on high quality, in-state Continuing Education offered several times yearly by MPA,
2. Access to discussion with your colleagues across the state via the MPA listserv and at MPA meetings,
3. Representation of your concerns to entities that directly impact the practice of psychology and the lives of our clients,
4. Lobbying and testimony to the Montana Legislature regarding important issues that affect psychology and mental health,
5. Opportunities to serve in the leadership of Montana's most active psychological association,
6. Referral services,
7. A political advocacy alert system (keeping you informed and able to affect political change for improved mental health care),
8. Representation on various mental health coalitions,
9. Liaison to the American Psychological Association,
10. Peer consultation for professional and ethical issues,
11. Receipt of MPA's quarterly newsletter, *The Montana Psychologist*,
12. That good feeling that comes from joining your colleagues in supporting the advancement of your profession in all its forms!

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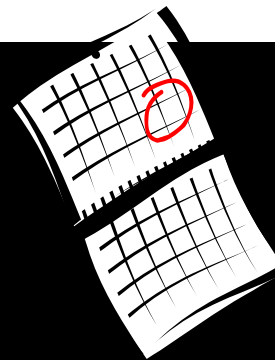
THE MONTANA
PSYCHOLOGICAL ASSOCIATION
36 S Last Chance Gulch, Suite A
Helena, MT 59601

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Calendar of Events



Save the Date

MPA Spring Conference
April 27 - 28, 2012
Missoula, MT

WE'RE ON THE WEB

www.montanapsychologicalassociation.org