



INTERNATIONAL ASSOCIATION OF THE CHIEFS OF POLICE

Police Psychological Section Services Newsletter

Spring 2017

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Message From the General Chair, by Gary Fischler, Ph.D., ABPP

With our successful and enjoyable conference in San Diego in the rearview mirror, we can now turn our attention to another exciting opportunity to congregate with our colleagues and friends to learn, network, and socialize. Lately, I've had an opportunity to speak with a number of PPSS colleagues who have been unable to attend conferences in recent years. I'd like to appeal to everyone reading this to make your way to Philadelphia in October. I guarantee the conference will present wonderful opportunities to learn from each other, both in and out of formal sessions, and to enjoy catching up with old friends and making new ones.



This year brings several important new and continuing projects forward. IACP is working toward a National Rapid Crisis Response Team for law enforcement and Dr. John Nicoletti has been actively involved in its development. He will more fully describe it later in this newsletter. In collaboration with Northeastern University, Dr. Jocelyn Roland has continued her work with the Vicarious Trauma Toolkit project, which is sponsored by a grant from the US DOJ Office for Victims of Crime. She will present nationally on this project several times this year at various conferences, and she updates us on the current status of the project later in this newsletter.

Our section has been asked to update the IACP Model Policy on Employee Mental Health. Since its last iteration in 1994, a lot has changed. Drs. Jaime Brower and Nancy Bohl-Penrod are leading a workgroup whose goal will be to rewrite the policy to comport with current knowledge and professional practice. Dr. Herb Gupton has been collaborating with Dr. Fabrice Czarnecki and others from the IACP Police Physicians Section to write a chapter in the American College of Occupational and Environmental Medicine (ACOEM) Practice Guidelines on Mental Health Disorders. Finally, Drs. Joel Fay and Mark Kamena have provided input to the IACP Center for Officer Wellness Suicide Prevention Project. This project includes writing and distributing materials on police officer suicide prevention, officer resiliency, and family support.

Sadly, we also acknowledge the passing of our longtime friend and supporter, Marty Mayer, Esq. Dr. David Corey presents a tribute to Marty's life and work in the *In Memoriam* section of this newsletter, including contributions from Drs. Elizabeth White and Nancy Bohl-Penrod, who share their experiences attending Marty's memorial service.

That's all for now, folks. I am honored to serve as your chair and always look forward to hearing from you at gfischler@psycheval.com with any suggestions for how the PPSS can be even more useful and productive for its members, the IACP, and the law enforcement community. Hope to see everyone in the City of Brotherly Love.

Vice Chair Update by Mark J. Kirschner, Ph.D., ABPP

“The results of these surveys revealed that our members hold diverse opinions on teleconferencing, some members expressing strong feelings for, and others against, its use in the practice of our profession.”



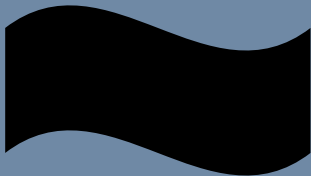
The new year is upon us and I would like to share with you some of the work that has been going on within our section. One of the committees I oversee as vice chair is the Ethics Consultation Committee, currently chaired by Mark Kamena, Ph.D., ABPP. It serves as a valuable resource for our section and I encourage all section members to consider seeking consultation on any ethical issues or dilemmas that they may encounter. The consultation is confidential and the committee members bring a wealth of wisdom and experience to the overall process.

The other committee I work with is the Televideo Committee, chaired by Bruce Cappel, Ph.D., ABPP. It is currently at somewhat of a standstill with regard to future direction and purpose. It was initially tasked with developing guidelines for our members regarding use of teleconferencing services for evaluation, consultation, and treatment. In the course of data collection, the committee discovered that relevant and appropriate guidelines exist from several organizations, including the APA Guidelines on Telepsychology and the American Telemedicine Association, and thus there was no need to develop something different. The committee then changed its focus to data collection toward better understanding of the practice patterns of the current membership. It conducted an initial survey in 2015 and a follow-up in 2016. The results of these surveys revealed that our members hold diverse opinions on teleconferencing, some members expressing strong feelings for, and others against, its use in the practice of our profession. A small number appear to be using such services in volume while most have not ventured into this area. At present, the committee is ready to explore future related issues that may be of interest to our membership. If you have any ideas, suggestions, or questions you would like the committee to address, please direct them to Bruce Cappel (cappel@clinical-assoc.com) or me (mjkirschner@bhcservices.com).

I am eagerly awaiting our next meeting in Philadelphia, and plans are actively underway for our section social event. Dr. Jennifer Kelly has graciously volunteered to assist me with these plans, given her proximity to the Philadelphia area. Jen has spent a great deal of time helping to identify the ideal spot for our event and we are close to nailing down the specific location. I hope to be able to announce the location in next few months once the details are ironed out. I look forward to a fun evening with colleagues and friends and look forward to seeing all of you there.

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Membership Update, by Brian Mangan, Psy.D., ABPP

Over the past years, we have witnessed exciting growth in attendance at each annual conference. This increase is due to a strong membership, and to increased exposure and networking with IACP and the law enforcement community at large. I am pleased to play an integral role in facilitating continued growth in our membership for future success and sustainability of our section. We currently have many prospective applicants far along in the application process and I hope to introduce them in the coming months as new members of our section. I ask that you join me in welcoming new members to our listserv and the upcoming conference in Philadelphia.



If you have colleagues who are not yet members, please encourage them to contact me to inquire about membership. In addition, if you know of any students who are interested in the field of police psychology, please encourage them to apply for a student membership in the group. Student membership is an excellent way to gain more information about the field and it ultimately serves as a conduit to future regular membership in the section.

If you have any questions, please feel free to contact me at bmangan@lepca.com or 305-442-8800. I would like to take this opportunity to welcome our new members who have recently joined our section. I look forward to their involvement and future contributions.



Dr. Sara Garrido
Lakewood, Colorado



Dr. Cressida Kwolek
Austin, Texas



Dr. Tony Tatman
Urbandale, Iowa



Dr. David Englert
Charlotte, North Carolina



Dr. Michelle Hoy-Watkins
Chicago, Illinois



Dr. Connie Pyburn
Tempe, Arizona



Dr. Nathan Thompson
Tempe, Arizona



Dr. Laura Kokinda
Los Angeles, California

“Being a member of the Education Committee is a great way to get involved in the section and help ensure that we continue to provide quality conference programming. Please consider volunteering!”

Education Chair Update, by Evan Axelrod, Psy.D., ABPP



The conference in San Diego last year was a great success and our section continues to draw large crowds across all of the IACP law enforcement membership. I would like to express my gratitude to Brian Mangan and the rest of last year’s education committee (Dan Clark, Kiri Faul, Jen Kelly, Denese Marshall, Rachel Rosenblatt, Aldo Tartaglini, Elizabeth Thompson, and Elizabeth White) for the stellar work they did. With the help of this year’s Education Committee, I am very excited to provide an exciting and informative program for this year’s conference, which will be held in Philadelphia on October 21-23, 2017.

I would like to thank Dan Clark, Kiri Faul, Jen Kelly, Aldo Tartaglini, Elizabeth Thompson, and Elizabeth White, whose two-year commitment to the Education Committee has come to a close. Their service to the section is truly appreciated. I would also like to thank Denese Marshall and Rachel Rosenblatt, who will be returning to the Education Committee for a second year. Denese and Rachel will be joined by Sherry Harden, Sara Garrido, Casey Stewart, Douglas Craig, Lewis Schlosser, and Brady Hudson as members this year. Being a member of the Education Committee is a great way to get involved in the section and help ensure that we continue to provide quality conference programming.

Up next for the Education Committee, we will be reviewing proposals for this year’s conference in Philadelphia. If you have any questions or feedback, please feel free to contact me at e2axe@aol.com.

National Crisis Response Team Development Update by John Nicoletti, Ph.D., ABPP

Some of the recent mass casualty and active shooter events have occurred in places where law enforcement and other first responder agencies are limited in their resources to deal with the psychological footprint of such events. To mitigate such gaps, a coalition of members from IACP, COPS, and NAMI have begun meeting to develop a Rapid Crisis Response Team to assist agencies with limited resources in their recovery efforts. The committee has submitted a proposal to IACP for the October conference. The proposal consists of a panel made up of police chiefs, a psychologist, mental health responders, and a victim of a mass casualty event. The panel will discuss the foundation for the development of the committee as well as specifics of implementation.

Greetings from the Immediate Past Chair, by Heather K. McElroy, Ph.D., ABPP

I would like to thank all of you for a wonderful year as chair of the section. Being involved with a group of professionals with a passion for police and public safety psychology is refreshing and rewarding, and I appreciate your allowing me to serve on the Executive Board. My year as chair was a difficult year for law enforcement, and I was overwhelmed with how well our section responded to the changing culture of the field.



The IACP chiefs we serve are dealing with many relevant cultural issues, including the incoming generation of law enforcement officers and how to motivate employees, reduce turnover, and develop leaders within their agencies.

The legalization of marijuana has certainly made an impact on department recruitment, and the normalization of tattoos has affected hiring and policy creation. Racial tension and community discontent with law enforcement officers raise awareness about cultural bias and awareness. Our chiefs look to the Police Psychological Services Section of IACP for guidance in these areas and regarding the ever-evolving issues surrounding increased use of social media and the possible effect of body cameras.

As we continue to quickly evolve in this ever-changing world of technological advancement and social climate change, our research and input are crucial to serving the chiefs of the IACP. As we move forward, and some of our mentors retire, I hope that we can all continue our passion for our work and that are we willing to teach the next generation of psychologists about the importance of our field and the meaningful nature of our work. Thank you, all of you, for being the change you wish to see in the world and providing such a valuable service to police and public safety agencies across the country. It has been an honor to serve you.

ABPPSP Update, by Philip S. Trompetter, Ph.D., ABPP

Last October 21 marked the fifth anniversary of ABPP's fourteenth specialty board, the American Board of Police and Public Safety Psychology (ABPPSP). Since then, 73 individuals have attained board certification in the specialty. These specialists recognize that the field of psychology has begun unifying its efforts toward an expectation that board certification be obtained by those doing significant work in specialty areas. Medical systems recognize the importance of board certification, which is expected of the physician staff. It will be increasingly difficult for psychologists, especially those working in academic medicine, to argue that a psychologist does not need to be board certified. Board-certified police and public safety specialists are acknowledged as competent professionals who are responsible for the delivery of best practices of the specialty. We are interested in promoting competent practice, at all levels of experience, from the full range of police psychological service settings, and from all four domains of the specialty.



For those of you still sitting on the fence, I'd encourage you to consider becoming a candidate for board certification by the ABPPSP. Imagine how the field could be strengthened and distinguished if most practitioners of police and public safety psychology reached the foundational competency standards for practice established by ABPP, and the functional competencies created by ABPPSP. Members of the IACP-PPSS are already known as specialists in the field, so becoming board certified would only strengthen your reputation. Becoming board certified would serve your police and public safety agencies by identifying you as a professional who has been rigorously examined by your peers. Moreover, if you speak to ABPPSP board certified specialists, they will tell you that going through the process was a profound learning experience that substantially improved their professional skills for the agencies and personnel they serve.

If you're interested, contact ABPPSP's National Chair of Examination (NCE), Dr. Jeni McCutcheon (jenimccutcheon@aol.com). ABPPSP can offer you a mentor to assist in the process. There's no denying that it requires time and work, but it is an intrinsically rewarding endeavor that will serve you and your community for the rest of your career.

The Vicarious Trauma Toolkit (VTT), by Jocelyn E. Roland, Ph.D., ABPP

For the past three years, I have been fortunate to represent the PPSS along with IACP Senior Program Manager Aviva Kurash and IACP Fellow Sergeant Christopher Scallon of the Norfolk Police Department (VA) in the development of an on-line resource to help organizations understand, identify, and implement solutions for vicarious trauma exposure.

The Office for Victims of Crime (OVC) is the funding entity for the grant. OVC provides funding to victim assistance professionals throughout the country to raise awareness about victims' issues, promote compliance with victims' rights laws, and provide training, technical assistance, and publication to people who help victims. In trying to meet the needs of victim assistance professionals, OVC recognized that organizations need tools and awarded the grant for this project to Northeastern University's Institute on Urban Health Research and Practice, which has been at the helm of the project's development and management since 2013. OVC has directed that this toolkit include not just victim services and law enforcement, but also fire and emergency medical services. Northeastern created the Vicarious Trauma Toolkit (VTT) as a free, online repository of evidence-informed tools and resources so organizations can become vicarious-trauma informed.

Partnerships with stakeholders are a key part of this project. This collaborative effort has included experts across various disciplines and throughout the US. The national partners in this project include the IACP, the International Association of Fire Chiefs, the International Society for Traumatic Stress Studies, the National Association of State EMS Officials, the National Center for Victims of Crime, and the National Children's Advocacy Center. Local partners are the Beth Israel Deaconess Medical Center, Center for Violence Prevention & Recovery, and the Boston Area Rape Crisis Center.

The toolkit's development included subject matter experts meeting at two summit conferences, multiple on-line meetings, national surveys, and testing of the draft toolkit at seven pilot sites under the guidance of these lead agencies: Glendale Fire Department (AZ), Austin Police Department (TX), Cambridge Police Department (MA), Buncombe Co. Sheriff's Department (NC), Great Falls Police Department (MT), Chicago Children's Advocacy Center (IL), and the Allegany Children's Advocacy Center (NY). The pilot sites include representatives from each of the targeted disciplines: victim services, law enforcement, fire and EMS services. The pilot sites were chosen for their geographic diversity, including rural and urban locations, a mix of identified lead agencies, and a mix of government, non-profit, and tribal agencies.

Through the survey, our pilot sites, and the project team, we have gathered hundreds of policies, procedures, practices, or programs used to address vicarious trauma. We engaged in a systematic search of major scientific literature databases, considering articles and resources concerning all aspects of vicarious trauma including prevalence, impact, risk factors, and favored interventions. We conducted an extensive web search for tools that could be useful for the project; we sorted through hundreds of sites and services, including only those considered "useful" as determined by our rigorous evaluative tool. We reached out again to the field in the third year via our national partners to gather additional resources being used across the four disciplines.

Nearly 500 vetted items in the VTT make up the Compendium of Resources. Before the decision to include it in the toolkit, each one of these items was subjected to extreme vetting by the diverse VTT working group made up of experts in the field, researchers, and scholars. Within this wide-ranging search, we identified gaps in available and effective tools, so we went to work creating some brand new tools for the field that are also included and downloadable from the VTT.

As of April 7, the website has gone live; you can access it at www.ovc.gov/vtt. Please feel free to take a look at it, and share this information with your agencies and Chiefs. Along with Dr. Beth Molnar, Principal Investigator, I will be presenting at the End Violence Against Women International's 2017 International Conference on Sexual Assault, Domestic Violence, and Systems Change in April. It has been an honor to represent our section on the VTT project, and next on a global stage. I will keep the section informed of the launch, as it surely will be a useful tool for us, but more importantly a tremendous resource for the chiefs, managers, and public safety personnel we serve.



Ethics Consultation Committee Update by Mark Kamena, Ph.D., ABPP

The Ethics Consultation Committee (ECC) consists of eight members confirmed by the IACP PPSS board and two representatives from the Board of Directors. The ECC serves as an educational resource for PPSS members by providing confidential ethics consultations and presenting at conferences. Members serving on the ECC are all seasoned psychologists with expertise in all domains of police and public safety psychology.



Issues the committee focuses on include dual relationships and confidentiality. To minimize the likelihood of unintentional harm from unethical behavior, the ECC was formed to provide consultation to all IACP members. The mission of the ECC is to promote and advance the highest levels of ethical professional psychological practice to law enforcement agencies through providing ethics consultation, education, and training to IACP PPSS members, law enforcement administrators, and other mental health professionals who work with law enforcement agencies.

To obtain a consultation, contact the ECC via email or telephone. At that time, we will seek initial information regarding your concerns. We will send you a copy of our procedures so you know what to expect. Your concerns will be presented to the committee with no identifying information, and a committee member will be assigned to contact you to discuss any ethical implications. All consultations are free and provided in a nonjudgmental manner.

I have noticed that our active listserv often contains questions that have ethical components. The difference between consulting with the listserv versus the ECC is that the listserv is public and consultation with the ECC is strictly confidential. For example, I recently posed a question on the listserv regarding inquiries about the POST guidelines. In essence, the inquiry related to not recommending a candidate as a result of a PEPE because the job was in a large metropolitan police department and would require the candidate to interact and engage quickly (e.g., high on extroversion), whereas if the candidate had applied to a smaller agency the recommendation may have been different. The resulting discussion was lively, thoughtful, and helpful. Thus, either the ECC or the listserv can be used to raise ethics questions, depending on whether the ethical issues would be best discussed in a private or a public setting.

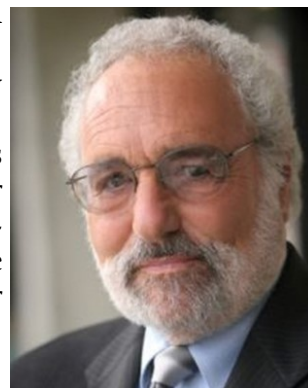
ECC members serve three-year terms. Serving on the ECC is a very stimulating and informative experience for committee members. If you have a consultation request or are interested in serving on the ECC, please contact me at 415-717-3447 or markkamena@comcast.net.

“Either the ECC or the listserv can be used to raise ethics questions, depending on whether the ethical issues would be best discussed in a private or a public setting.”

**In Memoriam:
Martin J. Mayer, Esq.
By David M. Corey, Ph.D., ABPP**

“It is a true tribute to Marty’s dedication to the men and women of law enforcement that nearly half the attendees who filled the auditorium for his memorial service were law enforcement leaders.”

Some lives are lived with a measure of style and vigor that renders inconceivable the news of their ending. So it was with the announcement on January 30, 2017, of the unexpected death of Martin J. Mayer, Esq.—“Marty” as we knew him. At nearly every annual conference meeting since our section’s inception, Marty delivered the legal update, until recently with his long-time collaborator, Wayne W. Schmidt, Esq. For many of us, Marty’s legal update was the perennial highlight of the conference. His presentations were as notable for their substantive relevance to police psychology as for his inimitable delivery style: brazen, unequivocal, ironic, irreverent, and always entertaining.



Marty was a named partner in the firm of Jones & Mayer (J&M) and served as legal counsel to sheriffs and chiefs of police in approximately 70 law enforcement agencies throughout California. He was acknowledged as an expert in the field of police litigation, and for 30 years or so he served as General Counsel to the California State Sheriffs’ Association, the California Police Chiefs’ Association, and the California Peace Officers’ Association. He provided on-going legal advice, guidance, and representation on all relevant legal issues affecting the operation of law enforcement agencies. He served as counsel in defending and assisting client agencies when they were sued in state and/or federal court, and represented agencies on appeal issues in various courts of appeal throughout California, as well in the California and United States Supreme Courts.

It is a true tribute to Marty’s dedication to the men and women of law enforcement that nearly half the attendees who filled the auditorium for his memorial service, held on March 4, 2017, were law enforcement leaders. Several of the speakers at the ceremony were from agencies he represented, and they shared anecdotes from their personal interactions that were touched with humor and appreciation for the trouble he helped them avoid or recover from. Laughter rang out as various “Martyisms” were described and wry smiles appeared as speakers told stories of “Marty, well, being Marty...” As one speaker said, “Can you imagine cops going to any other lawyer’s funeral?”

Marty’s celebration of life clearly showed that members of the law enforcement profession felt his love, passion, and dedication to their profession. It was heartwarming to see hundreds of uniforms with bars and stars on them, many reminiscing about Marty’s sense of humor. The memorial service program’s bold caption under his picture said it all, “Everyone’s Hero.”

Marty was a graduate of the City University of New York and St. John’s University School of Law. He began his professional career in New York City in 1966 as a deputy Public Defender and served in that capacity for five years, after which he started the first diversion program for drug addicts working with the City of New York Addiction Services Agency.

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In Memoriam: Martin J. Mayer, Esq. (cont.)

After relocating to California in 1975, he became the Director of the Criminal Justice Planning Unit for the League of California Cities. In 1980, he entered the private practice of law focusing on issues arising out of law enforcement activity. Marty was a graduate of the Sixth FBI National Law Institute at Quantico, Virginia (designed for police legal advisors), and was the first attorney in private practice to be invited to participate in the program. He also served for nine years as a POST reserve with the Downey Police Department.

Marty wrote and lectured extensively, in California and nationally, on legal issues that affect law enforcement including, but not limited to, the use of force, pursuits, discipline and due process, public records, personnel files, the Public Safety Officers Procedural Bill of Rights Act (POBR), and the Firefighters Procedural Bill of Rights Act (FFBOR). He recently co-authored two books—one on POBR and the other on FFBOR. He had been designated and testified as an expert witness on behalf of the City of Los Angeles on issues involving POBR. Marty was honored in 2005 with the "Governor's Lifetime Achievement Award for Excellence in Peace Officer Training," which is awarded on behalf of the Governor of California and the POST Commission. His compassion for police officers was unmatched, and with no known exceptions he attended the funeral of every California police officer killed in the line of duty.

I recently had the privilege of writing a book chapter with Marty, "Current Issues in Psychological Fitness-for-Duty Evaluations for Law Enforcement Officers: Legal and Practice Implications" [in C. L. Mitchell & E. Dorian (Eds.), *Police psychology and its growing impact on modern law enforcement*, pp. 93-117. Hershey, PA: IGI Global]. Over the six-month course of our collaboration, I came to learn the depth of Marty's intellect, his love for his family, his devotion to his profession and clients, and his character. That experience solidified for me the impression Marty had on nearly everyone who came in contact with him: he was bigger than life. As such, he lives on through a legacy of his work and our grateful memories.

*Elizabeth White, Ph.D., ABPP and Nancy Bohl-Penrod, Ph.D. contributed
to this article.*

*Portions of this article were excerpted from the Jones & Mayer summary of Marty's
professional biography.*
