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INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

Police Psychological Services Section Newsletter



Message from General Chair
Michael E. Bricker, PhD

Greetings Everyone,

Wow, has the year flown by as we fast-approach our time together in San Diego for IACP 2023! Our Education Chair, Dr. **Stephanie Barone McKenny**, along with our Education Committee Vice Chair, **Dr. Carla Moore**, have put together an incredible program for us that is sure to include something for everyone. This year also marks the start of a full day of programming on Monday, which should provide additional opportunities for continuing education credits. Big thanks to them for their hard work on the 2023 IACP PPSS program!

As I shared in our last newsletter, I elected to establish **several new committees** this year in further broadening our service to the chiefs and the profession and have asked each of our existing and new committee chairs to provide a short contribution to this newsletter in providing updates in advance of the conference. I'm so thankful for those section members who have offered their time and expertise in leading these important new committees – **Dr. Piero D'Ingillo** (Committee on Global Affairs), **Dr. Gina Gallivan** (Wellness Initiatives Committee), and **Drs. Heather McElroy and Dave Corey** (Public Policy Committee). In addition, a special thanks, too, to our current committee chairs, **Dr. Mariya Dvoskina** (Diversity Committee) and **Dr. Medina Baumgart** (Ethics Committee) for their continued work and efforts. As I started this year, I took time to meet with each of these committee leaders to offer the Board's support and to stress our mission of ensuring that committees are meeting regularly, have active members, and are working on initiatives and tangible work products of importance to IACP and the Chiefs, as well as to police psychologists around the globe.

I have thoroughly enjoyed being of service to IACP, the Section, and the profession in serving as the PPSS General Chair. My work this year has involved many collaborations within IACP. It has been a true honor this year to advocate on behalf of the section in helping achieve passage of the **Resolution on Preemployment Psychological Evaluations**. I am so thankful for the opportunity to work closely with **Chief Hicks, Chair of the Safety & Wellness Policy Council**, who played an instrumental role in helping with this goal. A special thanks, too, to **Drs. Gina Gallivan and Lew Schlosser** for their initial work on drafting this resolution and helping make this a reality. This resolution will help strengthen police agencies' reliance on the PPSS Pre-Employment Psychological Evaluation Guidelines and will be instrumental in helping inform POST Boards and other regulatory entities on the importance of using licensed, doctoral-level police and public safety psychologists. This resolution was also supported by the **Retired Chiefs of Police Section**, as well as the **Police Professional Standards, Ethics, and Image Committee**, and I am truly grateful for their co-sponsorship.

It became apparent at the start of my year as Chair how disconnected the various IACP Sections were from one another. Thus, when attending Policy Council Midyear this past Spring, I advocated for more regular contact between Section Chairs to encourage support of, and cross-collaborations on each Section's initiatives. I'm happy to report that this led to the inception of quarterly Zoom meetings between all IACP Section Chairs since then, which has allowed us to update other sections on our current initiatives and to identify opportunities and requests for collaboration on projects affecting IACP and the field.



Message from General Chair Michael E. Bricker, PhD

I have also had meetings with **Chief Dwight Henniger**, the immediate past president of IACP, as well as other **IACP Executive Board members**, to obtain input and understand what the current President – Chief John Letteney, and the IACP Executive Board as a whole need from us as a Section as we prioritize goals that contribute to IACP’s Trust Building Campaign.

They have been very pleased to hear of our new committees and remain thankful for our efforts in providing psychological input and resources to police administrators and agencies around the globe. My time at Policy Council Midyear also brought about a collaboration with our Section and the **Officer Safety and Wellness and IMPACT Sections** of IACP. As a result, our section has been asked to contribute to presentations held quarterly via Zoom, which are translated live into over 11 languages across the globe. Thanks to Dr. Gina Gallivan for her willingness to be a part of the most recent one held in July 2023 on Wellness, and we look forward to our continued collaboration with IMPACT and other sections in serving as a resource in upcoming presentations.

Another highlight of my year has been serving as Chair of the **Consulting Psychologist Guidelines Revisions Committee** as we update these very important guidelines for the field. I feel honored to have had the chance to be a part of this endeavor and am humbled at the chance I had to work closely and learn from such seasoned and skilled leaders in our field. Special thanks to the members who gave their time and effort in this endeavor, including **Drs. Phil Trompetter, Kris Mohandie, Audrey Honig, Gerald Sweet, Lamaurice Gardner, and Cerise Vablais**.

Finally, while my year as General Chair is ending, I will be continuing the work I started at Policy Council as the PPSS representative on the **Police Professional Standards, Ethics and Image Committee’s Resolution on Support for Maintaining and Maturing the Quality of the Policing Profession by Establishing Core, Evidence-Based Hiring Practices**. This continues to be an excellent opportunity to provide valuable input on hiring practices in policing and I will no doubt call on a number of you to help inform my work as I further assist this Committee on this important document.

In closing, it has been a true honor serving in this capacity and I cannot thank you all enough for your faith in me in taking on such an important role in our profession! As I move into the Immediate Past Chair role, I will do my best to support Dr. Cerise Vablais as she takes the helm, and am confident she will do an outstanding job in her year as Chair. I look forward to being of continued service to the Section and profession and am humbled by the trust you placed in me to serve the Section as your 2022-2023 General Chair.

Sincerely,
Michael E. Bricker, PhD



Vice Chair Update
Cerise M. Vablais, MBA, PhD, ABPP

It was so great to see so many of you back in person last year in Dallas in October, and we are excited for our conference in San Diego. Our Education Chair, Dr. Stephanie McKenny, and the Education Committee have done an incredible job of putting together a robust educational program. Our social event will take place on Sunday, October 15th from 6:30 pm until 9:30 pm on the Palms Terrace at the Omni Hotel. We look forward to seeing you.

Sincerely,
Cerise M. Vablais, MBA, PhD, ABPP



Immediate Past Chair Update
Cerise M. Vablais, MBA, PhD, ABPP

Dear Colleagues,

It was an honor serving as your Chair last year and I have been working since then to provide support and advice to the Board as they pursue important work on behalf of our section. I am pleased to announce that the projects I worked on last year, The Peer Support Guidelines (revisions), and the Annual Wellness Visit Guidelines, were voted on and approved by our section. I am thankful to the section members who spent their time and shared their wisdom and experience on these important projects.

Last year, I also created a resolution for pre-employment psychological screenings with my good friend and colleague, Dr. Lew Schlosser. This document was handed over to our current Chair, Dr. Michael Bricker, who completed additional edits on it, assisted by Chief Hicks, Chair of the Safety & Wellness Policy Council. This year, Dr. Bricker asked me to chair a Police Officer Wellness Initiatives Committee. This is a new committee that he created. I requested volunteers on IACP Engage and received a big and rapid response! This group has since worked together to create a deliverable document of police officer wellness suggestions that was approved by IACP for distribution to police agencies across the country.

I look forward to continuing to support our section and our profession. I am grateful for Dr. Bricker's leadership this year. He is creating exciting new opportunities for us to work collaboratively with each other, with other sections within IACP, and internationally.

Sincerely,
Gina Gallivan, Ph.D., ABPP



Membership Chair Update Oliver R. Stone, Ph.D.

Greeting Section Members:

As autumn and the Annual Conference quickly approach, it is time to reflect on what has been accomplished since we convened in Dallas and what the Section can do going forward.

Advancing the Section's efforts relies on active participation, which is only possible if there is a sufficient number of members involved. The regular infusion of new membership plays a vital role in this process, and I'm pleased to share that eleven new members have joined the Section this year. We are delighted to have the new members alongside and welcome their energy, ideas, and perspectives. All members joining since the last Annual Conference will be recognized at the Section's business meeting at IACP 2023. As the next Annual Conference draws near, I ask that current members think about the ways they can be involved. Sharing or applying your expertise within the Section has impact and there's always a need for more assistance. If you would like to make a contribution, please feel free to contact an Executive Board member or the chair of a committee of interest.

During my tenure as Membership Chair, I have had many conversations with those who have expressed an interest in joining the Section. Through these interactions, it has become evident that the collection of references an applicant needs often serves as the tallest barrier separating those to whom membership is ultimately extended from those whose interest never becomes more. Accordingly, over the past several months, who is able to serve as an applicant's reference has been reconsidered and a proposed change in the requirements that would permit more flexibility is now under review. More information about this effort will be shared at the upcoming business meeting and Section members would vote on the proposal prior to adoption.

Finally, many thanks to those who have generously volunteered their time to speak with students and psychologists interested in joining the Section. If you know of anyone interested in membership who has questions about the application process, please encourage them to reach out to me at orstone@gmail.com.

It remains an honor to serve the Section. See you in San Diego!

Kind regards,
Oliver

Oliver R. Stone, Ph.D.



Education Chair Update **Stephanie Barone McKenny, Ph.D.**

Thank you (again!) to the IACP PPSS Education Committee members—Stephen Curran, Ana Gamez, Louis Laguna, Carla Sutton Moore (Vice Chair), and Jan Tyson Roberts—who spent a significant amount of time and energy evaluating 75 presentation proposals for this year’s section conference in San Diego. Thanks to the good work of this dynamic group of amazing professionals from across the country, we are offering something unique this year.

Check out what is different from previous annual conferences:

- 3 full days of education programming!
- More educational programming than ever before!
- More presenters than ever before! More voices than ever before!
- Presenters from the U.S., Canada, Italy, and Tribal territories!
- 9.0 California POST CPEs in assessment alone!
- Saturday: two full-day focused tracks. Track #1: Empirical, International & Cultural Considerations. Track #2: Assessment.
- Sunday: two full-day focused tracks. Track #1: Wellness & Legal/Ethical. Track #2: Assessment.
Monday: two full-day tracks. Both Track #1 and Track #2 are focused on Current Issues.

And, believe it or not, we are still working on a few more aces up our sleeves! Register for the annual IACP conference now, and we’ll see you in San Diego!

Stephanie Barone McKenny
IACP PPSS Education Chair
LAPD Police Psychologist

Diversity Committee Update

Hello psych services members!

Our Diversity Committee has been working hard to develop initiatives that are both relevant and practical for our section and the agencies we work with. Wellness has been a hot topic in the police psychology world, and our committee is bringing the wellness lens to our work this year. While the topic of wellness is on the tip of the tongue for many of our agencies, it can also feel like a “bumper sticker” when it does not have an actionable direction. Additionally, our committee believes any approach to agency wellness must include a component of diversity and considerations for diverse groups.

To help create practical and actionable strategies for police psychologists and chiefs, our committee has been developing quick reference guides with a highlight on supporting the wellness of minority and vulnerable populations. In continuing the work of last year’s committee, we are developing guidance around supporting transgender officers. In addition, we are developing reference guides for other special populations such as officers with learning disabilities. Importantly, our IACP conference presentation this year is focusing on supporting African American officer wellness.

I also wanted to say a special thank you to my team members who are making this possible. Thank you, Dr’s. Carla Moore, Trina Hall, Jessie Semmann, Ana Gamez and Austin Camblin! You have all brought creativity, hard work, and initiative to our committee!

If you are interested in joining the Diversity Committee, have ideas or feedback for us, or have any questions, please contact me at Mariya.Dvoskina@gmail.com. I am looking forward to hearing from you!

Mariya Dvoskina, Psy.D.

Ethics Committee Update

This year was a year of change and growth for the Ethics Committee. Members collectively contributed to ideas for the committee to further contribute to our section, IACP Chiefs, and the specialty. Here is a summary of what we've accomplished and projects in the works...

Ethics Consultation – The committee continued to provide confidential ethics consultations to section members with in various PPSP domains including assessment, intervention, and organizational consulting.

Membership – We cycled off members who reached their term limits and refreshed committee membership to include a total of 8 members and 1 chair. A solicitation for new committee members was posted on the IACP section discussion board. Existing committee members were emailed regarding their interest in becoming the committee Chair and these names will be emailed to our section General Chair for further consideration.

Updated Committee Members (tenure ends)
Katherine Kuhlman, Psy.D., ABPP (IACP 2023)
Jennifer Kelly, Ph.D., ABPP (IACP 2023)
Jeni McCutcheon, Psy.D., M.S.C.P., ABPP (IACP 2023)
Troy Rodgers, Psy.D. (IACP 2023)
Nicole J. Rafanello, Ph.D. (IACP 2023)
Mariya Dvoskina, Psy.D., CTM (IACP 2023)
Tony Tatman, Ph.D. (IACP 2024)
Nathan Thompson, Psy.D., ABPP (IACP 2024)
Zachary Cohen, Psy.D. (IACP 2025)
Medina Baumgart, Psy.D., ABPP (Chair; IACP 2023)

Ethics Committee Policies and Procedures – Existing committee policies and procedures were obtained and reviewed by members. Suggested revisions were emailed to the General Chair for further consideration.

Promotion of our section and committee – Existing members promoted the PPSS section and Ethics Committee as additional resources for Police and Public Safety Psychology mental health professionals and law enforcement agency leaders through other professional organizations and conferences.

Panel Discussion at IACP 2023 – The committee submitted a proposal for the IACP 2023 conference PPSS educational program that was accepted. It is titled, “Ethical and Legal Considerations for Critical Incidents.”

Educational Materials for Chiefs – Committee members are working on an informational handout regarding wellness visits vs. FFDEs designed to inform Chiefs and agency leadership of existing guidelines that highlight the nature, scope, and key differences.

Medina Baumgart, Psy.D., ABPP

Committee on Global Affairs

The International Association of Chiefs of Police, Psychological Services Section Committee on Global Affairs was established during the Summer of 2023 and is currently comprised of five members who reside and practice as law enforcement psychologists in the United States, Canada, and Australia. Initial efforts by the Committee members have included becoming acquainted with each other and discussing ways in which the group can be of assistance to law enforcement globally. As law enforcement psychologists we seek to assist the men and women who work in this honorable profession, however, it is vital to also realize that our psychological specialization may be absent, or in the very early stages, in other parts of the globe. To this end, the Global Affairs committee intends to take a sample at the upcoming IACP Conference in San Diego and obtain information from law enforcement executives who may lack law enforcement psychological support. One possible outcome of this query will be identifying such needs, after which we can try to connect such agencies to law enforcement psychologists who may be active in the same part of the world. This initial and foundational step is expected to lead to more mainstream activity relative to law enforcement psychology.

Piero D'Ingillo, Psy.D.

Public Policy Committee

Dr. Dave Corey and Dr. Heather McElroy were appointed as co-chairs for the new public policy committee that was developed in January 2023. So far, the committee has developed their statement of purpose and direction which has been approved by the IACP to begin moving forward with building the committee. We will be reaching out to select individuals to invite them to participate in this important effort over the next several months. If you have a particular interest in this committee, you may reach out to Heather McElroy at hmcelroy@stonemcelroy.com. Members will be carefully selected by the co-chairs and will be expected to serve a 2-year commitment.

The primary goals and objectives of the public policy committee include examining the existing International Association of Chiefs of Police (IACP)- Police Psychological Services Section (PPSS) guidelines for all domains of police and public safety psychology to include (Pre-Employment Screening, Fitness for Duty Evaluations, Wellness Visits, Critical Incident Debriefing, etc.). The committee will review current state statutes, regulations, policies and Peace Officer Standards and Training (POST) council requirements for psychological services in all 50 states. The committee's goal is to create, revise, and/or advance public policy initiatives relating to all four domains of police and public safety psychology (assessment, intervention, operational support, and consultation – including policy related to officer safety and wellness). Actionable changes may include direct influence in the creation and/or maintenance of local, state, and federal laws, resolutions, regulations, procedural code, and related IACP initiatives.

To accomplish these goals, the committee plans to develop and maintain relationships with other sections (e.g., Officer Wellness, Legal, Human Resources), councils within IACP to include the State Association of Chiefs of Police (SACOP), and with entities outside of the organization. They will schedule regular meetings with relevant IACP leaders to incrementally build the credibility of the committee and its reputation and provide regular reports/updates to the Executive Board of the IACP-PPSS. In addition, the committee plans to consult with the committees involved in the creation, revision, and maintenance of guidelines and resolutions for the IACP-PPSS. Another primary objective of the public policy committee is to provide guidance to public safety leaders to implement measurable change in public policy (e.g., state laws and regulations) related to police and public safety psychological evaluation/service for consistency between the standard of practice and the legal and regulatory requirements of psychological services for public safety agencies. The committee will aim to clarify, define, and reinforce best practice for psychological services for public safety agencies.

Heather McElroy, PhD, ABPP
Dave Corey, PhD, ABPP