



# Minnesota Professionals for Psychology Applied to Work

## Upcoming Speaker

By Heather Johnson, VP Programs

**TUESDAY, OCTOBER 20:  
KEYNOTE ADDRESS**

### Work and Family Roles: An Occupational Health Perspective

#### Tammy D. Allen, Ph.D.

Professor of Psychology and Deputy Director of the Occupational Health Psychology Program at the University of South Florida



Balancing work/personal demands and aspirations may be one of the greatest challenges individuals face in contemporary society. A substantial segment of the workforce reports experiencing conflicting demands between their work and their family life a lot or at least some of the time. Combining career, marriage, and family can affect career progression, marital satisfaction, and overall health and well-being. In her talk, Tammy will review research on work-family roles and well-being, provide an overview of family-supportive policies offered by organizations, and discuss what we know regarding the effectiveness of these policies. The talk will emphasize an occupational health psychology approach to the study of work and family roles. Occupational Health Psychology (OHP) involves the interdisciplinary partnerships of psychological and occupational health science professionals seeking to improve the quality of working life, and enhance the safety, health and well-being of workers in all occupations.

**Dr. Tammy D. Allen** is Professor of Psychology and Deputy Director of the Occupational Health Psychology Program at the University of South Florida. Her research centers on individual and organizational factors that relate to employee career development, health and well-being. Specific interests include mentoring relationships, work-family interactions, career development, organizational citizenship, and occupational health.

Her research has received best paper awards from organizations such as the Academy of Management and the Society for Training and Development. She is Associate Editor for the *Journal of Applied Psychology* and the *Journal of Occupational Health Psychology*. She currently serves on the Executive

Board of the Society for Industrial and Organizational Psychology. Tammy is a Fellow of the Society for Industrial and Organizational Psychology and the American Psychological Association.



## MPPAW Update

By Sharon Sackett, President

Over 65 people attended our September kick-off meeting for an invigorating panel discussion with three local organizations that have been recognized by the APA's Psychologically Healthy Workplace Program. It's gratifying to see such successful efforts to foster employee health and well-being in our own community, and we thank Dr. Anna Erickson and Dr. Jack O'Regan for bringing this panel to MPPAW. For the October Keynote Address, Dr. Tammy Allen will share an occupational health perspective on the related topic of work and family roles. Her review of the effectiveness of family-supportive organizational policies should be of interest to all who seek that elusive balance between work and home.

**Membership.** Now is an ideal time to become a member. With the new year just underway, a full membership including door fees at \$140 (\$65 students) is the best choice if you are a regular meeting attendee. It's an excellent value when you consider the networking opportunities, Solera's delicious appetizer buffet, engaging speakers, and CEU credits to boot. If regular attendance is not in your future, you can join for \$80 (\$35 students) and pay just \$12 for each meeting you attend.

If you are already a member, please help us with our ongoing efforts to expose others to the value of MPPAW. We want to do more to connect with professionals and students beyond the traditional I/O ranks – including those in the areas of vocational/career psychology, human resources, and OD. The October Keynote is a perfect "crossover" topic. Please think about current or former work colleagues, clients, and graduate school colleagues/faculty who might be interested. Forward this newsletter and invite them to join us on October 20th!

**What's the benefit of attending an MPPAW meeting?** You will meet others who study and practice applied psychology in Minnesota and Wisconsin. You can seek input regarding challenges you're facing – job searches and the state of the business are common topics these days – exchange best practices, or discuss new avenues for research. You can introduce yourself to a potential client or employer, or find the perfect candidate for your job opening. Finally, you will keep yourself informed about issues, challenges, and opportunities in both the research and applied sides of our field.

## September Presentation Recap

Summary Prepared by Amanda Koch, Co-Secretary

### Psychologically Healthy Workplace Program - Panel Discussion

**Anna Erickson, Ph.D.**, Director - Consulting Services, Organizational Insights Group, Questar

**Jack O'Regan, Ph.D.**, Dean, College of Psychology and Behavioral Sciences, Argosy University

Drs. Erickson and O'Regan kicked off the first meeting of the 2009-10 MPPAW year with an overview of the APA's Psychologically Healthy Workplace Award, which is presented locally and nationally to organizations that promote employee well-being while continuing to achieve business goals. They described the five main criteria used to select award recipients (Employee Involvement, Health and Safety, Employee Growth and Development, Work-Life Balance, and Employee Recognition) and introduced representatives from three local companies that have been recognized for their efforts. The three featured award winners were Next Level Café, Clockwork Active Media, and Orion Associates.

Steve Weiler, one of the co-founders of **Next Level Café**, described the organization's "make it personal" philosophy and the role that trust has played throughout the organization's history. Employees at NCL, an IT consulting company, are involved in decisions ranging from their compensation packages to new hires. Some personalized compensation packages have included dry cleaning for employees with fashion limitations and car leases for those with credit score limitations. Video games and a pool table in the office contribute to a relaxed environment where honest communication can take place. Weekly employee meetings and satisfaction ratings keep management aware of employee attitudes.

Nancy Lyons co-founded **Clockwork Active Media**, an Internet marketing and advertising company, with the belief that people should love what they do and where they do it. This vision is made a reality through the involvement of Clockwork employees, who participate in making hiring decisions, deciding their personal work schedules, and maintaining the work-life balance they desire. Flexible work schedules, remote working opportunities, and bringing children to work are a few of the options available to Clockwork employees. A company gas station designed by employees provides a place for relaxation and open communication. A culture of respect and lack of hierarchy have helped Clockwork become a place where everybody is a teacher.

In 2009, **Orion Associates** was a Best Practices honoree, an honor held by only ten organizations nationally. A human services organization, Orion Associates is an extraordinary example of a psychologically healthy workplace with a community service motive. Stephen Hage and Rebecca Hage Thomey spoke of their organization's history of serving others, including its "River of Hope" project that began in New Orleans in the aftermath of Hurricane Katrina. Since 2005, hundreds of Orion Associates employees have traveled to New Orleans to provide mental health services, to help with rebuilding efforts, and to donate critical supplies and materials needed in the Ninth Ward. Orion Associates has developed relief projects in

other parts of the country as well. Employees continue to receive their salaries when volunteering, and currently over 80% of Orion employees participate in at least one volunteer activity.

Drs. O'Regan and Erickson concluded by commending these award-winning organizations and by making a call for nominees for next year's Psychologically Healthy Workplace Awards. More information about the program and the nomination process can be found at: [www.phwa.org](http://www.phwa.org).

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**Be sure to check us out online at [www.mppaw.org](http://www.mppaw.org)!**

## Announcements

By Hannah Foldes, VP Communications

### New! Speaker Evaluation Surveys

Beginning with this month's keynote speaker address, MPPAW will be sending out a brief online survey soliciting feedback about: (1) degree to which the presentation was interesting and informative, (2) its value and application to members' work/studies, (3) perceived balance between theoretical and applied content, and (4) degree to which the speaker is engaging. We are seeking this feedback both as a courtesy to our speakers, who value learning how their presentation was received, as well as for our own planning purposes as we strive to build engaging and worthwhile speaker programs in the future. We will email a link to the survey after each meeting.

We encourage you to take a few minutes to complete the survey if you attend October's meeting – your feedback will be much appreciated!

### Keep us updated!

New MPPAW directories will be distributed by email in a few months. Please be sure to tell us if your contact information changes so that we can keep you in touch with MPPAW – and vice versa! Also, if you pay your dues online via PayPal, please don't forget to also fill out the contact information section of the Membership Application Form and turn it in at your next meeting. Contact [membership@mppaw.org](mailto:membership@mppaw.org) with any changes.

### New MPPAW LinkedIn Group

**LinkedIn** We recently created a new LinkedIn group for MPPAW. If you're already a member of LinkedIn, search for MPPAW under groups and become a member today! The group is expanding weekly and we look forward to seeing you there for discussion, news, and networking.

### Continuing Education Credits



For Licensed Psychologists needing to meet the CEU requirements of the Minnesota Board of Psychology, attendance at each MPPAW event has been accredited at 1.5 hours of continuing education credit. Your membership dues cover all the expenses for the MPPAW year (fall to spring), up to 10.5 CEU credits. Documentation is provided upon attendance at the monthly meeting.

### 2009 MPA President's Conference

The Minnesota Psychological Association would like to encourage MPPAW members to attend a conference on *Ethics and Multicultural Competency: Issues for Practitioners* presented by Dr. Melba Vasquez. See below for details:

#### ***Ethics and Multicultural Competency: Issues for Practitioners***

**Date:** November 13<sup>th</sup>, 2009

**Location:** Metropolitan State University  
700 Seventh St. E., Auditorium  
St. Paul, MN



**Speaker:** Dr. Melba Vasquez, Ph.D., ABPP

Dr. Melba Vasquez is a psychologist in independent practice in Austin, Texas. She is co author with Ken Pope of *Ethics in Psychotherapy & Counseling: A Practical Guide* (2007, 3rd edition) and *How to Survive and Thrive as a Therapist: Information, Ideas and Resources for Psychologists in Practice* (2005). Dr. Vasquez served as president of the Texas Psychological Association, president of APA Divisions 35 (Society of Psychology of Women), and 17 (Society of Counseling Psychology), and as the first Latina member-at-large, APA Board of Directors. She is a Fellow of the APA and holds the Diplomate of the American Board of Professional Psychology. She is a candidate for president-elect of APA. Dr. Vasquez is a co-founder of APA Division 45, Society for the Psychological Study of Ethnic Minority Issues, and of the National Multicultural Conference and Summit. She has received numerous awards, including the 2007 APA Distinguished Professional Contributions to Independent or Institutional Practice in the Private Sector and the National Register's 2007 Alfred M. Wellner Senior Career Award for Outstanding Service to Psychology.

The Minnesota Psychological Association works to enhance public and psychological interests by promoting the science of psychology and its applications. Learn more about the organization and membership by visiting MPA's website:

<http://www.mnpsych.org/>

### Last, but not least...

In September's newsletter, which introduced this year's Board and Board-Elect, we presented Oksana Drogan's picture with the wrong name. Apologies go out to both Oksana (Treasurer, 2009-2010), and to Justin Rowenhorst (Treasurer, 2008-2009), whose name appeared instead.

## ***Format of Meetings***

Meetings begin at 5:30 p.m. with a social hour, followed by the presentation at 6:20 p.m. The meeting will conclude at 7:45 p.m.

A fee of \$12.00 per MPPAW member and \$25.00 per non-member (\$6.00 and \$15.00 for students) covers food at the social hour, as well as helping with the costs associated with the presentation that evening.

## ***How to Get There...***

Solera ([www.solera-restaurant.com](http://www.solera-restaurant.com)) is located at 900 Hennepin Ave. in downtown Minneapolis. There is valet parking for \$6 or you can park in the Target Center garage directly behind Solera (and of course many other public lots around the 9th and Hennepin corner).



MPPAW Website: [www.mppaw.org](http://www.mppaw.org)

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