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Alliant International University Expands to Add San Francisco Law School

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Published by Alliant International University

San Diego, CA: Alliant International University is pleased to announce the addition of a fifth school, San Francisco Law School (SFLS), which offers a [Juris Doctorate \(JD\) degree](#). SFLS joins Alliant's other professional schools - The California School of Professional Psychology (CSPP), The California School of Education (CSOE), The Marshall Goldsmith School of Management & Leadership (MGSM) and The California School of Forensic Studies (CSFS) - in their commitment to diversity, innovation and expanding access to quality professional education and training.

The merger greatly enhances Alliant's professional practice mission, adding law as a new and significant discipline to its curriculum, which, in combination with each of the current programs - Psychology, Forensics, Education and Business & Management - paves the way for unique and powerful interdisciplinary career paths as well as extraordinary teaching opportunities.

"We are very enthusiastic about the possibilities created by this merger and look forward to a strong and successful future together," says Dr. Geoffrey Cox, President of Alliant International University.

The addition of San Francisco Law School to Alliant International University's family of professional schools has been approved by the U. S. Department of Education, the Western Association of Schools and Colleges (WASC), and the Committee of Bar Examiners of the California State Bar.



Dr. Russ Newman, Provost and Vice President of Academic Affairs for Alliant, comments, "The Alliant Deans and I have already been engaging in exciting discussions with the law school Dean, Jane L.O'Hara Gamp, about ways to optimize the synergy among our graduate schools". As Dean Gamp recently told the legal community, "This is a memorable time in the history of San Francisco Law School and we look forward to the advantage of being a school of Alliant as we start our second century of legal education."

Alliant International University is a WASC accredited private non-profit university that emphasizes the practical application of theory and research in order to prepare students for professional careers in psychology, education, business & management, forensics and now law. Headquartered in San Francisco and San Diego, Alliant has additional campuses in Los Angeles, Irvine, Fresno, Sacramento and Mexico City with accredited programs in Hong Kong and Tokyo.

San Francisco Law School is the oldest evening law school in the western United States. For over a hundred years, it has been dedicated to providing affordable access to quality legal education to the underrepresented in the legal profession. Outstanding alumni include former California State Governor, the late Edmund (Pat) Brown, former Lt. Governor Leo McCarthy and former Undersecretary of the United States Department of Energy, Joseph Salgado.

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Union Tribune features the new Management School Dean Dr. Chet Haskell

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Published by Alliant International University

Chester Haskell, a former administrator at Harvard University, has been named dean of the Marshall Goldsmith School of Management & Leadership at Alliant University in Scripps Ranch.

“Getting someone with Chet’s background is a huge plus for Alliant, particularly at a time when considerable work is under way to sharpen the strategic focus of the Management School,” Russ Newman, provost of the university, said in a prepared statement.

Alliant is an accredited, nonprofit institution. It is headquartered in San Diego and San Francisco, with additional campuses around the state and in Mexico City.

More on the story at utsandiego.com

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[School of Management & Leadership appoints Dr. Saba Ozyurt as new Assistant Professor of International Studies](#)

Dean Haskell is pleased to announce the hire of Dr. Saba Ozyurt as the new assistant professor of International Studies at Alliant International University. "We are very excited about the addition of...

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"Top 100 Producers of Minority Degrees" Annual Rankings Released, Alliant in Top Ten

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Published by Alliant International University

For the sixth consecutive year, Alliant International University has been recognized as a top producer of minority [graduate degrees](#), as published in [Diverse: Issues in Higher Education Magazine](#).

Alliant International University continues to rank #1 in granting doctorate degrees in psychology to students from all minority groups combined and #7 across all disciplines among Hispanics. Alliant also ranks #2 among Hispanics in business management and marketing, an increase from its past position at number eight.

Specifically, Alliant ranks:

- #1 for awarding doctoral degrees in psychology to all minority groups combined
- #1 for awarding doctoral degrees in psychology to Asian Americans
- #1 for awarding doctoral degrees in psychology to Hispanics
- #2 for awarding doctoral degrees in business, management and marketing to Hispanics
- #5 for awarding doctoral degrees in psychology to African Americans
- #7 for awarding doctoral degrees in all disciplines combined to Hispanics

For [masters' degrees](#), Alliant ranks among the top in categories for both psychology and mental



- #4 for awarding masters' degrees in mental and social health services to Hispanics
- #4 for awarding masters' degrees in psychology to Native Americans
- #7 for awarding masters' degrees in psychology to Hispanics
- #8 for awarding masters' degrees in psychology Asian Americans

Combining both [doctoral and masters' degrees](#), Alliant is ranked in a total of 20 categories that span all minority groups and multiple disciplines.

Alliant has consistently received high marks for diversity in these annual rankings, reflecting its institutional commitment to multiculturalism, a core pillar of its mission.

"Here in California, we live in one of the most diverse states in the nation," said Alliant Provost Russ Newman. "And as a university dedicated to promoting diversity and training practitioners that are both internationally and multiculturally competent, we feel it is our duty to ensure the advancement of minority students in higher education. We are proud to consistently be ranked highly by *Diverse* magazine as a top producer of minority degrees and pleased we are making a tangible impact on our community."

A complete list of Alliant's [2013 doctoral degree rankings](#) and [2013 master's degree rankings](#) are available online, as well as the full list of [Diverse magazine's Top 100 Degree Producers rankings](#).

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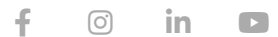
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Former Harvard Administrator appointed as the new Dean of the Management School

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Published by Alliant International University

Dr. Chester (Chet) Haskell has been appointed as dean of Alliant International University's Marshall Goldsmith School of Management & Leadership.

"Getting someone with Chet's background is a huge plus for Alliant, particularly at a time when considerable work is underway to sharpen the strategic focus of the Management School," said Provost Russ Newman.

Dr. Haskell comes to Alliant with more than 30 years of experience in all aspects of higher education administration and leadership. During his 13 year tenure at Harvard University he held a variety of high level administrative positions, including many in the international arena. Dr. Haskell was also president at the Monterey Institute of International Studies, and most recently, served as president of Cogswell Polytechnical College. Across all of his assignments, Dr. Haskell made it a point to also serve on the faculty and will continue to do so at Alliant.

"Not only is Chet an experienced administrator, his work with international programs in Europe, Asia, and Latin America will help us further the international component of our mission," President Geo. Cox said.

Dr. Haskell also intends to make Alliant a strong force in the local San Diego business community. "Internships, consulting assignments, volunteer opportunities, and capstone projects are just a few



with well-prepared managers and business leaders that can make a difference both locally and internationally," says Dr. Haskell.

Dr. Haskell earned his master's and doctoral degrees in public administration from the University of Southern California, and his bachelor's degree from Harvard University.

Dr. Haskell will assume his new role beginning August 15, 2011 and will be located at Alliant's San Diego campus.

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Top Influentials 2013

San Diego's Top Influentials highlights the Who's Who in San Diego business, profiling some of the top newsmakers of 2012. This year we focus on the leaders in Finance; Business Services; Health, Hospitality & Education; Technology & Energy; Real Estate & Construction.

Stephen Gordon



**Chairman, Chief Executive Officer, President
Opus Bank**

Sourcebook Company Profile

<http://www.opusbank.com/Pages/WelcomeHome.aspx>

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Map

In the two years since founding Opus Bank, Stephen Gordon dreamt big and started working whenever someone said it was too difficult.

"Look at Opus – it's basically done inside two years what no bank has done. It went from zero to \$3 billion in assets, zero to 54 locations and zero to 500 bankers," Gordon said.

Gordon, a former New York investment banker, is now the founding chairman, CEO and president of Opus Bank.

The Daily Transcript's Profiles

Opus Bank founder breaks barriers, fills void in industry

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2013 Top Influentials: Steve Bernstein

Feb. 4, 2013 -- Reporter Doug Sherwin speaks with Steve Bernstein, president of business banking at Wells Fargo Bank, about whether big banks have learned their lesson after the recession and lending myths.



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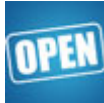
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PracticeUpdate (/practice/update/) | September 26, 2007 (/practice/update/2007/09-27/)

The Senate bill requires full parity between mental health and medical benefits for all aspects of health insurance plan coverage, including day/visit limits, dollar limits, coinsurance, copayments, deductibles and out-of-pocket maximums

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September 26, 2007 — The U. S. Senate passed the Mental Health Parity Act of 2007 by unanimous consent on September 18. The bill requires group health insurance plans that offer mental health coverage to apply financial requirements to mental health benefits that are no more restrictive than the requirements pertaining to medical/surgical benefits. S. 558 requires full parity between mental health and medical benefits for all aspects of plan coverage, including day/visit limits, dollar limits, coinsurance, copayments, deductibles and out-of-pocket maximums.

As such, the legislation closes loopholes in the Mental Health Parity Act of 1996. The 2007 act would extend protections to over 113 million Americans, including 82 million individuals in self-insured employer plans who do not currently benefit from mental health parity protection through state laws. The Senate bill applies to both in-network and out-of-network services in all private employer health plans covering more than 50 employees.

“Senate passage of the Mental Health Parity Act of 2007 brings us a step closer to equal treatment for millions of Americans with mental health and substance use disorders,” said APA Executive Director for Professional Practice Russ Newman, PhD, JD. “For more than a decade, APA has been working to put an end to insurance practices that discriminate against those with mental health disorders.”

Forty three (43) states have passed legislation that provides varying levels of mental health parity. S. 558 establishes a “floor” of minimum standards for states, while maintaining the power of states to exceed the protections afforded by the federal legislation.

Introduced by Senators Pete Domenici (R-NM), Edward M. Kennedy (D-MA) and Michael B. Enzi (R-WY), the Mental Health Parity Act of 2007 has broad bipartisan support. For the first time, businesses and insurance companies such as Aetna and BlueCross BlueShield have

joined a broad coalition of mental health advocacy organizations, including the American Psychological Association, to support mental health parity legislation.


S. 558 resulted from months of compromise with representatives of the employer and insurance industries -- traditional opponents of full parity legislation. The APA Practice Organization (APAPO) played a critical role in negotiating and drafting the legislation and was instrumental in gaining a provision that would extend parity coverage to out-of-network services when a health plan provides these services. Importantly, representatives of APAPO also participated in negotiations that resulted in the Senate bill deferring to the Health Insurance Portability and Accountability Act (HIPAA) preemption model. Under this model, state laws that are more protective of consumer rights are allowed to prevail over federal law.

"The progress [psychology] made last week was a testament to the determination of the Senate sponsors, the effective mobilization of APAPO's sophisticated network of grassroots psychologists, direct lobbying by the Practice Directorate's government relations office and engagement of elected officials through the Association for the Advancement of Psychology/Psychologists for Legislative Action Now's (AAP/PLAN) political giving" said Marilyn Richmond, J.D. assistant executive director for government relations.


The Congressional Budget Office projects that achieving mental health parity will increase average total plan costs by only 0.4 percent.


Organized psychology's attention now turns to the House of Representatives, where a mental health parity bill is moving through the committee process.


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Date created: 2005

APA Raises Privacy Concerns on Mental Health Records:

Proposed nationwide system of electronic records requires managing many patient confidentiality issues

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WASHINGTON - Patient privacy of mental health records was the focus yesterday during a hearing in Chicago, Illinois on the proposed National Health Information Network, which is an element of the Health Information Technology initiative put forth by President Bush in April 2004. The hearing was held by the Subcommittee on Privacy and Confidentiality of the National Committee on Vital and Health Statistics whose charge it is to make recommendations to the Secretary of Health and Human Services as to what privacy protections are necessary to implement an effective electronic health record.

Testifying on behalf of the American Psychological Association, Russ Newman, Ph.D., J.D., executive director for professional practice, raised concerns regarding the need to maintain an extraordinarily high level of privacy where mental health records are concerned.

"We believe that a National Health Information Network (NHIN) has the potential to improve the quality of health care provided in this country, allowing instant access to critical health information at any point of care," said Newman. "At the same time, however, we are extremely concerned about issues of privacy and confidentiality, particularly with mental health records, raised by this proposed increase in accessibility of health information."

According to Newman, in order to develop the NHIN in a manner which will promote quality healthcare, it is critical to consider the unique privacy issues relating to mental health records. "Most people understand that mental health records are particularly sensitive because they may contain a patient's innermost personal information. Many also are aware that, unfortunately, the stigma attached to mental illness and mental health treatment makes the records of that treatment especially sensitive. Any breach of privacy could be devastating to the patient. Unlike most other areas of health care, the mere possibility that confidential information might be disclosed prevents successful treatment from occurring by interfering with the development of the necessary trusting psychotherapy relationship and open communication with the therapist."

Additionally, Newman raised concerns about access to mental health records by others in the healthcare system not trained or experienced with mental health issues, health insurers and law enforcement officials. Newman also discussed what choice patients would have in deciding whether to have their records included in NHIN. "If patients consent to electronic records, it would be necessary to inform them of all potential uses of their records and by whom. While most patients may want their records available to health care professionals who are treating them, they might feel quite different about giving such access to insurance companies."

The American Psychological Association (APA), in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 150,000 researchers, educators, clinicians, consultants and students. Through its divisions in 53 subfields of psychology and affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science, as a profession and as a means of promoting health, education and human welfare.



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Louisiana Becomes Second State to Enact Prescription Privileges Law for Psychologists

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WASHINGTON - Today, Louisiana became the second state in the country to gain a law authorizing properly trained psychologists to prescribe certain medications for the treatment of mental health disorders. New Mexico was the first state to enact such a law in 2002. Originally introduced by Speaker of the House Joe R. Salter (D) and by President of the Senate, Donald E. Hines, M.D., (D), HB 1426 bill passed 62-31 in the Louisiana state house chamber and 21-16 in the Senate and was signed by Governor Kathleen Blanco (D).

"The American Psychological Association is quite pleased that Louisiana enacted a law allowing prescription privileges for appropriately trained psychologists," says Russ Newman, Ph.D., J.D., executive director for professional practice, American Psychological Association. "This law will help improve access to badly needed care, with current waiting times to see a psychiatrist in Louisiana reported to be as much as six months."

Louisiana House Bill 1426 requires that only psychologists who have completed a post-doctoral master's degree in clinical psychopharmacology from a regionally accredited institution and have passed a national examination approved by the State Board of Examiners of Psychologists can prescribe. In addition, the psychologist, termed by the law as a "medical psychologist," is required to work collaboratively with the patient's physician when prescribing medication. The bill limits the prescriptive authority to medications for nervous and mental health disorders only.

"This is a historic moment for health care in Louisiana," says Cathy Castille, Ph.D., president of the Louisiana Psychological Association. "This law will improve access to care and coordination of care for people needing mental health services."

"A number of independent evaluations of the training like that required by the Louisiana law have clearly demonstrated that psychologists can be trained to prescribe safely and effectively," says Newman. "In fact, the most comprehensive evaluation of training provided to psychologists in the military found that those psychologists who were trained to prescribe 'filled a critical need and served with excellence' wherever they worked. Psychologists are mental health professionals already trained in providing health and mental health services. Allowing properly trained psychologists to prescribe is a logical step in helping to improve access to quality mental health care for consumers."

A psychologist's education and training includes an average of seven years of graduate education beyond the four years of undergraduate work, and several years of supervised clinical training. "Medical psychologist" is a term specifically used in the Louisiana law and refers to


psychologists who have completed a post-doctoral master's degree in clinical psychopharmacology; have passed a national examination in psychopharmacology approved by the Louisiana State Board of Examiners of Psychologists and hold a current certificate of responsibility from the board. The law requires that medical psychologists engage in coursework that includes anatomy, physiology, neuroscience, biochemistry, clinical medicine, general pharmacology and clinical psychopharmacology.


"This is a victory for the people of Louisiana," says James Quillin, Ph.D., M.P., president, Louisiana Academy of Medical Psychologists. "This is model legislation that proves progressive change in our health care system is achievable."


In addition to improving access to care, authorizing appropriately trained psychologists to prescribe also has implications for reducing health care costs. "We know from experience and research findings," says Newman, "that the ability of a single professional to provide combined treatments can provide quality care at a reduced cost when compared with the provision of psychotherapy and medication by separate professionals."

For additional information, see the APA Monitor on Psychology article, ["Louisiana Becomes Second State to Enact Prescription Privileges Law for Psychologists."](#) (/monitor/may04/louisianarx)

The American Psychological Association (APA), in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 150,000 researchers, educators, clinicians, consultants and students. Through its divisions in 53 subfields of psychology and affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science, as a profession and as a means of promoting human welfare.


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APA Offers Materials That Build Resilience in a Time of War for Adults and Children

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WASHINGTON -- The American Psychological Association (APA) announced today that it is offering materials free to the public that can help people build resilience in a time of war.

"We're already getting a demand for these materials created by the anxiety people are feeling about what's happening in the world right now," said Russ Newman, Ph.D., J.D., executive director for professional practice at the APA. "Based on the reaction to the original resilience materials we produced, we think these war-themed materials will do a lot of good."

The resilience materials are an outgrowth of APA's successful Road to Resilience campaign that was launched in response to September 11, 2001. More than 78,000 Road to Resilience brochures have been requested since that time, along with more than 1,300 "toolkits" that practicing psychologists who are members of APA use to help their clients and communities build resilience skills.

"Unlike one-time traumas, war requires its own kind of resilience because we don't know when a war will end, and - especially in this war - terrorism has brought war closer to home than ever before," Newman said.

The materials include brochures aimed at consumers, parents and teachers of very young children, parents and teachers of elementary school children, parents and teachers of middle school children, parents and teachers of highschoolers, and teens.

Some of the tips include:

Maintain a daily routine

Keeping up your daily routine of work, errands, household chores and hobbies provides you with a feeling of stability when the world around you seems chaotic.

Take care of yourself

Make time to eat properly, exercise, and rest. Schedule time to do things you enjoy such as hobbies and social activities. Caring for yourself and even having fun will help you stay balanced and enable you to better deal with stressful times.

Make connections

Keep in touch with family, friends and others. Connecting with people provides social support and strengthens resilience.

Give yourself a "news break"

Be sure to control the amount of time you and your family spend watching and reading war-related news coverage. Perhaps limit your news intake to no more than one hour a day. It's okay to turn off the TV or radio and allow yourself to focus on non-war-related things.

Have a plan

Having an emergency plan in place will make you feel in control and prepared for the unexpected. Establish a clear plan for how you, your family and friends will respond and connect in the event of a crisis. Have a family or neighborhood meeting to talk about who to call in emergencies or designate a place to meet if you can't reach someone by phone. Make a plan for your pets and a list of items you will need to take in an emergency.

"We've been hearing about the items we need to stockpile in our emergency kit," Newman said. "The skills of resilience should be in your psychological toolkit to help you bounce back in a time of war."

The materials will soon be available in print by calling toll-free 1-800-964-2000 and are available now for free download at <http://helping.apa.org/resilience/war.html> (<http://helping.apa.org/resilience/war.html>)



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New APA Survey Shows War Just One More Stress for Already-Stressed Therapy Patients

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WASHINGTON - Contrary to what you might expect, people in therapy reported no difference in their stress levels once the war with Iraq started - but that may be only because war was seen as just one more stressor in chronically stressful times, according to a new survey of psychologists by the American Psychological Association Practice Directorate.

"We saw the same phenomenon when we took the public's pulse after September 11, 2001," said Russ Newman, Ph.D., J.D., APA's executive director for professional practice. "Rather than seeing a spike in stress after those events, we saw that people who were not directly affected by September 11 already were living in chronic stress and the continuing fears of terrorism merely added another layer of stress. Apparently this war is having a similar effect - people are aware of it, but the anxiety of living in uncertain times already is so high that this becomes just the latest stressor."

Although patients' anxiety did not noticeably change once the bombs were dropped, they were not ignoring the war. In fact, psychologists reported that more than half of their patients are being affected by the war with Iraq.

The survey, conducted with "real-time" reporting by psychologists both before and after the first bombs of the war fell, found that psychologists said 67 percent of patients were affected by the threat of war, and 42 percent discussed war and the threat of terrorism in their most recent session.

Additionally, while only one patient initiated therapy due to concerns about current events, 13 percent of patients already in treatment were concerned enough about war and terrorism for it to become a focus of their treatment, according to the psychologists who responded to the survey.

Psychologists surveyed also reported that the threat of war and terrorism had an emotional impact on many patients' lives: 28 percent of patients felt that the greatest emotional response was apprehension; nearly 19 percent of patients felt distress; and nearly 18 percent felt anger.

Newman said the ongoing buildup of anxiety found in the survey is exactly why APA began offering tips for building resilience last fall.

"We first began talking about resilience when it became apparent that people were looking for skills to help them bounce back from significant ongoing stressors, as well as trauma and disaster," Newman said. "We've found that the skills of resilience can even inoculate people before trauma occurs."


APA began its "Road to Resilience" campaign after September 11, 2001 to teach resilience skills and has added to that with its "Resilience in a Time of War" series of brochures as a result of the war with Iraq.


APA conducted the survey using its PracticeNet™ technology, which uses the Internet to conduct unique real-time behavioral sampling of psychologists about aspects of their practice. Psychologists were asked to comment on a randomly selected, anonymous patient at a particular time during their normal clinical hours. The survey was conducted from March 20, on the day the war officially began, through March 24.


Of the 446 surveys that were emailed to selected psychologists, 225 were returned, leading to a 51 percent response rate.


APA's "Resilience in a Time of War" materials, including brochures aimed at consumers; parents and teachers of very young children; parents and teachers of elementary school children; parents and teachers of middle school children; parents and teachers of highschoolers; and teens, are available by calling toll-free 1-800-964-2000.

The American Psychological Association (APA), located in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 155,000 researchers, educators, clinicians, consultants and students. Through its divisions in 53 subfields of psychology and its affiliations with 58 state, territorial and Canadian provincial associations, APA works to advance psychology as a science, as a profession, and as a means of promoting health, education and welfare.


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Six U.S. Organizations Receive National Psychologically Healthy Workplace Award

American Psychological Association debuts first annual National Awards Program, in addition, 10 companies receive best practices honors

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WASHINGTON – Faced with skyrocketing healthcare costs, global competition and economic uncertainty, organizations are looking for the competitive advantage that will give them an edge in the marketplace. Some organizations are leading the way in creating a workplace that does more than just improve organizational performance and productivity. These employers are building a strong, vibrant organizational culture that supports the organization itself. They are creating a psychologically healthy workplace. As part of a new national awards program, six organizations – ARUP Laboratories (Utah), IBM's T.J.Watson Research Center (New York), Versant (Wisconsin), Great River Health Systems (Iowa), The Comporium Group (South Carolina) and Green Chimneys School (New York) – were recognized for implementing a comprehensive array of programs and policies that foster a psychologically healthy workplace. The American Psychological Association (APA) presented these companies with a National Psychologically Healthy Workplace Award at a ceremony in Washington, DC on March 4.

In addition, ten companies received a Best Practices Honor for an innovative program or policy that contributes to a psychologically healthy work environment. The honorees are Abacus Planning Group (South Carolina), Coleman Professional Services, (Ohio), Downtown Honda - Spokane (Washington), Carl M. Freeman Associates (Maryland), Highsmith (Wisconsin), NRG Systems (Vermont), Stone Construction Equipment (New York), Trihydro (Wyoming), Secunda Marine Services, (Nova Scotia, Canada) and Pacific Shipyards International's NISMO Division (Hawaii).

“Many employers now recognize that the key to success lies in their own workforce and understand that employee health and well-being and organizational performance are inextricably linked,” says Russ Newman, PhD, JD, executive director for professional practice at APA.

The Psychologically Healthy Workplace Award (PHWA) program recognizes organizations that make a commitment to programs and policies that foster employee health and well-being while enhancing organizational performance. Psychologically healthy workplace practices fall into five categories: employee involvement; health and safety; employee growth and development; work-life balance; and employee recognition. Some examples of organizational practices that help create a psychologically healthy work environment include: employee participation in decision making; skills training and leadership development; flexible work arrangements; programs promoting healthy lifestyle and behavior choices; programs to prevent and manage workplace stress; a priority placed on employee health and safety; recognition of individual and team performance; and comprehensive health care benefits that include access to mental health services.

National PHWA

The Psychologically Healthy Workplace Award program has both state and national-level components. The National PHWA is designed to showcase the very best from among the award winners recognized by APA's affiliated state, provincial and territorial psychological associations. Nominees were selected from a pool of previous state-level winners and evaluated on their workplace programs and policies in the areas of employee involvement, health and safety, employee growth and development, work-life balance and employee recognition.

Additional factors considered include employee attitudes and opinions, the role of communication in the organization; and the benefits realized in terms of both employee health and well-being and organizational performance. Awards were given to organizations in the following categories: not-for-profit, government/military/educational institution, large for-profit, medium for-profit and small for-profit.

Best Practices Honors

In 2003, APA launched the Best Practices Honors, a national recognition that highlights those state-level winners with a particularly innovative program or policy that contributes to a psychologically healthy work environment. As with the national award, nominees came from a pool of previous state-level winners and were selected through a competitive evaluation and judging process.

"It is important to note that there is no "one-size-fits-all" approach to creating a psychologically healthy workplace," says Newman. "Success is based, in part, on addressing the challenges unique to a particular organization and tailoring programs and policies to the needs of its employees."

More information on the National PHWA winners and Best Practices Honorees is available at the [APA Help Center Media Room \(/news/press\)](#). Companies interested in learning more about creating a psychologically healthy workplace or applying for an award in their state, province or territory can visit [www.phwa.org](http://phwa.org) (<http://phwa.org>).

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Most Americans List Lack of Insurance Coverage and Cost as Top Reasons for Not Seeking Mental Health Services

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WASHINGTON - Insurance coverage problems and costs supplant stigma as the number one obstacle to accessing mental health services according to a survey commissioned by the American Psychological Association. Americans say it's lack of insurance coverage (87%) or cost (81%) that most keeps them from seeing a mental health professional with 65% citing lack of insurance coverage as a very important reason for not seeking treatment. Survey results also show that 85% of Americans say health insurance should cover mental health services and that 97% of Americans believe access to mental health services is important with nearly three in four considering such services very important, on par with dental care.

"Health care coverage in this country needs to catch up with what people increasingly understand...the mind and body are linked inextricably," says Russ Newman, Ph.D., J.D., executive director for the American Psychological Association Practice Organization.

"Congress can help improve access to mental health services and end insurance discrimination against those suffering from mental health disorders by passing the Paul Wellstone Mental Health Equitable Treatment Act."

The Paul Wellstone Mental Health Equitable Treatment Act (S. 486/H.R. 953) would put insurance coverage for mental health services on par with physical health services. The bill also improves the 1996 Parity Act by requiring parity for coinsurance, deductibles, day and visit limits and maximum out of pocket caps.

More than 44 million Americans suffer from a mental health disorder. According to the U.S. Surgeon General's 1999 report, only one third of people suffering from a mental health disorder receive treatment.

"Having a mental health disorder can be as serious as having a heart attack or any other debilitating, life-threatening physical health disorder and can in fact, contribute to physical ailments. With the passage of this bill, insurers may no longer arbitrarily limit the number of hospital days or outpatient treatment sessions, or use higher copayments or deductibles for people in need of mental health care, thus closing loopholes in the Mental Health Parity Act of 1996," says Newman.

The survey of 1,000 Americans was conducted by Penn Schoen & Berland on January 26-27. All respondents were between the ages of 18 and 64 years old. The margin of error for the study is ± 3.1 at the 95th percent level.

The American Psychological Association Practice Organization is an affiliate of the American Psychological Association, the largest scientific and professional organization representing psychology in the United States. APA's membership includes more than 150,000

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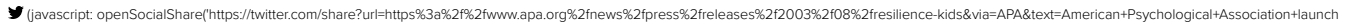
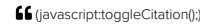
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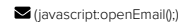
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American Psychological Association Launches Campaign to Help Kids & Teens with Stress and Trauma



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The campaign, "Resilience for Kids & Teens," focuses on teaching the skills of resilience, or the ability to adapt well to adversity, trauma, tragedy, threats, or even significant sources of stress. Research has shown a whole range of behaviors and actions associated with resilience, and while some kids may already possess these behaviors, those who don't can learn these behaviors and build their resilience.

The campaign launch includes the distribution of a special issue of Time for Kids (TFK) Magazine on the topic of resilience. The TFK Magazine helps children learn the skills of resilience, using "kid-friendly" language, and describes resilience as the ability to bounce back. The language was developed using parents, teachers and child psychologists.


1. *Have friends and be a friend.* Lean on friends, family, and school psychologists, and let your friends and family lean on you sometimes.
2. *Believe in yourself and what you know and can do.* Remind yourself what you're good at.
3. *Take charge of your behavior and actions.* Tackle tricky situations head-on; just trying something can boost your self-esteem.
4. *Look on the bright side.* Even the worst experience can teach you something important about yourself.
5. *Set new goals and make a plan to reach them.* Be realistic and realize that reaching goals takes time, but be proud of your achievements along the way.


The
TFK


The TFK magazine will be sent to more than 2 million fourth- through sixth-graders and their teachers this fall. In addition, APA is offering an online brochure for parents and teachers who want to help children build resilience, and an online brochure aimed at teens, to which MTV contributed. Both brochures will be available at APA's online help center, [www.APAHelpCenter.org \(/helpcenter\)](http://www.APAHelpCenter.org (/helpcenter)). APA's grassroots network of more than 50,000 psychologists will use the materials to conduct community outreach that helps build resilience.


The Resilience for Kids & Teens campaign is an outgrowth of APA's successful Road to Resilience campaign, which first looked at the skills of resilience shortly after September 11, 2001. "Resilience isn't going to protect kids from unhappiness - that's a normal part of life," Newman said. "What it will do is inoculate children from the inside out with skills and strategies that will help them face the things that come their way."

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Date created: 2006

APA Survey Shows Holiday Stress Putting Women's Health at Risk

Added holiday stress increases women's reliance on unhealthy behaviors more often than men

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WASHINGTON -- Nearly half of all women in the United States experience heightened stress during the holidays at great risk to the health of their minds and bodies, according to a national survey released today by the American Psychological Association (APA). Compared to previous surveys on stress, APA found that women are actually doing less to address the increased stress of the holiday season. Despite repeated warnings about the effects of stress on both psychological and physical health, women are relying more on unhealthy behaviors to manage stress during the holidays and the rest of the year.

(<http://www.prnewswire.com/mnr/apa/25993/>)

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Juggling work and added family responsibilities, such as planning for holiday gatherings, shopping for gifts and cooking, leave most women feeling like they can't take time to relax during the crunch to get everything done for the holidays. Survey findings show that added holiday stress, on top of already disproportionately high stress levels in women year-round, makes it hard for women to relax. This increases the likelihood that they will turn to unhealthy behaviors like using food to deal with stress (41 percent) or drinking alcohol (28 percent).

"People who cope with stress by engaging in unhealthy behaviors and lifestyle, regardless of the time of year, may alleviate symptoms of stress in the short term, but end up creating significant health problems in the long run, and, ironically, more stress," says Russ Newman, Ph.D., J.D., executive director for professional practice, APA. "Research shows that stress, and the unhealthy behaviors people use to manage it, contribute to some of our country's biggest health problems such as obesity, heart disease and diabetes. So it's imperative that people take steps to address issues like holiday stress in healthier ways."

A national stress survey conducted by APA in January 2006 found that, during the year, 31 percent of women turn to food to manage stress compared to 19 percent of men. The holiday stress survey, conducted by APA in October 2006, showed that comfort eating rises by 10 percent at the holidays as a source of stress relief for women (versus a 6 percent increase for men), indicating that holiday pressures are having an impact on women's behaviors.

"The effectiveness with which people manage stress -- especially women during the holidays, given their increased stress levels -- is critical to long-term mind and body health," says Newman. "It seems that women, in particular, view holiday stress and their ways of coping with it as a normal part of the season."

Results from the January 2006 survey show that women report stress affects them more than men do (51 percent versus 43 percent) and that women are more likely than men to report multiple stressors. The same is true during the holidays. Women (44 percent) are more likely than men (31 percent) to report an increase of stress during the holiday season, citing lack of time (69 percent versus 63 percent), lack of money (69 percent versus 55 percent), and pressure to give or get gifts (51 percent versus 42 percent) as primary stressors. While stress is an important health issue for everyone to take note of, survey findings indicate that identifying healthy strategies for managing stress is critical to the mind/body health of women.

The January 2006 survey shows that stress does have an effect on overall mind/body health. Adults who experience a great deal of stress rate their psychological and physical health lower than adults who are not experiencing stress. Women under stress are more likely than men to report that they are in fair or poor health. People very concerned with the level of stress in their lives are more likely to report a number of specific ailments and symptoms.

59 percent report feeling nervous or sad

51 percent report symptoms of fatigue

56 percent report inability to sleep or sleeping too much

55 percent report lack of interest, motivation or energy

46 percent report headaches

48 percent report muscular tension

32 percent report frequent upset stomach or indigestion

37 percent report change in appetite

29 percent report feeling faint or dizzy

26 percent report tightness in chest

23 percent report change in sex drive

"My advice to both men and women is to pay attention to what causes their stress and to find healthy ways of managing it. Everyone responds to their stress in some way. The key is handling stress in a manner that doesn't make things worse," says Newman.

The holiday stress survey was conducted October 2-5, 2006, by Greenberg, Quinlan Rosner Research for the APA, with the objectives of exploring stress during the holidays, the causes of stress and how holiday stress differs from other times of the year, as well as what people do differently during the holiday season to manage their stress. The telephone poll reached 786 adults, 369 men and 417 women who were 18 years or older and was weighted by gender, age, race and education.

To view the Multimedia News Release, go to: (<http://www.prnewswire.com/mnr/apa/25993/>) <http://www.prnewswire.com/mnr/apa/25993/> (<http://www.prnewswire.com/mnr/apa/25993/>) .

For tips on managing holiday stress or to learn more about stress and mind/body health, visit [the American Psychological Association Help Center \(/helpcenter\)](http://www.apa.org/helpcenter) .

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Date created: 2004

Money Issues Leading Cause of Holiday Stress for Americans

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WASHINGTON -- What causes the most stress during the holiday season? Money issues were the top vote getters for holiday stress, according to a recent poll by the American Psychological Association (APA).

The Survey found that 61% of Americans listed lack of money as the top cause of holiday stress followed by the pressures of gift giving, lack of time, and credit card debt. Survey results also show that younger Americans are more worried about lack of money and gift giving compared to people over the age of 35.

One in five Americans are worried that holiday stress could affect their physical health and 36% say they either eat or drink alcohol to cope with holiday stress. Forty-five percent say they rely on exercise to relieve stress while 44% turn to religious and spiritual activities. A small number turn to massage and yoga.

“People tend to reduce stress in ways they have learned over the course of time because they turn to what they know,” says Russ Newman, Ph.D., J.D., APA executive director for professional practice. “Ironically, they may take comfort from eating or drinking because it’s familiar, even though it’s not good for their health. But, there are other behaviors people can learn to further relieve stress and the its effects that may be both better for them and longer lasting.”

Newman recommends the following tips to help deal with holiday stressors and to build resilience:

Make connections. Good relationships with family and friends are important. So, view the holidays as a time to reconnect with people. Additionally, accepting help and support from those who care about you can help alleviate stress.

Set realistic goals. Taking small concrete steps to deal with holiday tasks instead of overwhelming yourself with goals that are too far reaching for a busy time.

Keep things in perspective. Try to consider stressful situations in a broader context and keep a long-term perspective. Avoid blowing events out of proportion.

Take decisive actions. Instead of letting holiday stressors get the best of you, make a decision to address the underlying cause of a stressful situation.


Take care of yourself. Pay attention to your own needs and feelings during the holiday season. Engage in activities that you enjoy and find relaxing. Taking care of yourself helps keep your mind and body primed to deal with stressful situations.


For more information on how to build resilience, visit the APA Help Center or call 1-800-964-2000 to order a free brochure, The Road to Resilience.


The APA survey was conducted by Penn, Schoen and Berland Associates and involved 1,000 interviews of Americans nationwide on November 8-9, 2004. The margin of error is +/- 3.1% and higher for subgroups.


Media Note: Poll results available by contacting APA media contacts.

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Date created: 2007

New Insurance Legislation Would End Discrimination Against People with Mental Health Disorders

113 million americans to benefit

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WASHINGTON-- Today, the United States Senate took an important step toward meeting the mental health needs of tens of millions of Americans by introducing new legislation to end discrimination against people with mental health disorders and assure treatment is available for those who need it. The Mental Health Parity Act of 2007, introduced by Sens. Pete Domenici (R-N.M.), Edward Kennedy (D-Mass.) and Michael Enzi (R- Wyo.), would provide mental health insurance coverage equivalent to physical health coverage, benefiting 113 million Americans in large group health plans.

"Having a mental health disorder can be as serious as having a heart attack or any other debilitating, life-threatening physical health disorder. In addition, there is a clear connection between mental health disorders and physical ailments," says Russ Newman, PhD, JD, APA executive director for professional practice. "With the passage of this bill, insurers may no longer arbitrarily limit the number of hospital days or outpatient treatment sessions, or use higher copayments or deductibles for people in need of psychological services."

This new legislation, modeled on the current Federal Employee Health Benefits Program covering 8.5 million federal employees, strengthens provisions in the original Mental Health Parity Act of 1996 and closes loopholes in this law. The 2007 bill requires that copayments for office visits, deductibles, limits on number of visits, out-of-network and in-network services for psychological services be treated the same as physical health services. It also includes coverage for substance abuse and chemical dependency services. In addition, the bill preserves existing state laws requiring diagnoses coverage.

According to APA consumer research, 85 percent of Americans say health insurance should cover mental health services. And 87 percent say it's lack of insurance coverage that most keeps them from seeing a mental health professional.

"Health care coverage in this country needs to catch up with what people increasingly understand...the mind and body are linked inextricably," says Newman. "Congress can help improve access to mental health services and end insurance discrimination against those suffering from mental health disorders by passing the Mental Health Parity Act of 2007."

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SOURCE: American Psychological Association

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APA Help Center Offers Materials on Managing Traumatic Stress in a Natural Disaster

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WASHINGTON - For those who may be struggling to cope from afar or have trouble dealing with the images of the aftermath of the tsunami, the American Psychological Association (APA) is offering free materials on managing traumatic stress in a natural disaster through its website, APA Help Center.

"People living in the United States who have lost family and friends or are waiting for news of their loved ones are most likely to feel the effects of this disaster," says Russ Newman, Ph.D., J.D., APA's executive director for professional practice. "And this is an especially difficult time for those who are witnessing from a distance the destruction of land and the loss of lives in their native countries."

The fact sheet, **Managing Traumatic Stress: Tips for Recovering From Natural Disasters**, includes information for people both directly and indirectly affected by a natural disaster. Newman adds, "even if you were not in the actual disaster, you may be affected by witnessing the results of the disaster, even through viewing images in media coverage."

Some of the tips in the fact sheet include:

Take a newsbreak. Watching endless replays of footage from the disaster can make your stress even greater. Although you'll want to keep informed - especially if you have loved ones affected by the disaster - take a break from watching the news.

Be kind to yourself. Some feelings when witnessing a disaster may be difficult for you to accept. You may feel relief that the disaster did not touch you, or you may feel guilt that you were left untouched when so many were affected. Both feelings are normal.

Keep things in perspective. Although a disaster often is horrifying, you should focus as well on the things that are good in your life.

Find a productive way to help if you can. Many organizations are set up to provide financial or other aid to victims of natural disasters. Contributing can be a way to gain some "control" over the event.

Look for opportunities for self-discovery. People often learn something about themselves and may find that they have grown in some respect as a result of persevering through hardship. Many people who have experienced tragedy and adversity have reported better relationships, greater sense of personal strength even while feeling vulnerable, increased sense of self-worth, deeper spirituality, and heightened appreciation for life.

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Date created: 2004

The American Psychological Association Applauds Passage of the Mentally Ill Offender Treatment and Crime Reduction Act of 2004

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WASHINGTON — The American Psychological Association (APA) applauds the U.S. House of Representatives for passing S. 1194, the Mentally Ill Offender Treatment and Crime Reduction Act of 2004, today. Sponsored by Sen. Mike DeWine (R-OH) and Rep. Ted Strickland (D-OH), this legislation authorizes \$50 million in federal grants to fund increased training for law enforcement officials and mental health personnel dealing with adult and juvenile offenders with mental health disorders, expand prisoners' access to mental health treatment while incarcerated and upon re-entry into the community, and provide additional resources for pre-trial jail diversion programs, mental health courts, and related initiatives. The bill now moves back to the Senate for reconsideration.

"The need for the mental health courts program and the other initiatives promoted in this bill has never been more important. This legislation will help the criminal justice and mental health communities work together to make sure that both adult and juvenile non-violent offenders with mental health disorders are identified properly and receive the treatment they need from the point of arrest to re-entry into the community, and are not simply recycled into the system," says Russ Newman, Ph.D., J.D., APA's executive director for professional practice.

The Mentally Ill Offender Treatment and Crime Reduction Act expands upon Sen DeWine's and Rep. Strickland's America's Law Enforcement and Mental Health Project, the innovative mental health courts pilot program. The Act recognizes the special needs of offenders with mental health disorders, and is consistent with the recommendations of President Bush's New Freedom Commission on Mental Health. Specifically, the Commission cited jail diversion and community re-entry programs as best practices.

According to the Office of Juvenile Justice and Delinquency Prevention, more than 20 percent of those in the juvenile justice system have serious mental health problems, with many more also suffering from mental health and substance abuse disorders. The Mentally Ill Offender Treatment and Crime Reduction Act expands the funding available to communities to address effectively the mental health needs of adult and juvenile offenders from the point of crisis intervention to re-entry.

"This bill places critical resources where they are needed most, on the front lines. Its provisions are sensible and effective, and the bill deserves to be signed by the president without delay," Newman said.

The American Psychological Association (APA), located in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 150,000 researchers, educators, clinicians, consultants and students. Through its 53 divisions and its affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science and profession, and as a means of promoting health, education, and human welfare.



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CIGNA Settlement Favorable to Psychologists



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WASHINGTON - Psychologists saw a significant step forward in their ongoing effort to improve managed care administrative services and policies when CIGNA agreed to change its policies and procedures to better ensure easier and faster processing of transactions for claims as well as prompt payment for services. The changes were part of CIGNA's recent announcement of a settlement of a lawsuit filed by a class of non-physician health care providers, including psychologists.

"We're glad that CIGNA has been working to correct policies and procedures that affect behavioral health professionals in general and psychologists in particular, who provide services under their managed care system," says Russ Newman, Ph.D., J.D., executive director for professional practice, American Psychological Association Practice Organization (APAPO).

The suit alleges that the defendants violated federal law by conspiring to reduce and delay payments to these health professionals. CIGNA is one of a number of defendants. The APA Practice Organization, although not a party to the lawsuit, became a signatory to the settlement after engaging in the settlement talks to ensure that behavioral health issues were adequately addressed.

Through the settlement, CIGNA is the first of the defendants to agree to resolve a number of psychologists' long standing concerns. The company will use its website to make various transactions with psychologists and other health professionals easier and faster, while also making its operations and procedures more transparent. The agreement also includes updating the listing of psychologists in its network. Additionally, CIGNA will pay \$11.55 million to a settlement fund to be split among the class of non-physician providers, including psychologists, who provided services to subscribers of CIGNA or the other defendants from January 1, 1990 to the present. The settlement awaits court approval from U.S. District Court Judge Federico Moreno, Miami, Florida.

"While we hope that all of our eligible members will access the settlement fund, we believe that a very significant aspect of the agreement is that CIGNA has agreed to improve its way of doing business with psychologists," says Newman.

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Companies Honored for Psychologically Healthy Workplace Practices

American Psychological Association salutes best practices honorees

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WASHINGTON — New employee hiring teams, programs that involve employees in making business decisions and even unorthodox policies such as allowing dogs in the workplace are just a few of the innovative best practices companies nationwide are implementing in an effort to create better places for their employees to work, according to a new publication released today by the American Psychological Association (APA).

These business best practices came to light as part of APA's new national recognition program — "The Psychologically Healthy Workplace Award: Best Practices Honors," which recognizes companies for innovative programs and policies that support psychologically healthy work environments.

Companies ranging from BellSouth to Washington State University and Small Dog Electronics are among the 15 companies nationwide honored for their ongoing commitment to workplace health and well-being.

"These companies and their best practices serve as a model for corporate America, which is beginning to understand that employees are their best asset," says Russ Newman, Ph.D., J.D., the APA's executive director for professional practice. "A little investment in psychologically healthy workplaces can pay big dividends in years to come. Creating a psychologically healthy workplace is not just the right thing to do for employees' wellbeing; it's also the smart thing to do for an organization's financial wellbeing and productivity.

A 2002 study by Watson Wyatt Worldwide provides evidence supporting the link between better people management and better financial performance, using a measurement called the Human Capital Index. Many of the companies being honored for their workplace best practices also report that they have seen their efforts pay off financially. For example, the Arkansas Educational Television Network's team hiring program lead to reduced employee turnover.

Each of the organizations honored was nominated for the national recognition by their state's psychological association. Each organization had already been selected as a winner in their respective states' Psychologically Healthy Workplace Awards. They were nominated for the national honor because of a unique program or policy that stood out from among the rest. Since 1999, the Psychologically Healthy Workplace Award program has been given to businesses and organizations at the state level for business practices that foster a psychologically healthy work environment for employees. The annual award program implemented by 28 states highlights a variety of

businesses and organizations from large to small, profit to non-profit. The judging process evaluates applicants on the following four criteria: employee involvement; family support; employee growth and development; and health and safety.

As part of this national recognition program, the honored companies and their programs are featured in a new magazine-style publication produced by APA. A brief description of each of the honorees' innovative programs is included in the publication that can be viewed and downloaded from the APA's web site at Psychologically Healthy Workplace Awards.

APA announced the honors during the Institute for Health and Productivity Management's (IHPM) 3rd Annual Health and Productivity Management Awards on October 7, 2003 in Scottsdale AZ.

"This is a must-read for managers interested in looking for cost-effective ways to boost employee morale or the bottom line, or both," says Sean Sullivan, IHPM president and CEO.

Studies show companies not only benefit from their psychologically healthy workplace practices, they pay a very real price for inaction. A report from the *Journal of Occupational Health and Medicine* shows that health care expenditures are nearly 50% greater for workers who report high levels of stress. These expenditures are even more significant given the fact that corporate healthcare costs continue to accelerate with no slowdown in sight. According to a recent survey by Mercer, there was a 14.7% increase overall in 2002 in corporate healthcare costs.

"In many cases, the Best Practices demonstrate that psychologically healthy work practices make for more productive employees," says Newman. "In addition to honoring them for their achievements, we are showcasing these unique programs to demonstrate to others there are many things that can be done to create psychologically healthy workplaces."

The American Psychological Association (APA), in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 150,000 researchers, educators, clinicians, consultants and students. Through its divisions in 53 subfields of psychology and affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science, as a profession and as a means of promoting health, education and human welfare.

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Mentally Ill Offender Treatment and Crime Reduction Act Becomes Law

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WASHINGTON --The Mentally Ill Offender Treatment and Crime Reduction Act (S. 1194) of 2004, which will improve access to mental health services for adult and juvenile non-violent offenders, was signed into law by the President on October 30. The bill was passed by the U.S. House of Representatives on October 6 and by the Senate on October 11.

"This law places critical resources where they are needed most, on the front lines," says Russ Newman, Ph.D., J.D., APA's executive director for professional practice. "It will improve collaboration among the criminal justice, juvenile justice, mental health and substance abuse treatment systems. It will ensure that both adult and juvenile non-violent offenders with mental health disorders are identified properly and receive the treatment they need from the point of arrest to re-entry into the community, and are not simply recycled into the system."

Sponsored by Sen. Mike DeWine (R-OH) and Rep. Ted Strickland (D-OH), this legislation authorizes a \$50 million federal grant program for states and counties to establish more mental health courts, expand prisoners' access to mental health treatment while incarcerated and upon re-entry into the community, provide additional resources for pre-trial jail diversion programs and related initiatives, and fund cross-training for law enforcement officials and mental health personnel dealing with adult and juvenile offenders with mental health disorders.

The Mentally Ill Offender Treatment and Crime Reduction Act expands upon Sen. DeWine's and Rep. Strickland's America's Law Enforcement and Mental Health Project, the innovative mental health courts pilot program that became law in 2000. The new law, recognizing the needs of offenders with mental health disorders, is consistent with the recommendations of President Bush's New Freedom Commission on Mental Health which cited jail diversion and community re-entry programs as best practices.

"We thank Sen. DeWine and Rep. Strickland for leading this effort and developing a multi-pronged strategy that will provide mental health services to an underserved population," says Newman.

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As Tax Day Looms, APA Offers Strategies for Managing Money Stress

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WASHINGTON-- With the looming IRS tax deadline on April 17, more Americans are experiencing financial stressors and may be dealing with them in unhealthy ways, according to the American Psychological Association (APA). Stress related to tax deadlines can increase reliance on the unhealthy behaviors many people already use to cope with everyday stressors related to money, work, personal and family health matters, and raising children. APA warns that increased reliance on unhealthy behaviors to manage stress can lead to long-term, serious health problems.

"People who cope with stress in unhealthy ways may alleviate symptoms of stress in the short term, but end up creating significant personal health problems over time, and, ironically, more stress," says psychologist Russ Newman, PhD, JD, APA executive director for professional practice. "Research shows that stress, and the unhealthy behaviors people use to manage it, contribute to some of our country's biggest health problems such as obesity, heart disease and diabetes. So it's imperative that people take steps to address issues like financial stressors in healthier ways."

A 2006 APA survey found that money is the top source of stress for adults. Nearly 60 percent of people attribute their stress to money and work, interrelated issues that are emphasized for many during the tax-filing process. The survey also found that, overall, people are engaging in unhealthy behaviors, such as eating to alleviate stress, making poor diet choices, smoking, drinking, and being inactive to manage financial and other life stressors.

APA offers these strategies for managing financial stress:

Define stress -- Everyone experiences stress differently. How do you know when you are stressed? Does that experience change during tax-filing season or when making financial decisions?

Identify money stressors -- What events or situations trigger stressful feelings? Are they related to meeting tax deadlines, paying bills, money decisions, or financial responsibilities at work or at home? Or something else?

Recognize how you deal with financial stress -- Some people deal with stress by using unhealthy behaviors, such as smoking, drinking, or using food. Determine if you are using those types of unhealthy behaviors to cope with financial related stress. Is this a behavior you rely on year-round, or is it specific to tax-filing deadlines or making other money decisions? Do you turn to unhealthy financial behaviors

such as overspending, misuse of credit cards, neglecting bills, or constantly borrowing money in an effort to deal with financial stressors?

Understand what money means to you -- Money is often symbolic of emotional issues that may seem unrelated to your personal finances. What does money represent to you? How might that increase your stress?

Find healthy ways to manage stress -- Consider healthy, stress-reducing activities -- taking a short walk, exercising, or talking things out with friends or family. Try to develop these types of healthy stress management behaviors so that when you're in a financial crisis, you'll have healthy strategies available to help you reduce stress. Keep in mind, unhealthy behaviors develop over the course of time and can be difficult to change. Don't take on too much at one time. Focus on changing only one behavior at a time.

Ask for professional support -- Accepting help from friends and family who care about you and will listen to you about your financial challenges can improve your ability to manage stress. Financial planners are also available to help you take control over your money situation. If you continue to be overwhelmed by financial stress, you may want to talk with a psychologist who can help you address the emotions behind your money behaviors, manage stress, and change unhealthy behaviors.

"My advice is that people identify times of the year, such as tax season, that may increase their stress. It is important to be prepared for periods of high stress and to create situations for yourself that promote healthier coping behaviors," says Newman.

The 2006 survey revealed that stress does have an effect on overall mind/body health. Adults who experience a great deal of stress rate their psychological and physical health lower than adults who are not experiencing stress. People very concerned with the level of stress in their lives are more likely to report a number of specific ailments and symptoms.

59 percent report feeling nervous or sad

51 percent report symptoms of fatigue

56 percent report inability to sleep or sleeping too much

55 percent report lack of interest, motivation or energy

46 percent report headaches

48 percent report muscular tension

32 percent report frequent upset stomach or indigestion

37 percent report change in appetite

29 percent report feeling faint or dizzy

26 percent report tightness in chest

23 percent report change in sex drive

"We have found that people experiencing high levels of stress don't feel as well physically as those with less stress," says Newman. "The physical health consequences are real and people need to take the necessary steps to better manage their stress."

To learn more about stress and mind/body health, visit the American Psychological Association Help Center.

The American Psychological Association (APA), in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 148,000 researchers, educators, clinicians, consultants and students. Through its divisions in 54 subfields of psychology and affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science, as a profession and as a means of promoting health, education and human welfare.

SOURCE: [American Psychological Association \(/\)](http://www.apa.org/news/press/releases/2007/04/money-stress)

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Psychologists Get Nearly \$2.2 Million in CIGNA Settlement Payouts

by Legal and Regulatory Affairs and Communications Staff

October 11, 2005 — More than 4,000 psychologists received almost \$2.2 million in August from a settlement with CIGNA, part of a nationwide class action lawsuit involving 12 of the largest managed care organizations (MCOs) in the United States. CIGNA also agreed in the settlement to make numerous policy changes for the benefit of health professionals who serve CIGNA patients.

The class action litigation in Florida by psychologists and other nonphysician health professionals alleges that the defendant companies conspired to reduce and delay payments to providers. According to APA Executive Director for Professional Practice Russ Newman, PhD, JD, settlements with other of the defendants may be possible prior to going to trial.

The shares paid by CIGNA to eligible claimants were weighted based on the estimated amount of services provided to CIGNA subscribers. The base amount was \$212.13, and the average payout was \$540. But anecdotal reports indicate that some practices received considerably higher sums. For example, one psychology group practice in northeastern Ohio received a check for nearly \$10,000.

The total fund was paid to a class of nonphysicians who over a period of nearly 15 years ending in December 2004 provided services to CIGNA subscribers or subscribers of the other managed care defendants in the class action lawsuit. Eligible psychologists had a May 27, 2005 deadline for filing a claim.

The APA Practice Organization became involved in the litigation and settlement negotiations with CIGNA in order to press the profession's particular concerns. For example, the Practice Organization was successful in ensuring that psychologists would not have "no-cause termination" clauses in their provider contracts.

APA Members React

In commenting on the CIGNA settlement, APA member Nan Klein, PhD, observed that practitioners can feel helpless in recognizing egregious practices by some managed care organizations while thinking there's not much they as individuals can do about the situation. "As a solo practitioner, you can't doggedly pursue righting the wrongs," she said. "It's gratifying to know that our national organization is [challenging] these managed care companies." Dr. Klein said that, beyond the victory for psychology, it was nice to get a tangible benefit in the form of a CIGNA settlement payout check.

For some APA members, the payout amount seemed to surprise them. John Corrigan, PhD, of Columbus, Ohio reported that his group received a "generous check that was quite a bit more" than he expected.

Dan Abrahamson, PhD, of South Windsor, Conn., said that the CIGNA settlement payout of several thousand dollars to his group practice initially struck him as substantial, compared with the pittance he had received from other class action settlements. Then he factored in the aggravation of dealing with the MCO.

"When I think about all the grief that CIGNA has caused us over many years, the [amount of the] settlement check didn't seem like that much," said Abrahamson. "But it did feel like some vindication for all the hassles and indignation."

Policy Changes Are Part of Settlement

The gains for psychologists from the CIGNA settlement extend beyond the distribution of funds to eligible claimants. CIGNA also is making numerous policy improvements to benefit health professionals who treat CIGNA subscribers. The policy changes fill nearly half of the 108-page

text of the CIGNA settlement agreement, covering such topics as medical necessity, prompt payment of claims, recovery of “overpayments,” timely correction of provider listings, and greater transparency regarding the company’s policies and procedures.

The APA Practice Organization has created a summary document, "Policy changes in the CIGNA settlement," highlighting some of the policy changes that are most relevant for practicing psychologists. We also are working with state psychological association leaders on monitoring CIGNA’s compliance with the policy provisions.


If, after reviewing the summary of policy changes, you believe that CIGNA is not complying with its settlement obligations, please [contact the Legal & Regulatory Affairs office \(mailto:abrino@apa.org\)](mailto:abrino@apa.org) of the APA Practice Organization at 202-336-5886.

An Ongoing Strategy


The Florida lawsuit that includes the CIGNA settlement is part of a continuing initiative by organized psychology to hold managed care companies accountable for actions that harm patients and practitioners. The legal strategy has also resulted in successful settlements of lawsuits in which APA partnered with the Virginia Academy of Clinical Psychologists, the New Jersey Psychological Association and the California Psychological Association.

We will continue to keep licensed APA members informed of pertinent developments in the Florida class action lawsuit through the [PracticeUpdate E-Newsletter \(/practice/update/issues\)](#) and [APApractice.org](#).

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APA Launches Interactive Tool to Demonstrate Physical Effects of Stress

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WASHINGTON -- Nearly half of Americans say they experience some level of stress, but they might be surprised by how much stress affects nearly every part of the body. Now, people can see just what stress can do to the body with a new interactive anatomical figure launched by the American Psychological Association (APA) that demonstrates the effects of stress on specific body systems.

The interactive tool, found in APA's Help Center, features an animated cross section of the human body with hot buttons linking to detailed information about physical reactions to stress. Descriptions of these physical effects are categorized by body system and gender, addressing physical symptoms triggered by stress in the nervous, endocrine, respiratory, cardiovascular, gastrointestinal, musculoskeletal, and reproductive systems for both men and women. The anatomical figure is part of APA's public education campaign on Mind/Body Health.

"Stress can affect every body system in both positive and negative ways," says Russ Newman, PhD, JD, executive director for professional practice at APA. "In order to effectively manage stress, it's important to understand how the mind and body respond to stress. This interactive feature is designed to help educate people on what can happen both physically and mentally if stress is not properly managed."

According to a 2006 APA survey, people experiencing stress are more likely to report health conditions such as hypertension, anxiety or depression and obesity. For more information on tips to help manage stress, visit APA's Help Center.

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Psychologists Recognize Rep. Ted Strickland for Leadership on Mental Health Issues

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WASHINGTON — U.S. Representative Ted Strickland (D-OH) received the American Psychological Association's (APA) Outstanding Leadership Award last night for his advocacy on behalf of those with mental health disorders. Rep. Strickland, one of only three psychologists in Congress, was honored at a dinner held during APA's annual State Leadership Conference.

Rep. Strickland has long worked on behalf of psychologists and those with mental health disorders. A member of the influential House Commerce Subcommittee on Health, he is a longtime supporter of the Paul Wellstone Mental Health Equitable Treatment Act, which would put insurance coverage for mental health services on par with physical health services.

In addition to his leadership on parity, Rep. Strickland and Sen. Mike DeWine (R-OH), authored the Mentally Ill Offender Treatment and Crime Reduction Act (MIOTCRA) to expand on their innovative mental health courts pilot program from 2000. Signed into law by President Bush in 2004, MIOTCRA authorizes \$50 million in federal grants to fund increased training for law enforcement officials and mental health personnel dealing with adult and juvenile offenders with mental health disorders. It also will expand prisoners' access to mental health treatment while incarcerated and upon re-entry into the community, and provide additional resources for pre-trial jail diversion programs, mental health courts and related initiatives.

"We need to make sure that cities and states have the tools and education they need to effectively deal with the mentally ill who commit crimes," said Rep. Strickland. "With the Mentally Ill Offender Treatment and Crime Reduction Act, we are moving forward in addressing the needs of both those with mental health disorders and those who deal with them at the health care and law enforcement levels."

"Thanks to Congressman Strickland's legislative work on behalf of the mental health courts program, the criminal justice and mental health communities will now be able to work together to ensure that both adult and juvenile non-violent offenders with mental health disorders are not simply recycled into the system, but receive the necessary attention and services they deserve," says Russ Newman, Ph.D., J.D., APA's executive director for professional practice.

APA's Outstanding Leadership Award is given annually to a United States Senator or Congressman who has prominently championed the goals of professional psychology.

The American Psychological Association (APA), located in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 150,000 researchers, educators, clinicians, consultants and students. Through its divisions in 55 subfields of psychology and its affiliations with 58 state, territorial, and Canadian provincial associations, APA works to advance psychology as a science, as a profession, and as a means of promoting health, education and welfare.

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Stress and Emotions Can Negatively Affect Heart Health

APA provides tips for mind/body health

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WASHINGTON — Prevention is a key message during National Heart Health month, and the American Psychological Association (APA) today released strategies to help Americans manage stress.

Research shows that 20 percent of Americans are worried that stress will affect their health, yet 36 percent say they deal with stress by eating or drinking alcohol. While these behaviors may reduce stress in the short term, they contribute to an unhealthy lifestyle that can negatively affect your body and are proven risk factors for cardiovascular disease.

“Achieving a healthy lifestyle comes from adopting behaviors over time that help to manage stress in effective ways that don’t at the same time take a toll on your physical health and body,” says Russ Newman, Ph.D., J.D., APA executive director for professional practice.

Although heart disease is a serious condition that requires constant monitoring, there are many lifestyle and behavioral changes you can do to manage stress and reduce your risk for cardiovascular problems.

Identify the sources of stress in your life and look for ways to reduce and manage them. Seeing a professional like a psychologist to learn to manage stress is helpful not only for preventing heart disease, but also for speeding recovery from heart attacks when used along with structured exercise programs and other intensive lifestyle changes.

Talk to your doctor. No two people are alike, and some treatment or risk reduction strategies may be inappropriate or even harmful if you attempt to do too much too quickly.


Avoid trying to fix every problem at once, if possible. Focus instead on changing one existing habit (e.g., eating habits, inactive lifestyle). Set a reasonable initial goal and work toward meeting it.


Don't ignore the symptoms of depression. Feelings of sadness or emptiness, loss of interest in ordinary or pleasurable activities, reduced energy, and eating and sleep disorders are just a few of depression's many warning signs. If they persist for more than two weeks, discuss these issues with your heart doctor. It may be that a psychologist working in collaboration with your physician would be beneficial.


Enlist the support of friends, family, and work associates. Talk with them about your condition and what they can do to help. Social support is particularly critical for overcoming feelings of depression and isolation during recovery from a heart attack.


If you feel overwhelmed by the challenge of managing the behaviors associated with heart disease, consult a qualified psychologist. He or she can help develop personal strategies for setting and achieving reasonable health improvement goals, as well as building on these successes to accomplish other more ambitious objectives. A psychologist can also help clarify the diagnosis of depression and work with the physician to devise a suitable treatment program.

For more information about mind/body health, heart disease and stress management, please contact Angel Brownawell at (202) 336-5955 or visit APA's Help Center. To download APA's pre-packaged news segment on heart health or to capture mind/body health sound bites, please visit the [APA Help Center Media Room \(/news/press\)](#).

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APA Poll: Most Americans Have Sought Mental Health Treatment But Cost, Insurance Still Barriers

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WASHINGTON -- Nearly half of Americans have had someone in their household seek mental health treatment, but most still perceive cost and lack of insurance coverage as barriers according to national poll results released today by the American Psychological Association (APA). The poll also shows that stigma about seeking mental health treatment is increasingly less of a barrier to getting treatment.

Nearly half (48%) of American households have had someone see a mental health professional and nine out of 10 Americans say they are likely to consult or recommend a mental health professional if they or a family member are experiencing a problem.

Those polled say lack of insurance coverage (87%) and concerns about the cost of treatment (81%) are important reasons not to seek help from a mental health professional. More and more Americans (85%) think health insurance should cover mental health services, up from 79% when asked the same question in December 2000. And access to those mental health services is very important to 97% of those polled, although only 70% say they feel they have adequate access to mental health care.

The poll shows that only 30% of Americans say they would be concerned about other people finding out if they saw a mental health professional and only 20% say that stigma is a very important reason not to seek help from a mental health professional. Nearly half (47%) say that the stigma surrounding mental health services has decreased in recent years, and the media gets the most credit for that (35%), although society in general (25%) seems to be more accepting as well.

"We've made progress in people's attitudes toward getting mental health treatment, or seeking it for their loved ones," said Russ Newman, PhD, JD, APA's executive director for professional practice. "But cost, lack of insurance, and access still can be barriers for people in getting the help they need."

Lack of access can range from health care plans whose criteria make it nearly impossible to have adequate mental health treatment, to scarcity of qualified health care professionals. For example, in Louisiana, waiting time to see a psychiatrist averages as long as six months. That state's governor last week signed a law allowing specially-trained psychologists to prescribe medication to people with mental health disorders in mental health treatment, thereby, expanding the pool of qualified medical professionals who can prescribe psychotropic medicines to those in need.

The survey of 1,000 Americans was conducted by Penn Schoen & Berland on January 26-27. All respondents were between the ages of 18 and 64 years old. The margin of error for the study is ± 3.1 at the 95th percent level.

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APA Offers Materials That Can Help Children Deal with Disturbing Images from Iraq

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WASHINGTON - Parents whose children are exposed to disturbing footage from Iraq can help their children by helping them develop resilience skills, the American Psychological Association (APA) said today.

Since 9/11 and the war in Iraq last year, materials have been made available to the public, for free, offering tips that can help children bounce back from traumatic news and images. These materials can be useful at the current time with the images from Iraq that have recently been in the news and on the Internet.

Among the tips are to take a "news break" from disturbing media reports that may be frequent and prolonged; stick to reassuring routines; and watch your child for signs such as dropped grades or questions about someone they know who has been deployed to Iraq that may signal fear or anxiety that they cannot verbalize.

"Based on the reactions people are having over what's happening in Iraq right now, we think these resilience materials will help parents address some of the questions or confusion children may be expressing," said Russ Newman, Ph.D., J.D., executive director for professional practice at the APA.

The resilience materials offer tips for parents and teacher on how to help kids and teens build resilience, including some materials specifically developed to address issues related to the war in Iraq and its aftermath. There are several brochures aimed at consumers, parents and teachers of children ranging from preschool age to elementary and middle school and teens.

The materials are available in print by calling toll-free 1-800-964-2000.

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Speaker of the House Joe R. Salter Honored by Psychologists for His Leadership on Mental Health Issues

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WASHINGTON — The American Psychological Association (APA) today presented Speaker of the Louisiana House of Representatives Joe R. Salter (D) its 2005 State Legislator of the Year for his leadership in granting psychologists in his state the right to prescribe certain medications for the treatment of mental health disorders. With the passage of H.B. 1426, Louisiana became the second state to pass a law allowing appropriately trained psychologists to prescribe.

"Giving prescriptive authority to psychologists puts Louisiana at the forefront of ensuring that good mental health care is available to those who need it," Speaker Salter said at the awards luncheon held during APA's annual State Leadership Conference.

Speaker Salter has supported prescriptive authority for psychologists since legislation was first introduced in 1997. In 2004 he and State Senate President Senate Donald E. Hines, M.D. (D) introduced the bill that was subsequently passed. During the legislative process Speaker Salter personally appeared before the House Welfare Committee to press the need for prescriptive authority, and led House passage of of H.B. 1426 by 62-31. Gov. Kathleen Blanco (D) signed the legislation into law on May 6, 2004.

Speaker Salter is an 18 year veteran of the Louisiana legislature. A professional educator and teacher, he has been committed to improving education, health care, and economic development for rural parishes in Louisiana.

"The American Psychological Association thanks Speaker Salter for his leadership in enacting a law allowing prescription privileges for appropriately trained psychologists," says Russ Newman, Ph.D., J.D., executive director for professional practice, American Psychological Association. "This law will help improve access to badly needed care, with current waiting times to see a psychiatrist in Louisiana reported to be as much as six months."

APA's State Legislator of the Year Award is given annually to a state legislator who has prominently championed the goals of professional psychology.

The American Psychological Association (APA), located in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 150,000 researchers, educators, clinicians, consultants and students. Through its divisions in 55 subfields of

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As Tax Deadline Approaches Americans Say Money Is Number One Cause of Stress

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WASHINGTON - As Americans rush to file taxes by April 15, many name money as the number one factor that affects their stress level. A survey commissioned by the American Psychological Association (APA) found that seventy-three percent of Americans single out money, with thirty-three percent saying it is a very significant factor contributing to stress. Work, physical health and children follow next.

"Stress related to money worries can have a real impact on people's psychological health," says Russ Newman, Ph.D., J.D., Executive Director for Professional Practice at the American Psychological Association. "And with tax filing deadlines upon us, many people may be experiencing additional stress. But, people can learn to manage financial stressors and other life challenges by taking steps to build and enhance their resilience."

Resilience is the process of adapting well in the face of adversity, trauma, or even significant sources of stress such as family, health, workplace or financial stressors. Resilience involves behaviors, thoughts, and actions that anyone can learn and develop.

The survey of 1,000 Americans was conducted by Penn Schoen & Berland from January 26-27. All respondents were between the ages of 18 and 64 years old. The margin of error for the study is ± 3.1 at the 95th percent level.

Consumers can access information on developing resilience by calling toll-free 1-800-924-2000 for a free brochure, *The Road to Resilience*.

The American Psychological Association (APA), located in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 150,000 researchers, educators, clinicians, consultants and students. Through its 53 divisions and its affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance psychology as a science and profession, and as a means of promoting health, education, and human welfare.

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APA Offers Materials to Ease Homecoming for Returning Military and Their Families

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WASHINGTON -- The American Psychological Association (APA) announced today that it is offering online materials to help those returning from military service as well as their families.

"Homecoming often is idealized as a time when family disruptions that arose during the war will be resolved," said Russ Newman, Ph.D., J.D., executive director for professional practice at the APA. "The truth is that often homecoming is the start of a whole new set of challenges because of the adjustments the family had to make during the war."

The online brochure, "Homecoming: Resilience After Wartime," points out that even when the war is over, stress and uncertainty can require the skills of resilience both from those coming home, and from those who stayed home. The brochure offers tips that include breaking problems down into manageable chunks, keeping problems in perspective, and relying on strategies used during previous times of stress or trauma. The brochure also includes a warning symptom checklist to help people recognize when stress is not being properly managed.

The homecoming and other resilience and war materials are an outgrowth of APA's successful Road to Resilience campaign that was launched in response to September 11, 2001. More than 78,000 Road to Resilience brochures have been requested since the launch. The group of resilience materials relating to the war include the Homecoming brochure, as well as print and online versions of Resilience In A Time of War brochures aimed at consumers; parents and teachers of very young children; parents and teachers of elementary school children; parents and teachers of middle school children; parents and teachers of highschoolers; and teens.

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Psychologists Recognize Rep. Tim Murphy for Leadership on Mental Health Issues

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WASHINGTON — U.S. Representative Tim Murphy (R-PA) received the American Psychological Association's (APA) Outstanding Leadership Award last night for his advocacy on behalf of psychologists and persons with mental health disorders. Rep. Murphy, one of only three psychologists in Congress, was honored at a dinner held during APA's annual State Leadership Conference.

Rep. Murphy is an active cosponsor of the Paul Wellstone Mental Health Equitable Treatment Act, which would put insurance coverage for mental health services on par with physical health services. He has promoted that bill, and other issues such as improved mental health care for veterans, through his position as co-chair of the Congressional Mental Health Caucus.

Murphy was also praised for his work ensuring that psychologists will not be restricted in the types of services they can provide to children. During discussions in 2004 about renewing the Individuals with Disabilities Education Act (IDEA), language was proposed that stipulated only physicians or those licensed through their state's health board would be able to evaluate children with learning disabilities. Psychologists in many states are licensed or certified through state agencies other than a state's health board, and the proposed IDEA language could have inadvertently limited the ability of psychologists to provide needed mental health services to children. Working with colleagues, Rep. Murphy saw that the proposed language to IDEA was removed before a final vote.

"We are extremely pleased to have strong advocates like Rep. Murphy speaking on our behalf in Congress," said Russ Newman, APA's executive director for professional practice. "His work will help ensure that psychologists can continue to provide important mental health services to children."

APA's Outstanding Leadership Award is given annually to a United States Senator or Congressman who has prominently championed the goals of professional psychology.

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