

SEPTEMBER 2023

# CAPA COMMENTARY

The Newsletter of the Capital Area Psychological Association



## WHAT'S IN THIS ISSUE

Letter from the President

1

CAPA September Meeting

4

CAPA Meeting Information

5

Meeting Minutes

6

Classifieds

7

## PRESIDENT'S COLUMN

Corinne E. Zupanick, Psy.D

An end-of-summer newsletter often begins with a customary lament, "Well, summer's gone, now we must get back to our usual lives." That sentiment seems hard to square with the reality of temperatures still well over 100 degrees all day, with nothing fun or "summer-ery" about this year's summer season (unless staying indoors is fun). Nonetheless, September means resuming our CAPA schedule of meetings, greetings, and newsletters.

My theme this year has focused on our role as Citizen Psychologists. This month, I'd like to examine the impact of silence, whether self-imposed out of fear and self-preservation; or, collectively imposed as a means of protest, retaliation, correction (the so-called cancel culture); or, politically imposed by limiting curriculum content (e.g., critical race theory, CRT), and banning of books. Krylov, Tanzman, Frenking, & Gill (2022) conclude, "*Censorship is antithetical to science. Rather than turning social media censorship into policy, scientific leadership worldwide should reject cancel culture and defend the core principle of science – the free exchange of ideas in the pursuit of truth.*" While meritorious, this lofty ideal is not within reach. Even in academia, the pursuit of TRUTH has been sullied by junk science. Not all scientists are mentally well, nor ethically anchored. The Internet then fosters the amplification of these non-truths, which are misused and restated with motivations and intents far beyond the "free exchange of ideas."

Silence impacts us individually and collectively as a profession and thus merits our attention. Being silenced also affects our patients and may have lasting harm.

I remember, not too long ago, I was serving as a Stephen Ministry Leader at the church I was attending. Stephen Ministry is a nationwide, inter-denominational ministry that trains lay persons to provide supportive care and counseling. By serving as a Stephen Ministry Leader, I was using my skills and experiences as a psychologist to: apply psychological principles in a unique way; to foster highly cohesive training groups; to develop and deliver a training curriculum, and to apply knowledge of organizational behavior to integrate and promote this new ministry. It is a perfect example of a Citizen Psychologist; although at the time, I would not have known to call it that.

We were about to graduate our first class and were deciding upon a ritual to mark the occasion. I had never attended a Church of Christ before (I am a Quaker) so I was unfamiliar with certain rules regarding male and female roles. We decided upon presenting pins to the graduates, accompanied by some inspirational words from their leadership team. At this juncture, the Minister overseeing our work said, “Corinne, there’s something we should discuss: Only Mark will be allowed to speak at the pulpit to deliver the message from the team. You and Kathryn can speak but I will need to hand you a microphone.” When I asked why, everyone around the table looked down, and would not make eye contact with me except the Minister. He replied, with apology, that women were not permitted to speak from the pulpit. I surprised both myself and the others at the table when I spontaneously burst into tears and cried out, “I’ve been silenced my whole life, I never expected my church would do the same thing to me.”



There is a beautiful ending to this story that exemplifies a Citizen Psychologist response, even though the minister was not a psychologist. The church was filled (about 1200 people). The 18 newly minted Stephen Ministers were on stage along with their leadership team. Our Minister was about to introduce us. First, Mark went to the pulpit and gave his speech. Then it was Kathryn’s and my turn. The Minister walked over to us with a hand-held microphone but he couldn’t get it to work. So, he escorted each of us to the pulpit amidst an audible gasp by the congregation, and we each spoke from there. And while this created a great controversy, no one was struck down by the heavens, nor did fire burst forth from the stage. It was only later that I learned that the Minister’s microphone was working perfectly fine!

Until this experience, I never truly realized the full extent of the harm caused to me by being silenced first by the abusers, and perpetrators, and then by my family, school, and employers. I understood the harm caused by the abuse and the assaults, but I never realized the vast harm caused by the silence imposed upon me. It would be difficult to describe the depth of healing that occurred when that misuse of power was corrected, and justice prevailed by the action of one man.

Thus, imposing silence upon people can be very harmful. But silence can also be helpful when it prevents harm. Silence can be helpful when it seeks to block speech intended to incite violence, speech intended to inflame hate, speech intended to mislead. This is the situation we currently face in the so-called “culture wars” affecting our country, and therefore affecting us as Citizen Psychologists.

Each end of the political spectrum exploits silence to promote their agenda. The pejorative phrase “cancel culture” refers to a collective silencing of persons or organizations that take positions that are considered offensive, wrong, and harmful. “Cancel culture,” boycotts products, corporations or persons who promote unpopular, offensive, beliefs, statements, and actions that cause certain persons and groups to feel uncomfortable. Meanwhile, curriculums that discuss race as a societal or systemic problem to be examined (CRT) are removed (silenced) because such examination may make innocent dominant-culture members feel uncomfortable. Regardless of where one sits on these related but opposing issues, at the center is the use of silence to advance a particular purpose.

When is imposition of silence harmful, when is it helpful? When is the imposition of silence morally right, when is it morally wrong? For psychologists, we must answer these questions by applying our ethical principles. Silence is harmful when it can reasonably be expected to cause or perpetuate harm. Conversely, silence is helpful when it can reasonably be expected to prevent harm or limit future harm. But as we know, rarely are such principles simple to apply. What if silence benefits one group, but harms another? Further exploration of our ethics would suggest this dilemma can be resolved by considering the intent or motivation behind the forced imposition of silence. Stated differently, there are both good (helpful) reasons to impose silence, and bad (harmful) reasons for doing so. The intent and/or motivation for promoting silence helps us to decide our ethical role.





To illustrate this concept, many of us who teach may have recited a disingenuous statement such as, “There is no such thing as a “bad question.” Actually, there are plenty of “bad” questions: those that indicate intellectual laziness or lack of preparation; those that indicate a lack of critical thinking; those made to embarrass, intimidate, or provoke, with passive-aggressive intent. In other words, the motivation and intent behind a question determines whether or not a question might be deemed “bad,” rather than the overt words of the question itself. The intent and motivation behind the forced imposition of silence are equally useful to consider.

If I am with a group of folks like me (white, privileged, cis-gendered) and witness a “joke” regarding disadvantaged persons due to their race, or gender (assigned and/or preferred) do I remain silent for self-preservation, to remain in good-standing with the group, or do I speak up and express my discomfort? Is the motivation of self-preservation a valid (good) reason for my silence? What about when I hear my boss, from an allied profession, falsely claim equivalence between psychologists and other allied professions? Do I correct this, or remain silent to protect my career? Is the discomfort caused by the discussion of systemic racism in a CRT curriculum equivalent to the discomfort caused by a racial slur, or a micro-aggression? Are they equally “bad” and equally “wrong”? If the intent of prohibiting critical race theory curriculum is to protect the privilege and comfort of the dominant culture then it perpetuates harm and for psychologists is therefore, “wrong.” If the intent is truly to protect innocent children from an identity crisis borne of shame, is the forced imposition of silence “good”?

While there are no easy answers, if we are committed to the role as Citizen Psychologists we must remain aware of the power and complexity of silence. Just as there are indeed “bad” questions, there are indeed malicious motivations for imposing silence upon others. Silence is not inert. It can both benefit and harm our patients, our profession, and our culture. As Citizen Psychologists, we have a moral and ethical responsibility to ensure we use our knowledge, skills, and science to contribute to conversations about socially and politically imposed silencing.

# CAPA SEPTEMBER MEETING



Photo courtesy of: <https://www.aamc.org/>

## GENDER AFFIRMING MENTAL HEALTH CARE

**PRESENTER: JANIE E. BLACK, PHD**

**SEPTEMBER 8, 2023  
12:00 PM - 1:30 PM**

**1.5 HOURS PROFESSIONAL DEVELOPMENT OFFERED**

### Workshop Learning Objectives:

1. Increased "LGBTQIA+ IQ"
2. Meet the 'Genderbread Person'
3. Overview of 2023 TX Legislation regarding minors
4. Overview of mental health statistics
5. Gender-affirming care in action

### About the Speaker:



Dr. Black is a licensed clinical psychologist and Assistant Professor in the Department of Psychiatry & Behavioral Sciences at UT Dell Medical School. She specializes in pediatric psychology with a focus on providing evidence-based, family centered treatment of restrictive eating disorders and gender-affirming mental health care for youth and young adults of all ages. She provides didactics and direct supervision to psychiatry and psychology interns and fellows who seek to gain advanced knowledge and training in these areas. Prior to her return to academia and earning her PhD in clinical psychology from Fielding Graduate University in 2011, Dr. Black spent 10+ years working as a certified operating room and labor/delivery nurse, affording her a unique and deeper understanding of the comorbid medical concerns her patients and families often face.



## MEETING INFORMATION: WHAT YOU NEED TO KNOW

In response to popular demand, the Executive Committee has arranged for CAPA members to begin meeting once more in person at the Carillon at the AT&T Center.

Our new agreement with the Carillon covers September through November 2023. This contract requires CAPA to provide a guaranteed minimum guest count of at least 20 attendees, at least one week prior to the meeting. A substantial penalty will be charged if we fail to reach that minimum number.

What does that mean for you?

As always CAPA will charge \$20 to members for lunch and professional development units, if they register by at least seven (7) days before the meeting. Please note, the fee the Carillon charges is \$22.95 per plate so CAPA is subsidizing lunches for members as always.

In addition to the minimum, the Carillon will charge up to \$11.00 per plate for registrations made with fewer than seven (7) days notice. The Executive Committee has decided we must pass that expense onto those CAPA members who register with fewer than seven days prior to the meeting.

This is still below what it actually costs CAPA:

|  |      |
|--|------|
| Registration cost 7 days in advance (same as previous years) | \$20 |
| Registration cost fewer than 7 days in advance               | \$30 |

We are excited at the prospect of meeting one another face to face again and hope to see you soon.

**REGISTER ONLINE: [WWW.AUSTINPSYCHOLOGISTS.NET](http://WWW.AUSTINPSYCHOLOGISTS.NET)**



# CAPA EXECUTIVE COMMITTEE MEETING MINUTES

## JULY 20, 2023



The CAPA Executive Committee had a virtual meeting on Thursday, July 20, 2023 with the following members present: Corinne Zupanick, PsyD, Elisabeth Middleton, PhD, David Heckler, PhD, Leena Batra, PhD, and Stephen Kolar, PhD.

Dr. Zupanick called the meeting to order at 8:05 PM. The board first discussed attendance at workshop meetings this last year and how registration numbers have been lower than usual. Dr. Middleton noted that advertising is very important for workshop attendance. The board talked about ideas to improve attendance including creating a committee for training and speakers, opening up advertising to individuals outside of the Austin area, and polling members about topics and speakers they would like to see at meetings and workshops. There was some concern that it might be difficult to get people to participate in a committee.

Additionally, members have suggested speakers in the past and may have been frustrated when they were not able to present. Dr. Batra broke down the parts to be addressed by a committee: getting recommendations for speakers, finding and confirming speakers, fee negotiation, and advertising the workshop. It was decided that Drs. Middleton and Batra will meet and discuss the idea of a committee with co-chairs who can delegate tasks to others. They will report back to the board on this topic.

Dr. Middleton suggested the idea of having a theme for the year that would be addressed in workshops. She also proposed having speakers for workshops and meetings in advance and advertising for all of them at the start of the year to increase membership interest.

Dr. Zupanick told board members about a meeting of the Austin Area Behavioral Health Network to be held next week on July 27, 2023 at the Hogg Foundation. Dr. Middleton volunteered to attend this meeting.

Dr. Zupanick reported that Dr. John Godfrey had noted to her that he noticed there was not much activity on CAPA's social media or LinkedIn page. The board talked about posting more on social media. Dr. Middleton said there should be posts about regular meetings on social media sites. Dr. Batra noted that Amber Nicholson should post items regularly on social media regarding CAPA so this will move CAPA to the top of people's feeds.

Dr. Zupanick noted there is a balance for CAPA's attendance at the Austin Psychiatric Society meeting recently. The board discusses this and Dr. Zupanick will talk with the leaders at APS to straighten this out.

Dr. Zupanick encourages members to distribute information about CAPA to their colleagues and at their places of work. The board agrees to print 500 CAPA flyers for this purpose.

Dr. Middleton reminded members that CAPA still needs a dedicated audio-visual setup person for meetings. The board is looking into buying new equipment that will be easier to transport and setup.

Dr. Zupanick adjourned the meeting at 9:00 PM.

# CAPA CLASSIFIEDS



## Office Space & Opportunities

### **Job Announcement: Licensed Psychologist or Provisionally Licensed Psychologist**

Integrative Psychological Services, in Austin, TX, is seeking Provisionally Licensed Psychologists (or eligible) and Licensed Psychologists to join our busy practice. The primary responsibilities will be conducting intake assessments and providing therapy to adolescents and adults, with opportunities to work with younger children. We are looking for therapists to see (1) adolescents and adults and (2) children and adolescents. Opportunities to provide psychological assessments, couples therapy, family therapy, group therapy, and meditation groups are also available. Competitive salary is offered. Ideal Provisionally Licensed Psychologist applicants will stay on as staff psychologists once licensed, but this is not a requirement of the position. While we are a group practice, we aim to limit the number of professionals in our practice to allow for personal preferences and a close team environment. We strive to build a collaborative team of therapists, in which we support and value each other and promote work-life balance and self care as we provide high quality services to the people of Austin. To learn more about the practice, visit <http://www.integrativepsychologicalservices.com>.

### **Duties and Responsibilities:**

1. Provide therapy to a diverse range of clientele. Therapists are needed for the following age groups: (1) adolescents and adults and (2) children and adolescents.
2. While not required, ideal candidates will offer some after school hours, with opportunities to work on weekends.
3. Write clinical notes and reports in a timely manner and maintain client files in accordance with ethical, legal, and the practice's standards.
4. Attend staff consultation groups.
5. Provisionally licensed psychologists attend weekly supervision to present cases and consult on clinical information and practice.

### **Qualifications:**

1. Hold a graduate degree (Ph.D., Psy.D, MA) in clinical or counseling psychology from an accredited program.
2. Postdoctoral candidates must obtain a provisional license to practice under the supervision of a psychologist in Texas.
3. Experience working with adolescents and a desire to work with this population. For pediatrics only providers, experience working with children and adolescents. Play therapy is not required.
4. Training and experience with cognitive behavioral therapy. Demonstrate a willingness to learn and implement CBT with clients. There will also be opportunities for learning and implementing other therapies.

Services provided by Integrative Psychological Services:

- Provide clients and a busy caseload.
- Place on company website and provide business cards.
- Scheduling and billing.
- Competitive compensation.
- 1099 or W2 positions available.
- Office space with access to small kitchen break room.
- Use of EMR, company email, fax services, copy and scanning services.
- Regular staff consultation group.

### **Application materials:**

1. Cover letter
2. Current CV
3. 3 professional references

Send application or questions to: Jessica Buss, PhD [drjessicabuss@gmail.com](mailto:drjessicabuss@gmail.com) 512-261-8273

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### **Postdoc Position Available**

Our program trains postdocs to provide collaborative, integrated care with an emphasis on culturally appropriate and social justice oriented interventions. Our program entails clinical work with diverse client populations in a group practice setting. Trainees will simultaneously manage a psychotherapy caseload while gaining experience with the administrative and business aspects of running a private practice. Training and supervision will be provided on how to continue to grow as a professional, build a caseload, and expand a private practice. One-on-one supervision and group consultation will support the trainee as he/she/they navigate the training program. Satisfactory completion of this postdoctoral training program meets postdoctoral supervised practice requirements for Texas licensure.

Contact Lilly Holley at [admin@ritualwellnessatx.com](mailto:admin@ritualwellnessatx.com)

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### **Sale of Psychological Testing Equipment**

Gone out of business! Test kits for sale: Wechsler Adult Intelligence Scale-IV \$600 Gray Oral Reading Test-5th Ed. \$150 Test of Memory Malingering (new) \$250 Wechsler Intelligence Scale for Children-V \$950 Kaufman Test of Individual Achievement-3rd Ed. (Used only twice) \$450 Comprehensive Test of Phonological Processing-2nd Ed. \$220 Free pick up or delivery! Contact Dan Roberts Ph.D. at [drroberts78681@gmail.com](mailto:drroberts78681@gmail.com) or 512-293-4775



# CAPA CLASSIFIEDS



## Office Space & Opportunities

### **Part-Time Psychological Associate for Telehealth Therapy**

Thrive Psychology Group is an innovative and growing company specializing in enhancing mental health and wellness. We help our clients shift from surviving to thriving! We are looking for Psychological Associates to work with our incredible and inspiring clients. Thrive clients are primarily high-functioning, well-educated, diverse, professional women, couples, men, and families who are invested in their personal growth, wellness, and the therapy process.

We are currently hiring for part-time positions in Texas for telehealth Psychological Associate for therapy and assessment. Visit our website to learn more about our company and team - [www.mythrivepsychology.com](http://www.mythrivepsychology.com)

### **Our ideal candidate:**

Psychological Associate who is earning supervised hours towards licensure. Ph.D. or Psy.D. from an APA Accredited Program. Experience and advanced training in Evidence-Based Practices. Certifications, advanced training, and experience beyond your graduate program will set you apart. Experience working with women and/or high-functioning professionals is strongly encouraged to apply. Is committed to working to advance the needs of ALL, regardless of ability, religion, gender expression, sexuality, etc.

### **Responsibilities:**

Must be willing to see 12+ per week. Must be willing to work three shifts across the week to provide scheduling availability for clients, including high demand session times (evenings and early morning). Maintain current malpractice insurance. Maintains the highest level of integrity and ethical standards at all times. Adhere to the highest ethical standards required by our field.

### **What Thrive Provides:**

Pay is based on a percentage of client session fee Supervision with a Licensed Clinical Psychologist Additional training and growth opportunities Flexible schedule Work from home Staff enrichment and development opportunities, including trainings, speaker series, and a Wellness Wednesday self-care program Established systems for scheduling, telehealth video platform, practice management software, electronic medical records, phone line, task management, in-team communication, and Thrive domain email. A dedicated and supportive administrative staff to handle billing, client screening, and matching. Professional development assistance, full-time options, and promotion opportunities are available.

### **How to Apply:**

Please submit a CV/resume and cover letter to [admin@mythrivepsychology.com](mailto:admin@mythrivepsychology.com)  
The contact information for three references who can speak to your clinical skills.

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### **Postdoc Position Available**

Our program trains postdocs to provide collaborative, integrated care with an emphasis on culturally appropriate and social justice oriented interventions. Our program entails clinical work with diverse client populations in a group practice setting. Trainees will simultaneously manage a psychotherapy caseload while gaining experience with the administrative and business aspects of running a private practice. Training and supervision will be provided on how to continue to grow as a professional, build a caseload, and expand a private practice. One-on-one supervision and group consultation will support the trainee as he/she/they navigate the training program. Satisfactory completion of this postdoctoral training program meets postdoctoral supervised practice requirements for Texas licensure.

Contact Lilly Holley at [admin@ritualwellnessatx.com](mailto:admin@ritualwellnessatx.com)

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### **Newly Renovated Office Available**

Newly renovated office available for rent in a 6-office suite on the first floor of a professional office building, centrally located on the corner of 2222 & Mopac. The suite has a waiting room, full kitchen and mail area. The building has available parking for clinicians and clients. Rent is \$950 a month and includes wireless internet, common area supplies, and cleaning services. Please note that this available office does not have any windows. For more information, contact Ashley Cooper, PsyD at [drashleycooper@gmail.com](mailto:drashleycooper@gmail.com) or 512-708-0361.

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# CAPA CLASSIFIEDS



## Office Space & Opportunities

### Part-Time Clinical Psychologist for Telehealth Therapy

Thrive Psychology Group is an innovative and growing company specializing in enhancing the mental health and wellness of women and their families. We help our clients shift from surviving to thriving! We are looking for highly skilled and passionate therapists to work with our incredible and inspiring clients. Thrive clients are primarily high-functioning, well-educated, diverse, professional women, couples, men, and families who are invested in their personal growth, wellness, and the therapy process.

We are currently hiring for part-time positions in PSYPACT States for telehealth psychologists to work with individuals, teens, families, and/or couples for therapy and assessments.

#### Our ideal candidate:

Licensed Clinical Psychologist who is registered with PSYPact or is PSYPact eligible. Ph.D. or Psy.D. from an APA Accredited Program. Experience and advanced training in Evidence-Based Practices. Certifications, advanced training, and experience beyond your graduate program will set you apart. Experience working with women and/or high-functioning professionals is a plus. Licenses in New York and California are a plus, but not required. Training in trauma, mindfulness-based therapies, EMDR, ACT, DBT, mind-body/somatic interventions, and evidenced-based practices will set you apart as a candidate. If doing relationship therapy, must have advanced training in PACT, EFT, Gottman, or Imago training (at least Level 1). Prior experience working with relationships is required. Does the personal work of self-care, introspection, vulnerability, and growth in order to become a better person and therapist, especially with regard to issues of anti-racism, White supremacy, and systemic oppression. Thrive actively works to dismantle rather than perpetuate the problematic systems that impact our clients. Someone who wants to be an instrumental force of hope, encouragement, and empowerment for women going through seismic cultural and personal shifts Is committed to working to advance the needs of ALL, regardless of ability, religion, gender expression, sexuality, etc.

#### Responsibilities:

Must be willing to see 12+ per week. Must be willing to work three shifts across the week to provide scheduling availability for clients, including high demand session times (evenings and early morning). Maintain current license and malpractice insurance. Maintains the highest level of integrity and ethical standards at all times. Adhere to the highest ethical standards required by our field.

#### What Thrive Provides:

Pay is based on a percentage of client session fee, between \$90-\$115 per session. Clients who are committed to therapy, passionate about their healing journey, and are a joy to work with. Established systems for scheduling, telehealth video platform, practice management software, electronic medical records, phone line, task management, in-team communication, and Thrive domain email. A dedicated and supportive administrative staff to handle billing, client screening, and matching. Array of career tracks, full-time options, and promotion opportunities available.

#### How to Apply:

Please submit a CV/resume and cover letter to [admin@mythrivepsychology.com](mailto:admin@mythrivepsychology.com)

The contact information for three references who can speak to your clinical skills. Please Note: You must be licensed before seeing clients.

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CAPITAL AREA PSYCHOLOGICAL ASSOCIATION  
ADVOCACY, COMMUNITY, PROFESSIONAL DEVELOPMENT

### **CAPA Officers & Chairs:**

**President:**

Corinne Zupanick, PhD  
drcez2@gmail.com

**President Elect:**

Swapnila Das, PhD  
sdas@yourpsychologist.net  
(512) 710-6568

**Past President:**

Dan Roberts, PhD  
drroberts78681@gmail.com  
(512) 293-4775

**Vice President:**

Elisabeth Middleton, PhD  
elisabeth@emiddletonphd.com  
(512) 517-4812

**Secretary:**

Stephen Kolar, PhD  
kolartherapy@gmail.com  
(512) 451-2242

**Treasurer:**

David Heckler, PhD  
(512) 324-3315  
drheckler@gmail.com

**Practice Representative:**

Shalini Leena Batra, PhD  
lbatra.lb@gmail.com  
(512) 826-1152

**Student Representative:**

Kyle McCall  
kylemccall@me.com  
(512) 423-1808

**CAPA Commentary Editor:**

Dan Roberts, PhD  
drroberts78681@gmail.com  
(512) 293-4775

The CAPA Commentary is a regular publication of the Capital Area Psychological Association, P.O. Box 996, Boerne, TX 78006. Its eight issues, January through May and September through November, are free to CAPA members.

Submissions of informational or educational articles and comments are welcome for consideration for publication and are strongly encouraged. Recommended length of submitted materials is 500 words.

Accepted articles exceeding these limits may be published in successive issues.

Deadline for submissions is the third Friday of each month preceding month of publication. Submit to Dan Roberts, PhD at drroberts78681@gmail.com

**CAPA Membership:** For information about joining CAPA as a full, associate, affiliate, or student member, call 512-451-4983 or email capitalareapsychassoc@gmail.com

**Advertisement and Announcement Policy:** Appropriate payment made out to CAPA may be mailed to P.O. Box 996, Boerne, TX 78006 please memo check "Commentary Ad"). The editor reserves the right to edit all copy.

### **Advertisement Costs:**

Newsletter: \$60 full page, \$40 half page, \$25 quarter page

**Web Classified :**

Office Space: Free, All others \$30 for 3 months

### **CAPA Information & Referral Service:**

(512) 451-4983