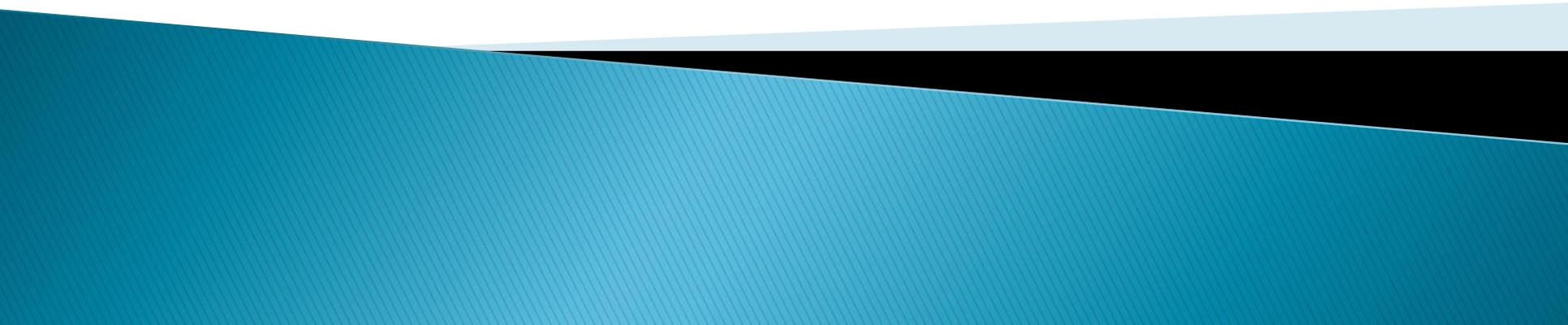


APPIC 2016 Membership Conference

New Orleans, LA – May 26 to May 28, 2016

Ethics in Education and Training

Interactive Session



APPIC Problem Consultation and Review

- ▶ **Informal problem consultation–IPC** (not resolution) – form available on APPIC website
 - 2013: 132 IPCs
 - 2014: 136 IPCs
 - 2015: 142 IPCs (+84 by Greg Keilin)
- ▶ **APPIC Standards and Review Committee – ASARC** – form also available on website
 - More formal process than Informal Problem Consultation
 - 2013: 7 complaints
 - 2014: 4 complaints
 - 2015: 4 complaints

2015 IPC Themes

- ▶ Intern/postdoc fellow with competency problems/impairment (difficulty adjusting, needs remediation plan, needs leave of absence, etc) = 32
- ▶ Health/pregnancy/family/disability accommodation issues = 32
- ▶ Problems reported at training sites (lack of sufficient staff, supervisor resigned, supervisor verbally abusive, dual relationship issues, etc) = 22
- ▶ Questions/problems w/internship match (asked age during interview, potential religious discrimination during interview, perceived unfairness, etc) = 14 (+ more addressed to Dr. Keilin)
- ▶ General questions regarding APPIC policy = 9
- ▶ Intern terminated without Due Process = 8
- ▶ Intern terminated with Due Process = 5
- ▶ Questions regarding postdoc policies = 4
- ▶ Other issues (questions re international visa, problems with academic program, postdoc selection questions, potential financial difficulties at sites, etc) = 16

Interactive Vignettes

- ▶ Consult with others at your table regarding 3 vignettes
- ▶ IPC issues are included, but these are not actual cases
- ▶ Discuss each vignette for about 10 minutes
 - Consider the questions
- ▶ Large group feedback after each vignette

Vignette 1

Latonya, a 30 year old Black woman with a learning disability began her internship with great enthusiasm at a university counseling center 2 months ago. Frances, her 53 year old White supervisor and training director, was equally excited about having her first Black intern. However, after about 1 month, Frances started to notice that Latonya's treatment reports were late. In addition, in the video recordings of her sessions with clients, Latonya seemed rushed and more focused on problem solving than on validating feelings. Frances is uncertain how to deal with these issues.

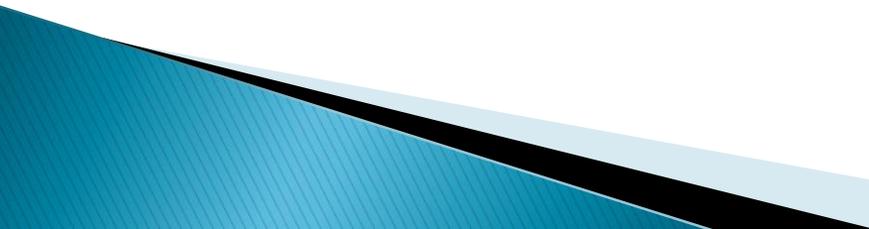
Vignette 1 (continued)

- ▶ What do you feel?
 - ▶ What aspects of the situation create a dilemma?
 - ▶ What moral principles and/or ethical issues do you consider?
 - ▶ What additional information do you wish to have?
 - ▶ What are some options for action?
- 

Vignette 2

Dr. Stephanie Fresh is a newly appointed Internship Director at BestAgency overseeing 4 interns (Josh, Bridgett, Mariya, and Lili). The intern cohort has not bonded well during or after orientation, and Lili recently told Dr. Fresh that Josh had been making sexual comments to her and threatened to “smash her head in” if she wouldn’t go out with him. As a result, Lili, Bridget, and Mariya all feel unsafe around him. Josh’s supervisor also reported that he made sexually inappropriate and harassing comments to at least 2 clients who have since requested a transfer to another therapist, and 1 even threatened to sue the agency. In addition, the supervisor stated that Josh seems to lack basic clinical skills and apparently has been taking client files home with him (which is clearly against BestAgency policy) since he is so behind in his charting. After hearing these concerns about such egregious behavior from Dr. Fresh and the Training Team, and further noting that it has not been possible for BestAgency to even bill for Josh’s services due to the lack of chart notes, the Director of Human Relations immediately terminated Josh from the internship. Josh now complains that he was never given Due Process as promised in the Training Handbook.

Vignette 2 (continued)

- ▶ What do you feel?
 - ▶ What aspects of the situation create a dilemma?
 - ▶ What moral principles and/or ethical issues do you consider?
 - ▶ What obligations are at issue; whose interests are involved in this problem?
 - ▶ What additional information do you wish to have? Is there a need for legal advice?
 - ▶ What are some options for action?
- 

Vignette 3

Dr. O.W. Kanobi has been an Internship Director for 40 years and has begun dreaming about retirement. Leia, one of his current interns, had read everything Dr. Kanobi had published and had admired him from afar long before he became her primary supervisor. However, she has noticed that he seems to cancel supervision on a fairly regular basis, is often late when he does show up, and once during a late afternoon supervision session, she thought he might have fallen asleep. Leia loves being on internship with her hero, and thinks she will learn much from him, but she is also concerned about several clients who have expressed some suicidal ideation, which is not an issue she has handled before as a therapist-in-training. Leia approaches her secondary supervisor, Dr. Solo, who has also been with the agency many years, to see if he might give her some advice on how to handle this situation. How should Dr. Solo and Leia approach this dilemma?

Vignette 3 (continued)

- ▶ What do you feel?
 - ▶ What aspects of the situation create a dilemma?
 - ▶ What moral principles and/or ethical issues do you consider?
 - ▶ What additional information do you wish to have?
 - ▶ What are some options for action?
- 