Academy of Organizational & Occupational Psychiatry
2016 Annual Meeting

“Where There’s Smoke, There’s Fire; How Individual Problems Reflect Workplace Function”

April 15-17, 2016
University Club of Chicago
Chicago, IL

JOINTLY PROVIDED BY:
The University of Iowa College of Public Health
Heartland Center for Occupational Health and Safety
The University of Iowa Carver College of Medicine
Program Agenda

Friday, April 15, 2016

6:00 - 7:00 p.m.  Cocktail Reception: Meet the Speakers
Meet and greet AOOP practitioners over cocktails and hors d'oeuvres

7:00 - 9:00 p.m.  Panel Discussion: The Art of Organizational Consultation
Paul Hammer, MD - Moderator
Panelists: Gerard Cox, PhD & David Morrison, MD
The knowledge and skill of occupational and organizational Psychiatry are not taught in residency programs. This session will provide a discussion with panel members who have experience in occupational and organizational Psychiatry in a number of settings. Panel members will describe in detail similarities and differences in various types of organizational consultations and their approach to solving mental health problems at an organizational level, rather than an individual level.

Saturday, April 16, 2016

7:00 – 8:00 a.m.  Registration & Continental Breakfast

8:00 – 8:30 a.m.  President’s Welcome & Conference Introduction
Andrew Brown, MD

8:30– 10:00 a.m.  Toward Understanding Prejudice
David Morrison, MD
This presentation will examine prejudice, define it and look at why it is so destructive, particularly with respect to psychodynamic roots in both the individual projecting it and those experiencing it. Prejudice will be examined as one factor that contributes to manipulating individuals in organizations to act in problematic ways. In addition, this presentation will provide some approaches and tools for consultants to work with organizations to address this problem more effectively. There will be time for thorough discussion of validity and utility of various ideas and approaches along with some real world examples with police and municipal organizations.

10:00 – 10:15 a.m.  Coffee Break

10:15 a.m. – Noon  Is That a Canary or Chicken Little? Differentiating Individual vs. Organizational Dysfunction in a Rapidly Growing Psychiatric Health System
Joel Oberstar, MD
Rapid organizational growth can bring significant challenges to both employees and leadership alike. This presentation is a case study in the challenges of a rapidly growing psychiatric institution, Prairie Care, and the challenge of determining whether concerns raised by staff reflect organizational dysfunction (expanding too fast, too many new staff, inadequate policy/procedure development, etc.) vs individual dysfunction (inflexibility, inadequate individual problem solving, patient-organization mismatch, etc.)

Noon – 1:30 p.m.  Lunch (on your own)
Program Agenda

Saturday, April 16, 2016 (con’t)

1:30 – 3:30 p.m.  Balancing Acts: Protecting Public Safety Without Unnecessary Limits on the Right of Transit Employees to Return to Work After Illness
Sandra Cohen, MD & David Lukcso, MD, MPH

This presentation will discuss how a mandated disability policy update was taken beyond a simple revision of past manuals to create a useful tool for the medical department to use to evaluate an individual’s particular limitations with a given disease. Producing this manual required integrating conflicting measurement systems (medical versus the Department of Labor’s task oriented (O*NET)), as well as developing a Delphi*Method to help each team of medical specialists come to a consensus in the absence of medical studies focused on occupational performance with a given disease. The psychiatry team decided that more often than not, the medications used to treat psychiatric illness had as much of an effect on the ability to safely perform tasks, as did the underlying diagnosis. Consequently, we added a section of likely medication side effects which the medical department should evaluate before employees return to duty.

3:30 – 3:45 p.m.  Break

3:45 – 5:00 p.m.  Building Organizational Integration from the Ground Up
Gerard Cox, PhD

Using organizational theory as the framework, this presentation will highlight the critical issues, processes and procedures used to implement change in two large systems. Each organization was complex and minimally integrated; one, a publically-funded academic medical center, the other, a major Fortune 500 corporation. In both instances, presenting complaints stemmed from individual employees at lower levels of each organization, escalated and required senior management’s involvement to address them. A central focus will be the importance of stakeholder engagement in both the immediate success of the intervention and its sustainability.

5:00 – 6:00 p.m.  Break

6:00 – 7:00 p.m.  Cocktails and hors d’oeuvres: Meet the presenters and the participants

6:45 – 9:00 p.m.  Dinner Session - Movie Discussion: Inside Apple—Thinking Differently
C. Donald Williams, MD & Josh Gibson, MD

This discussion will focus on the film “Jobs”, a biographical film inspired by the life of Steve Jobs, founder of Apple Corporation. Using interviews of people who knew Jobs, this film speculates on how Jobs’ developmental history and character structure shaped the development of Apple. The discussion will focus on the organizational structure in relation to identity, empathy, intimacy, rigid perfectionism, and restricted affectivity.

Sunday, April 17, 2016

7:30 – 8:00 a.m.  Registration & Continental Breakfast

8:00 – 10:30 a.m.  How Individuals Engage With and Attach to Terrorist Organizations
John Horgan, PhD

Terrorism is one of the most complex and challenging issues of our time. It is a term and concept that defies easy explanation, describing both a set of tactics, as well as a broader strategy that can have overwhelming personal, social, and political consequences. The objective of this presentation is to provide an overview of the way in which psychological research can help us understand terrorist behavior. Drawing on autobiographical material, interviews, statements and communiques, diaries, last will and testament videos of suicide bombers, this presentation will introduce a student to several major themes, controversies and challenges in psychological research on terrorism, and will identify a series of questions for future research from Organizational and Occupational Psychology.

10:30 a.m.  Meeting Adjourns
Objectives

Purpose
This program will provide current information on selected organizational and occupational psychiatry topics and provide important resources and networking opportunities necessary for keeping current in organizational and occupational psychiatry.

Intended Audience
This program is intended for organizational and occupational psychiatrists and others interested in organizational and occupational psychiatry.

Educational Objectives - Upon completion of this program, participants will be able to:

- Describe three different ways to approach developing an organizational psychiatry practice
- List two personal professional areas where further training is required
- Describe two advantages to approaching an individual’s psychiatric issues with an organizational perspective
- Describe two potential pitfalls and how to avoid them when approaching an organizational consultation
- Provide a working definition of prejudice with respect to its effect on organizational culture
- Describe two potential pitfalls and how to avoid them when approaching an organizational consultation
- Describe three organizational approaches toward resolving organizational problems that present with prejudice at its root
- Describe the underlying psychodynamic roots of prejudice and why it can be used by nefarious people to manipulate behavior
- Describe three challenges leaders of a rapidly growing organization need to address
- List two possible organizational/personnel issues that may arise in a rapidly growing organization and describe an approach to addressing them
- Describe how lessons in this case study may be applied in your own practice
- Navigate the process of responding to a request for proposals (RFP) which may involve finding partners to strengthen their team
- Recognize non-medical systems, such as O*NET, used by employers to describe an individual’s ability to perform required job tasks
- Identify the organizational constraints (union contracts, Federal mandates, entrenched habits) that impact on the ability of the organization to successfully address fitness for duty after illness
- Identify how to effectively enter an organization and design an intervention to maximize clients system support
- Choose appropriate tools to conduct an assessment
- Recognize the importance of senior leaders sharing in the feedback process
- Recall effective strategies for dealing with resistance to change
- Discuss why transferring skills to the organization is important
- Explain how to make change stick
- Describe some of the trait and personality functioning specifics that are required in a serial inventor and entrepreneur
- Analyze why psychological perspectives on terrorist behavior have shifted from profiles to pathways
- Summarize why terrorist behavior can only be understood by appreciating its dynamics at multiple levels of analysis
- Identify 4-5 critical areas of overlap between organizational and occupational psychology relevant to understanding terrorist behavior
**Program Faculty**

* Andrew Brown, MD, Consulting Psychiatrist, Boston Police Department, Boston, MA  
* Sandra Cohen, MD, Private Practice, New York City, NY  
* Gerard Cox, PhD, Principal, Cox Associates, Consultants in Organizational and Leadership Development, Boston, MA  
* Josh Gibson, MD, Private Practice, San Francisco, CA  
* Paul Hammer, MD, CAPT, MC, USN, Director, Defense Center of Excellence for Psychological Health and Traumatic Brain Injury, Arlington, VA  
* John Horgan, PhD, Professor, Global Studies Institute & Department of Psychology, Georgia State University, Atlanta, GA  
* David Lukcso, MD, MPH, Chief Medical Officer, Medical Advisory Services, Rockville, MD  
* David Morrison, MD, President, Morrison Associates, Ltd, Palatine, IL  
* Joel Oberstar, MD, Chief Executive Officer, PrairieCare, Brooklyn Park, MN  
* C. Donald Williams, MD, Private Practice, Yakima, WA

**Physician Credit**

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of The University of Iowa Roy J. and Lucille A. Carver College of Medicine and The University of Iowa College of Public Health. The Carver College of Medicine is accredited by the ACCME to provide continuing medical education for physicians.

The University of Iowa Carver College of Medicine designates this live activity for a maximum of **13.25 AMA PRA Category 1 Credits™**. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

**Registration Fees**

$790 - Friday, Saturday & Sunday, April 15-17, 2016 *(includes AOOP membership)*

Registration fees apply to all registrants and include association membership, all presentations, course materials, and continental breakfasts. For more information about registration, including discounted fees for certain membership classes, visit [www.aoop.org](http://www.aoop.org) or call 509-457-4611.

**Accommodations**

Nearby hotels include:  
* The Palmer House Hilton  
* Hampton Majestic  
* Hard Rock  
* Burnham Hotel

For more information, please visit [www.aoop.org](http://www.aoop.org).

**Disclosures**

Decisions related to educational content of this activity and speaker selection are responsibilities of the program committee. Companies providing financial support did not have input into these areas.

**DISCLOSURE POLICY:** Everyone in a position to control the content of this educational activity will disclose to the CME provider (University of Iowa Carver College of Medicine) and to participants all relevant financial relationships with any commercial interests. They will also disclose if any pharmaceuticals or medical procedures and devices discussed are investigational or unapproved for use by the U.S. Food and Drug Administration (FDA).

**2016 Program Committee**

Fredric Gerr, M.D.  
Paul Hammer, M.D.  
Megan Meyer, M.B.A.