



Adler Graduate School Newsletter

August 2020

President's Message

Jeffrey Allen, Ph.D.

We at Adler Graduate School walk with you and support you to create a feeling of community, which strives to overcome the difficulties of the present, achieve common goals, and create a better future.

Alfred Adler's 1930 book *The Science of Living* lays out the creative power of life as the courage to strive to turn negatives to positives. For Adler (1930), the overcoming of imperfection in the quest for perfection, cooperation, and creating a communal feeling is paramount for success (pp. 32-40). As we struggle in the summer of 2020; fighting the fears and reality of COVID-19 with positive actions (wearing masks, hand washing, and avoiding crowds), and fighting to defeat the evil of continual structural racism, we draw on our creative powers to keep our goals in mind and in front of us, as we strive for communal perfection. For Adler, perfection is not a destination but a way to get past the current conditions to overcome barriers and deficiencies for a better future. It is this sense of purpose or goals, both personal and communal, which gives us meaning to develop and become better, as part of our community.

At times, it seems like we get tired and wonder why, in the face of what sometimes seems like mountainous barriers, but we muster up the courage to continue our struggle to overcome the imperfections of life. Adler in *Social Interest - a Challenge to Mankind* (1964, pp. 269-285), published posthumously, writes it is these goals to overcome imperfection that help to give us meaning as we move forward, bringing our community with us. The goal of starting your graduate school counselor education in the face of uncertain times and the goal to continue with your program in spite of social strife and personal difficulty start with the courage to contribute, strive to grow, and make the world a better place.

As a community, AGS continues to actively engage in quality graduate counselor and leadership education and the pursuit of racial and social justice. Here are some ways in which we contribute:

- Faculty and alumni are in leadership positions around the country, being activist counselors in their professional counseling associations and communities. We are on the front lines of creating social change.
- Adler Hub and Adlerian Students in Action are providing networking, HubTalks, support, and resources to make the world better and healthier, supporting our students to meet their goal of being the next generation of counselors and community leaders.
- The uninterrupted delivery of quality graduate education has been our strength, creating certainty in the face of uncertainty. We continue to be creative to overcome the pandemic barriers to education, following the science, and committed to providing quality graduate education: face to face through Zoom, asynchronous online, or a hybrid of both. This delivery will continue through at least Winter Semester 2021.
- As the need for counselors is greater than ever, we continue to recruit new students, investing our resources to help meet the societal need for mental health professionals in the diverse communities we serve.

We at Adler Graduate School walk with you and support you to create a feeling of community, which strives to overcome the difficulties of the present, achieve common goals, and create a better future. We understand that we can make mistakes, we understand at times it is a struggle, we understand there are forces and people that interfere with cooperation and equality, but we know that an individual's healthy development can only grow as part of the whole, with social feeling and a community encouraging cooperation, purpose, respect, and dignity.

We look forward to a better future together, to live and develop as people, by being involved (social interest) in the greater good. I feel blessed to be part of the AGS community, with the mission of preparing mental health and human service professionals, making the world a better place.

Jeff

Accreditation and Assessment

Nicole Randick, Ed.D. and Solange Ribeiro, Ph.D.

Please check out our Quality Assurance and Assessment webpage! This page includes cool tools, resources, and tutorials.

<https://alfredadler.edu/about/quality-assurance-assessment>

In one of our last updates, we reported that we celebrated our graduation from the HLC Assessment Academy. Now the real work begins. We made a goal "to create a culture of assessment that promotes educational excellence through evidence-based academic programming and services." We continue to work behind the scenes to collect data, revise curriculum, and use feedback to make improvements.

Here are a few updates:

SmartEvals

We love feedback! You may have noticed the e-mails sent to you asking you to complete course evaluations. We use SmartEvals online course evaluations to obtain student feedback on course design, delivery, and overall course experience. The evaluations also ask you about the instruction and what helped or hindered your educational experience. These evaluations are anonymous. Instructors use this feedback to make changes and improvements to their courses. Please fill out evaluations at the end of each course.

Alumni Survey

We care about your future! We developed an Alumni survey to gather information about our alumni that will inform continuous improvements to our programs and to AGS as a whole. Additionally, programs with specialized accreditation are required to report on alumni employment and licensure outcomes to maintain accreditation. Our first survey went out to 2017/2018 and 2018/2019 graduates in Spring 2020. Here are some of the results:

- The majority of our graduates (80%) reported that their professional preparation was either good or excellent.
- The majority of our graduates (85%) found employment within 6 months of graduating.
- The majority of respondents reported making a salary between \$40,001-\$60,000.
- Out of only the respondents who took a licensure/certification test, 82% passed the exam on their first attempt.

When you become alumni, please take the Alumni Survey:

<https://alfredadler.edu/sites/default/files/Alumni%20Survey%20Results-2020.pdf>

Calendar Survey

We heard you! Over the last few years there have been some questions raised by faculty and students about the lack of built-in breaks within our academic calendar. These questions resulted in larger conversations about the structure of our academic calendar. In order to explore these issues, we constructed three brief surveys in order to obtain information on student, faculty, and staff experiences with our current academic calendar. We launched these surveys in January 2020-February 2020. This survey yielded a wealth of information. You can review the survey results at this link:

https://alfredadler.edu/sites/default/files/Calendar_Summary%20Report_2-17-20up.pdf

Here are some of the changes we made based on the results we received:

- Feedback from students was split, with some students loving the 5-week format and others who wish they had a little more time for work/life balance. This result was the same for faculty.
- There are several courses that have a lot of information for students to retain.
- There was a suggestion in the survey to make some of our courses full Term, but not all of them.

That suggestion seemed to be a good compromise. We are moving two courses to a 10-week format: Course 500: Principles of Research and Course 504: Abnormal Psychology & DSM-5. This change will allow students more time to learn and retain information taught in these academically heavy courses.

Our continued efforts to make informed decisions based on data is our commitment to you. We continue to make improvements to our programming and create forums to hear your voice (e.g., Surveys, Student Development Hub, HubTalks, Town Halls, Social Media, etc.).

Faculty Spotlight: Christine Park

Ph.D., LMHC, NCC



What is your position at AGS?

Full-time/Core Faculty member.

Tell us a little about your background.

My background is in both education and counseling. I earned a bachelor's degree in kindergarten through 12th grade special and general education. As an undergrad, I learned a variety of teaching strategies to help my students learn. Much of what I was taught as an educator addressed the academic needs of my students. I felt there was a gap in my understanding of my students' social, emotional, and psychological needs. This led me further my education through counseling psychology. After I earned my master's, I used my education and experience as a teacher in an alternative learning program for at-risk youth. Later, I worked in an elementary and high school to provide mental health counseling for youth who needed emotional and behavioral support to access their education. Most recently, I taught and served as a program coordinator for an adult education program that provides opportunities to adults who are disadvantaged and in need of skill development. I also helped to develop counseling and college and career transition programs as well as supervise counselors in training. My shift to counselor education has been a way for me to merge my two passions; counseling and education. I truly enjoy my role as a counselor educator, and it is a true honor to be a part of the learning and journey of emerging counselors.

Thus far, what do you like best about AGS culture?

What I like the best is that Adler Graduate School has a foundation in Adlerian theory, which emphasizes community and social connectedness. Being from Hawaii, the sense and importance of community is so much a part of who I am, what I value, and my way of life. For me, AGS feels like home and a place in which I belong and can contribute to.

What's one fun or unique fact about you?

I am an artist at heart. I love to paint (acrylic), but I don't have any formal training outside hobby classes and paint night (painting party) events. My love of painting led me to teach painting party classes for fun at a local community night school. It's a blast and we even have a live DJ!

Anything else you'd like the AGS community to know?

I come from a working-class family, and despite my parents having a small construction business, much of my life was spent living below the poverty line. Life was filled with many ups and downs, and from a very young age, I worked. At first, it was helping my dad in construction. Later, I got a part-time job in foodservice and at my local church. I cleaned bathrooms after school to pay for my high school education, and from the time I left for college as an undergrad, I have worked at least two jobs to pay for my education and help my family. I know the struggle that comes with having to work hard just to reach the starting line. Having an education is a privilege and one that I do not take for granted. When I say that it is a privilege to be a part of AGS, it is truly from the heart. I am privileged and truly honored to be a part of this community.

We're glad you're part of the AGS community, Christine!

Theoretical Development of Adler's Theory of Individual Psychology

Jill Sisk, Ph.D.



Chapter one of Dreikurs-Ferguson (1999) outlines the theoretical development of Adler's theory of Individual Psychology in three main stages. In stage one, approximately from 1902-1910, Alfred Adler was a physician and focused upon the "sick bodies" (p. 2) he was attending to. This stimulated the concept of organ inferiority. It is also fairly well-known that Adler had a recognized organ inferiority of his own, which may have contributed to such an interest and focus. Here he was focused on the physical world and on entering the psychoanalytical group with Sigmund Freud. He also, however, began to recognize the influences as to individual choice as a response to organ inferiority; those who became discouraged (exaggerated feelings of inferiority) and those who did not. This reflected a creative process and identified as being subjective by the individual; not so much a "feeling," per se, but what he called an "attitude" (p. 1).

On comes stage two. This stage went from about 1911-1920, and the focus began to shift from the physical to the development of the personality and child development (and a departure from good old Freud and his buddies). Here Adler became more interested in the individual striving of others (perhaps in regard to overcoming those feelings of inferiority and organ inferiority previously capturing his attention).

Let's move to stage three. This began in the late 1920s and went to the time of Adler's death in 1937. Stage three incorporated more work with children and families, and the focus again had a shift; away from the self and towards the greater community. The striving moved from self-focused to other-focused; how do I belong; how can I contribute ... rather existential.

I appreciate so much of Adler's theory and give great credit to its development. I use Adlerian concepts in my everyday interactions within all my life tasks (love, social, and work) and am so thankful for the education I have had (and continue to seek) surrounding Individual Psychology.

Reference:

Dreikurs-Ferguson, E. (1999). *Adlerian theory: An introduction*. Adler School of Professional Psychology.

To investigate additional classic Adlerian works, consider the AGS Research Center, which contains three collections: a donated collection from Margot Adler, a donated collection from the Alfred Adler Institute of New York, and the personal collection of Harold H. Mosak. These collections provide access to over 3000 items, including books, journals, articles, photographs, and memorabilia from Adler family members and noted Adlerian scholars. The Research Center provides students, faculty, alumni, and scholars with access to unique, rare, and specialized Adlerian materials.

Please contact the AGS librarian for information about and access to the collections; email: library@alfredadler.edu.

<https://alfredadler.edu/library/adlerian-collection>



Introducing the Student Development Hub!



Support. Community. Resources.

SUPPORT FOR AGS STUDENTS AND COMMUNITY!

We're pleased to introduce you to the AGS Student Development Hub ("The Hub"). The Hub is committed to providing resources and developmental support through meaningful connections within our global Adlerian community. Whether you need academic help, assistance in planning for your future, or are looking for opportunities to volunteer in the community, we have a menu of available services and activities:

- AGS Community in Action
- Academic Writing Support
- Career Services
- Holistic Wellness
- Learning Accommodations (ADA)
- Library
- Social Interest in Action
- Technology

Find the Hub on the AGS website:

<https://alfredadler.edu/services/student-development-hub>

From **HubTalks** on topics important to students and faculty to **HubVoices** on topics important to the AGS community, the Hub provides timely and relevant information. Join our HubTalks via Zoom! See the Hub page for current events and login information, and watch for flyers in your email.

Upcoming HubTalks:

- August 18, 12:00-12:45pm CDT: Copyright Overview for Faculty. Instructor is AGS librarian Nikki Marchand.
- August 18, 12-12:30pm CDT: Avoiding Plagiarism in Academic Writing. Instructor is Michael Grohs from the AGS Writing Center.

September (every Tuesday) - Job Search September!

All sessions at 12pm CDT via Zoom.

- September 8th: Resume Basics with Dr. Bre Hiivala
- September 16th: Interviewing Skills with Allison Zapata
- September 23rd: Preparing for Licensing Exams with Dr. Louise Ferry
- September 30th: Professional Networking with Dr. Letitia Browne-James

In support of your holistic development, we're also sponsoring 30-Day wellness challenges! Watch for registration information as well as drawings for prizes! The contact person for wellness challenges is Dr. Bre Hiivala: Breanne.Hiivala@alfredadler.edu

Wellness Challenges:

- August Challenge: Mindfulness
- September Challenge: Walking
- October Challenge: Creativity

Forty-one contestants participated in our July Hydration Challenge, with the fabulous prize of an AGS water bottle.

The winner of our July Challenge is School Counseling Student Allyson Pinkus! Congratulations, Ally!



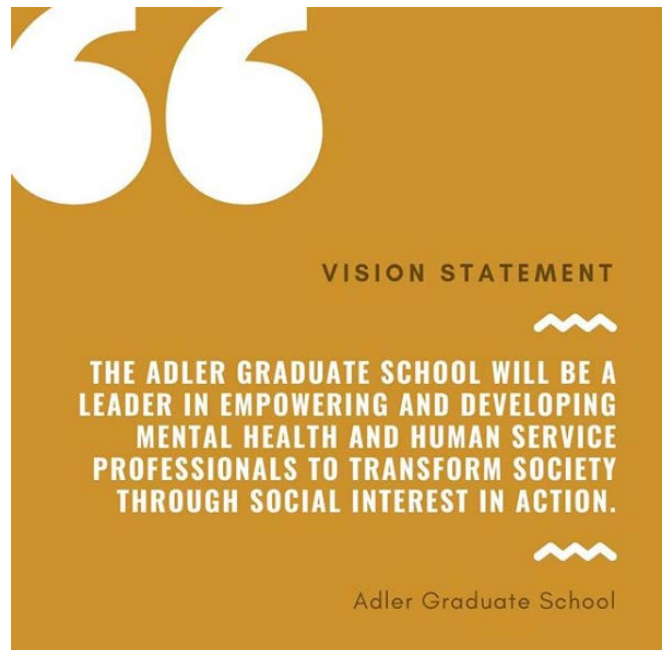
Thank You to Our Donors!

We would like to recognize the following individuals, who donated to the Adler Graduate School in 2020. Their generous donations assist us in fulfilling our mission of preparing mental health and human service professionals with a strong Adlerian foundation to foster encouragement, collaboration, and a sense of belonging to the individuals, families, and culturally diverse communities they serve.

Please contribute to your community and be an Adler Graduate School donor:

<https://alfredadler.edu/donate>

- ❖ Jeffrey Allen
- ❖ Ev Haas
- ❖ Christina Hilpipre-Frischman
- ❖ Leslie Laub
- ❖ Rich Martino
- ❖ John Sweeney
- ❖ Leftheris Papageorgiou
- ❖ Joan Bullemer
- ❖ Fayemarie Carter
- ❖ Chris Garwick-Foley
- ❖ Suzanne Kramer
- ❖ Priscilla MacDougall
- ❖ Sam Major
- ❖ Berta Shapiro
- ❖ Tamara Whear
- ❖ Arthur Clark
- ❖ Alex and Kristen Hawkins (Art Therapy)
- ❖ John Newbauer
- ❖ Eric Mansager
- ❖ Kristie and Robie Wayne
- ❖ Carol Allen (SPS Commerce Match)
- ❖ John Bartholow (In Memory of Robie Wayne)



*Your
Donations
Make a
Difference!*

Please consider contributing to the Adler Graduate School, and contact us if you would like to become more involved with AGS.

If you would like to make a financial contribution, checks can be written to the Adler Graduate School and sent to: Adler Graduate School Business Office, 10225 Yellow Circle Drive, Minnetonka, MN, 55343.

You may also visit our website and select "donate" at: <https://alfredadler.edu/donate> to donate online or to look at other options to contribute.

Finally, we encourage you to consider a legacy gift, estate planning, or endowment with Adler Graduate School in mind. Feel free to contact Dr. Jeff Allen to discuss this option.

The Adler Graduate School is a 501(c)(3) organization, and your donation is tax deductible to the fullest extent allowed by law.

AGS Community Updates



Congratulations to AGS faculty member Dr. Antwan Player, LPCC, LMHC on being chosen as the new Ethics Chair for the Minnesota Counseling Association!

"As the MNCA's Ethics Chair, I plan to serve the counseling profession with the utmost dignity and to represent AGS in a capacity that will inspire others."

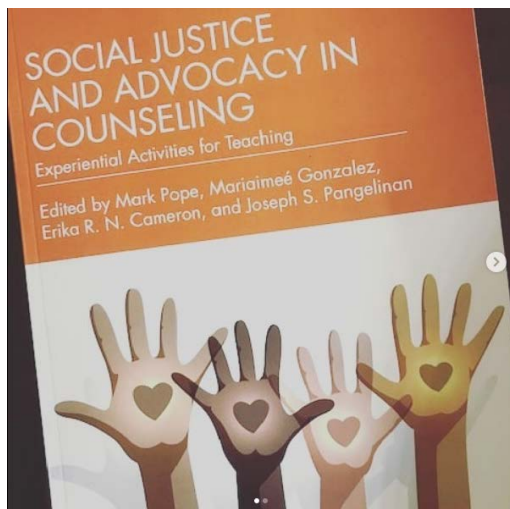
Dr. Antwan Player



Congratulations to AGS faculty member, Dr. Letitia Browne-James, LMHC-S, NCC on being sworn in as President of the Florida Counseling Association!

"It is my honor and privilege to serve as the President of the Florida Counseling Association (FCA) to help move the association forward by overseeing our efforts to provide professional, educational, and networking opportunities for counseling students, professional counselors, and counselor educators and supervisors in Florida. Our theme for the year is "2020 Vision: Obtaining Ethical Clarity in Counseling," and I believe it encompasses a variety of tasks and responsibilities we all have to best serve our clients, students, supervisees, and communities."

Dr. Letitia Browne-James



Dr. Nicole Randick, ATR-BC, ATCS, LPC, NCC and Dr. Solange Ribeiro, MA, LPC-S contributed to the important work, *Social Justice and Advocacy in Counseling: Experiential Activities for Teaching* (2019).

Their chapter -- The Wellness Tree: Branches of Support or Oppression? -- includes an activity and discussion for "beginning counselors" to examine "the concepts of marginalization and privilege" (p. 167).

AGS Alumni Association

The Alumni Association is planning a series on anti-racism, with a start date to be announced. Look for further information on this lunchtime series, which will be held on Zoom.

Alumni will publish a newsletter starting October 1, 2020. The alumni newsletter will include articles from alumni, community connections, and advertising for office space, roommates, and other alumni needs.

Lunch with alumni, which includes a free series of 15-minute presentations and 45-minute discussions, is ongoing. All alumni are welcome to contribute. Lunch with alumni is held on the first Thursday of every month at noon on Zoom.

The Adler Institute offers continuing education and professional development for continuing education credits.

Look for a new Alumni web page with contact information for the Alumni Advisory Board.

For more information on the AGS Alumni Association, visit:
<https://alfredadler.edu/community/institute/alumni-association>



As Dr. Asha Dickerson, LPC, NCC, CPCS stated:
"At AGS, we are missing face-to-face interactions with students, but we're committed to their safety and to flattening the curves in our communities."

AGS staff and faculty mask up to prevent the spread of Covid-19.



Interested in Clinical Mental Health Counseling?

Contact:

Marcie Skoglund | Assistant Director of Admissions

612-767-7097

marcie.skoglund@alfredadler.edu

