



*Shattered and Resilient*  
Image Credit: AGS Art Therapy  
Student Bushra Ali. Accompanying  
biography in newsletter.

# Adler Graduate School Newsletter

*Fall 2020*

# President's Message

*Jeffrey Allen, PhD*

Your Support Inspires Social Interest  
In Action!

<https://alfredadler.edu/donate>

Alfred Adler believed that through Social Interest, the feeling of belonging and contributing to community, we are resilient and strive to reach our full human potential.

Today, the importance of community can be seen by doing the right thing and contributing to community in a healthy way that enhances us as people. During these times, by following the scientific guidelines of social distancing and wearing a mask, we are contributing to our community by doing what we can to keep each other safe. This nurtures our healthy growth through respecting others. Therefore, we will continue to deliver our graduate education online through synchronous, hybrid (synchronous and asynchronous), and asynchronous delivery methods through at least the Spring semester of 2021.

I cannot emphasize enough how the Adler Graduate School is needed more than ever in these tumultuous times, to support the mental health needs of our communities, to fight all types of racism, including structural racism and social injustice. This is central to living our vision, to “transform society through social interest in action,” connecting in every way possible to support each other and support the mission of Adler Graduate School, 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 the culturally diverse communities they serve.”

That is why we have created the AGS task force for Inclusion, Diversity, Equity, and Accessibility (IDEA) with the mission to “support and sustain social and racial justice through awareness and action to consciously create conditions and outcomes for the mental health and human services profession and AGS community.” The first action of the IDEA task force was to create a Diversity Tuition Scholarship, with a commitment of 10% tuition support. The goal of this scholarship is to increase the Adler Graduate School student population’s diversity, with the intention that the recipients will contribute to the school's mission of social justice and equity, including the specific community the student represents. This includes:

- Members of an ethnic or racial group historically excluded from and underrepresented in graduate education – Black, Indigenous (American Indian/Alaskan Native, Native Hawaiian, or other Native Pacific Islander) and/or Latinx
- Being of a gender and/or sexual orientation identity historically underrepresented in your field of study
- Holding DACA, TPS, refugee, or asylee status

We are all in this together; we know the importance of Gemeinschaftsgefühl and Social Interest through our contributions. That is why I am asking you to give and contribute to the IDEA Scholarship and AGS. Your contributions can make the difference between someone being prepared to transform their community through applying strong Adlerian values and not having that opportunity. So, give today and support your college in fighting for racial and social justice: <https://alfredadler.edu/donate>.

## Accreditation and Assessment

*Solange Ribeiro, PhD and Nicole Randick, EdD*

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

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

Have you visited the Accreditation page on our website lately? If not, take a peek, and you will see that the three specialties of the counseling program are now included in the International Registry of Counsellor Education Programs (IRCEP). Clicking on the link and visiting the IRCEP site you will find the following explanation of why this matters (quoted directly from the site):

1. IRCEP provides the program with an opportunity to measure itself against a set of internationally created standards for educating and training counsellors in various settings.
2. IRCEP's application process includes an external review of the applicant program by an international group of counsellor educators.
3. Inclusion in the IRCEP Registry provides programs with a special and prestigious recognition.
4. IRCEP assists the public in recognizing quality programs.
5. IRCEP programs may attract the attention of prospective students and may increase international student interest.
6. The IRCEP Standards will encourage and build stronger professional counsellor identity within programs and their graduates.
7. IRCEP programs will be a part of a network of programs that can share information across borders and advance the knowledge base of the profession worldwide.
8. Graduating from an IRCEP approved program may facilitate students' entry and mobility into advanced degree programs.

Speaking to points 1 and 2 of the list above, approval for inclusion of our counseling specialty in the registry included an in-depth examination of the program -- from admission requirements to graduation, including but not limited to curriculum, faculty, support services, field experience, and assessment practices. If you want to examine this self-study in more detail, you will find it at the bottom of our accreditation webpage, under the heading of Past Reports (click on IRCEP self-study). Although the links in the pdf document are not active, you can find most of the information by following links in the Assessment page of our website.

# Faculty Spotlight:

## Marianna Oller

*PhD, NCC*



### **What is your position at AGS?**

I am a Full-time Core Faculty Member in the Counseling Program at AGS.

### **Tell us a little about your background.**

I was born and raised in Southern California with my identical twin sister. I earned my bachelor's degree in psychology at the University of Redlands. At the time of graduation, I was unsure what direction and how I would afford graduate school, so I decided to work full-time and start paying toward my student loan debt. After working in human resources and then commercial property management for 10 years, I had the fortunate opportunity to meet an LMFT and learn about her career. Within 20 minutes of our conversation, I felt certain about a future career as a professional counselor. I applied, found my "home," and earned my master's degree in Counseling from California State University, Fullerton (CSUF). Before the final semester of my program, I realized my educational journey was not complete. I wanted to become a counselor educator and pay forward the mentorship, support, and encouragement I received from the faculty at CSUF. With the assistance from dedicated mentors, I found my new "home" in the Counseling Program at the University of North Texas. During my doctoral journey, I was fortunate to join various counseling organizations and divisions (i.e., ACA, AARC, ACES, AHC, AMCD, CSI, CSJ), and take on leadership roles that exposed me to diverse leaders and voices in our field. In August 2020, I successfully defended my dissertation, earned my PhD, and have begun the next phase of my journey as a counselor educator. I am also continuing to pursue dual licenses in California (AMFT, APCC), Texas (LPC Intern, LMFT Associate), and New Jersey.

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

What I like best about the culture at Adler Graduate School is the sense of community, interconnectedness, and social interest. I also innately value equity, inclusion, and diverse perspectives, all of which are celebrated and encouraged values at AGS! It is safe to say I have found my new home at AGS.

### **What's one fun or unique fact about you?**

I am passionate about my Greek culture, ethnicity, and heritage. I have been fortunate to travel to Greece a few times and visit my Papou's (grandfather's village) and pick olives from my ancestor's trees. At Greek festivals, you will find me in the gyro booth or on the dance floor. Opa!

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

During my master's program, I supported myself working full-time in commercial property management while taking classes at night. I recognize and appreciate the sacrifice, dedication, and perseverance needed for graduate school, especially as a working adult. I was also privileged to receive encouragement and emotional support from my family and professional mentors throughout my graduate educational journey. I know without a doubt that I would not be the person I am or in this position without the proactive and committed mentorship I received. Thus, I am passionate about mentorship, and providing an encouraging and supportive learning environment for emerging counselors. Being able to do so in our AGS community is an incredible opportunity.!



# A Classic

Rocky Garrison, PhD, CBSM



Reference: Crookshank, F. G. (June 1937). Personality, character, life style and the demands of life. *Individual Psychology Medical Pamphlets*, 17, 47-59.

Author Information: Francis Graham Crookshank, MD FRCP (1873 – 1933) was a British physician received his medical training at University College, London. He was a founding member of the Medical Society of Individual Psychology and attempted to combine medicine with the Individual Psychology of Alfred Adler. He authored numerous books, monographs, and articles on Individual Psychology.

This article is the posthumous publication of a lecture, the third in a series of lectures given by the author, but the date and location of these lectures is unspecified. It is one of a multitude of introductory and overview articles about Individual Psychology (IP). It includes a particularly insightful description of the teleological process, encouraging IPers to look at the person as an architect looks at a house and not as a builder would, looking for the creativity that the person has used in the creation of their style of living. For Crookshank (1937) the core of neurosis is a feeling of solitude a lack of personal security.

He proposes two equations to define the core constructs of personality and character:

Physical Type/Temperament + Experience = Personality  
and  
Personality X or + Purpose = Character

By proposing that personality multiplied by or plus purpose equals character he is emphasizing his belief about the power of the goal setting function and the creativity of the personality. This emphasis on purpose is illustrated by how IP views memory. "... Adler teaches us to pay attention to what is remembered, because, he says, we discard what is not useful and remember what is useful to our purpose" (p. 54).

Crookshank (1937) asserts that Einstein was a close friend of Adler's and that IP has been called "the Psychology of Relativity" (p. 55). He parallels Einstein's distinction between a general theory and a special theory of relativity to Adler's general inferiority sense, which is common to all human beings, and a special inferiority sense, which is unique for each person. "Adler finds that the general inferiority sense is derived from:

- (a) the utter helplessness of the new-born child;
- (b) the child's realization that he [or she] is weaker than the adult;
- (c) the child's further realization that he [or she] is dependent on the adult" (p. 56)

While the special inferiority sense is derived from:

- (1) the objective situation of the person,
- (2) the social and economic condition of the person,
- (3) the sexual state of the person
- (4) the family constellation of the person,
- (5) the education of the person.

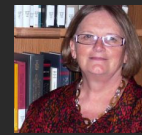
Crookshank (1937) concludes his talk with several "cardinal points" of IP. First, he quotes Wexberg (1932) as saying "Talent is much more often thwarted than absent." Second, he attributes to Adler (no reference) "... that everyone can do what he [or she] wants, and that what we want we always do ..." (quoted in Crookshank, 1932, p. 58), which is described as an optimistic outlook that emphasizes personal responsibility.

## Reference

Wexberg, E. (October, 1932). Individual Psychology and Psycho-Analysis in medical practice. *Individual Psychology Medical Pamphlets*, 6, 7-22.

# Social Interest in the Time of Pandemic

Louise Ferry, PhD, LP, LMFT



What would Adler say at this period in time? What would he say about COVID-19? What would he say about social justice? I plan to focus just on the pandemic at this time, although both topics are so important to address.

I believe that the positive influences that we have been viewing over the past few months, with neighbors helping others such as bringing groceries to their door, waving to others through windows, or just giving handclaps or notice to those who care for others and are in the front line, are all actions that are so necessary at this time. Social interest or Gemeinschaftsgefühl are demonstrated with these actions. These actions help our communities. The stories of individuals helping others are noted often in the media, but perhaps we need a bit more of this in our world today.

The pandemic may have stopped some of our physical closeness that is so much part of belongingness, but we are learning new ways to continue to have social connections, even though perhaps through an electronic method or through a window. We are still demonstrating belongingness with social connection, just decreasing that physical connection. I believe that this would still suffice for belongingness, that concept we all crave.

Alfred Adler was a physician who undoubtedly would have experienced several illnesses. This was in his own family as well as in his work with others. What would Adler say about this illness that is creating so much havoc, fear, and anxiety in our world today? I would assume that Adler, given his medical background, would take care to follow the guidelines set forth by science, and this would include things such as physical distancing and wearing masks. Adler would have been respectful of others and followed the guidelines, at least that is what I believe. My thoughts and beliefs on social interest are that one cares for others and strives to belong with others, as well as to engage in practices and actions that benefit one's community and humanity in general. As I hear and read about the differing viewpoints on how to manage ourselves during this pandemic, I am frustrated and would just like to have Adler here to tell us about how to think respectfully of others. Adler was not in the United States during the Spanish flu epidemic, so we are not sure how he would react to the current situation, and I have not yet been able to locate any relevant information on this topic.

As I was reviewing *The Individual Psychology of Alfred Adler* (1956), I noted the following: "Consequently individuals who as a group are exposed to particularly unfavorable circumstances are most prone to express hostile traits of all sorts, because they are most likely to develop increased inferiority feelings " (p. 450). I realize that we are fearful of this illness, and so it then makes sense as to the reactions that people have to the various directives that have been provided. This disease has led to our increased feelings of inferiority, as we have not been able to control it, and so the resulting feelings seem to be much anger and hostility in our world. That helps me to understand the increased reactions that have divided our country. We are inferior to this disease!

Last, I want to add that there are so many more issues that we can relate these ideas to, such as with our current anti-racism and social justice discussions. My writing is directed to our behaviors and actions in reaction to COVID-19. I would hope that we could take some words of advice from Adler and do what we can for our fellow humankind. We might do better to further our country and civilization by looking at how we can help others such as wearing masks and physical distancing, which of course is also helping myself in the long run. And even if you cannot see the smile on my mouth when we meet, you will see it in my eyes.

## Reference

Adler, A. (1956). *The Individual Psychology of Alfred Adler*. Basic Books.

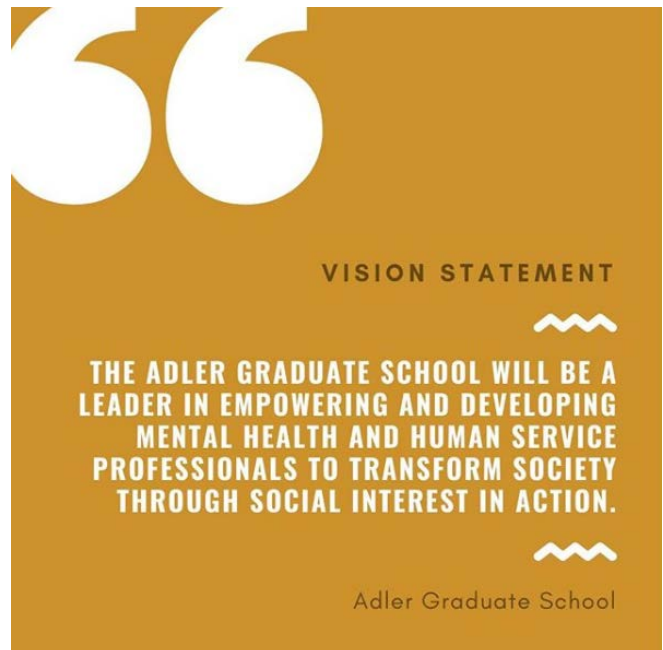
# Thank You to Our Donors!

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.*

# Adler 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 and Research Support
- 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:

November - Self-Care

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 Cahoy: [breanne.cahoy@alfredadler.edu](mailto:breanne.cahoy@alfredadler.edu)

## Wellness Challenges:

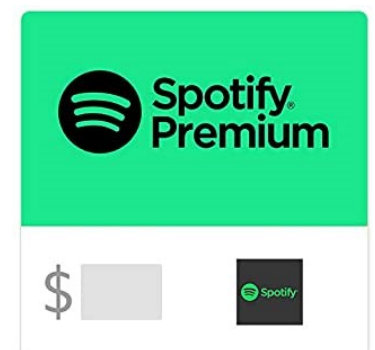
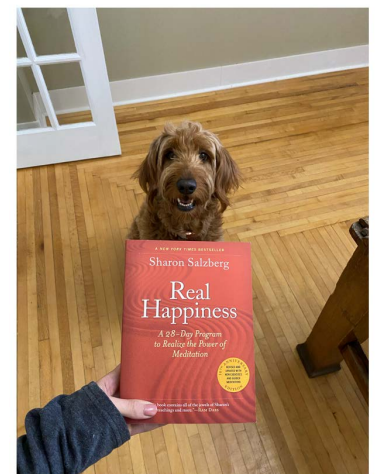
August Challenge: Mindfulness  
September Challenge: Walking  
October Challenge: Journaling  
November Challenge: Kindness  
December: Gratitude

The fabulous prize for the August Mindfulness Challenge is the book *Real Happiness* by Sharon Salzberg.

**The winner of our August Challenge is Cora Augustin! Congratulations, Cora!**

The fabulous prize for the September Walking Challenge is a Spotify gift card.

**The winner of our September Challenge is Marriage, Couples, and Family Therapy Student Tolu Ola! Congratulations, Tolu!**





# AGS Community in Action



## Winners of the 2020 Minnesota Author Project

MNWRITES  
READS

Minnesota  
Author Project

AGS librarian Nikki Marchand served as an Adult Fiction judge for the **Minnesota Author Project**.

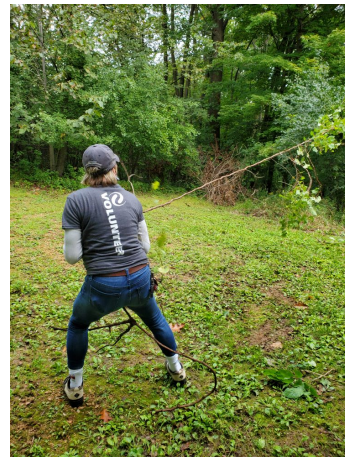
The Minnesota Author Project is an annual contest that encourages strong relationships between indie authors, local libraries, and readers by identifying and promoting the best indie Adult and Young Adult Fiction eBooks Minnesota has to offer. Winning books were announced at the Minnesota Library Association conference in September 2020.

### See the winning entries at:

<https://minitex.umn.edu/news/minnesota-libraries-publishing-project/2020-10/minnesota-author-project-winners-announced>

Dr. Jill Sisk joined a team that cleaned up brush, dethatched, and cut down buckthorn that were unsafely infringing around the cabins at **Voyageur Environmental Center**.

Voyageur is a year-round environmental education center that is owned and operated by the Boys and Girls Clubs of the Twin Cities. Voyageur serves as a residential camp for Boys and Girls Club youth during the summer and offers youth opportunities to visit camp throughout the school year. Voyageur is located 25 miles west of the Twin Cities in Mound, Minnesota.



Dr. Jill Sisk in action.

## AGS Alumni Association

This quarter has been a busy one for the Alumni Association. Our series on Antiracism has attracted many alumni to the open forum discussion. Dr. Paul Orieny is led the first three sessions. Dr. Orieny is an AGS graduate who immigrated to the US from Africa when he was 20. The next moderator of the open forum, which started on Tuesday, October 13th at noon, is Dion Crushshon. Dion is an AGS graduate and the Director of Global Programs for the Blake schools. The conversations have been an amazing learning experience for all attendees!

The Alumni Association Newsletter made its debut on October 15, 2020. Please watch for the newsletter and send us suggestions. The Institute for Continuing Education workshops will continue with the schedule set for Fall. Please see the save the date notice below and join us for the conference with Marion Balla.

**SAVE THE DATE:** NOV 14, 2020

AGS FIRST ANNUAL I.D.E.A. CONFERENCE

*Sponsored by the Adler Institute for Continuing Education*

### **Moving the Needle of Inclusion, Diversity, Equity and Accessibility (in the right direction): Working with Diverse Populations**

Presented by Adler Graduate School IDEA Task Force and  
Adler Institute for Continuing Education

**Keynote Speaker: Marion Balla**

**11:00 a.m. to 3:00 p.m.**

**November 14, 2020**

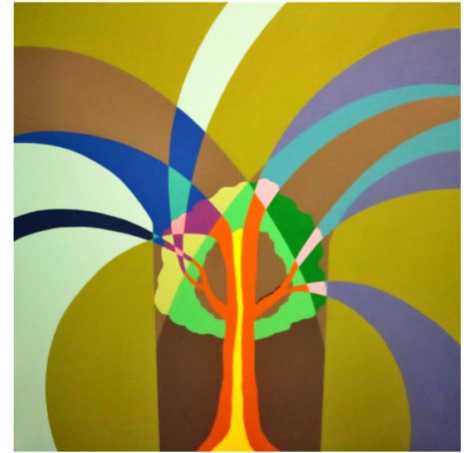
**Watch for registration!**

**adler**

# AGS Community Updates

Adler Graduate School Faculty Letitia Browne-James, PhD, LMHC-S, NCC, and Antwan Player, EdD, LMHC, LPCC participated in the Florida Counseling Association Annual Convention. Dr. Browne-James is the President of the Association, and Dr. Player was a Plenary speaker.

"This year's convention theme is *2020 Vision: Obtaining Ethical Clarity in Counseling*. Ethics is such an integral and often complicated part of our profession. Yet, it is often hard to find a variety of education opportunities on the topic. That is even more accurate now in this COVID-19 era. The pandemic has forced most of us to move to a Telehealth format to do our counseling, supervision, and consulting work and to move our learning and teaching online."



Sincerely,  
**Letitia Browne-James, Ph.D., LMHC-S, NCC**  
FCA President 2019-2021

## **Antwan Player, Ed.D., LMHC, LPCC**

Dr. Antwan Player is a full-time core faculty instructor at Adler Graduate School located in Minnetonka, Minnesota. Antwan holds two licenses, one in Minnesota as a Licensed Professional Clinical Counselor (LPCC) and another in Florida as a Licensed Mental Health Counselor (LMHC). Antwan currently is the Ethics Chair for the Minnesota Counseling Association and is a member of various organizations. Dr. Player received his bachelor's degree from the University of Florida and his master's in mental health counseling from Webster University. He concluded his educational journey by obtaining his doctoral degree in counselor education and supervision from Argosy University in 2018.

Dr. Player's clinical philosophy focuses on helping individuals reach self-actualization and has worked with several different populations, including high-risk adolescents, parenting enhancement, and individuals of the LGBTQ community. From an educational standpoint, Dr. Player's goal is for every student to walk away understanding the impact they will have on their community and society. Students are more than just pupils, but rather the next wave of intellectuals that will contribute to the profession, and society.

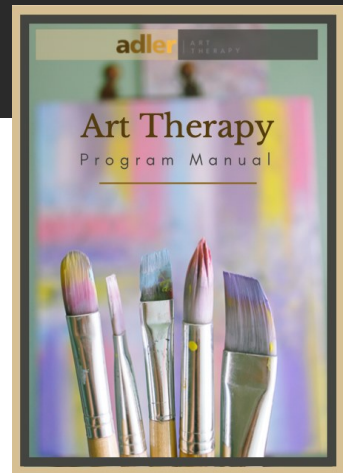


Congratulations to Rashida Fisher, PhD, LPCC, LADC on her appointment as Professional Development Co-Chair for the Minnesota Counseling Association.

Congratulations to Asha Dickerson, PhD, LPC, NCC, CPCS on her appointment as Leadership Council Chair for the American Counseling Association of Georgia.



# Spotlight: AGS Art Therapy Program



The AGS Art Therapy program developed and launched a new program page:  
[Art Therapy Program Page](#)  
For optimal viewing, use "Design" mode.

Thanks go to AGS Art Therapy student Maria Siddiqui for her work on the design!



## Watch:

AGS Art Therapy Program Chair Craig Balfany ATR-BC, LPC discusses the AGS Art Therapy program:  
<https://youtu.be/n3oW1XkBr1o>



**Cover Image Credit: Bushra Ali, AGS Art Therapy Student**

## *Shattered and Resilient*

I am currently a student in the Art Therapy program at Adler finishing up my first year of three. One of our assignments in my Intro to Field Experience course was to make a resiliency tree. I made a resiliency tree that would remind me of the power of self-care and the inevitability that after each low, there is a high, and vice versa. I also incorporated words that I hung off the roots of the tree to remind me of my own foundation and the things that bring me back to myself in times of high emotion and turmoil: art, music, nature, friends, family, talk. My tree personally illustrates the need for continued sustenance to be able to grow as an individual and that each branch holds value through time and experience.

Bushra is a practicing artist who makes work in a variety of different mediums and is always exploring new ways to express her creative vision. Right now she mostly works in 2D arts but has a passion for working in the realm of 3D. Bushra's work is a process and commentary of the issues she faces in life and the perspective that she has formed from having those experiences. In the past, her work has focused on emotional processing, her identity as a young Muslim woman of color, and how psychology can affect how different art pieces can be perceived and viewed.

Interested in Art Therapy? Contact:

Marcie Skoglund | Assistant Director of Admissions

612-767-7097

[marcie.skoglund@alfredadler.edu](mailto:marcie.skoglund@alfredadler.edu)

