



WomanView

Spring 2018

*The Newsletter of the Section for the Advancement of Women
Society of Counseling Psychology (Div 17)
American Psychological Association
Morgan Grotewiel, Editor*

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Notes from SAW Chair

Laurel Watson, Ph.D.

Greetings SAW Members,

Spring has finally sprung! In the midst of all that you do, I hope you have taken some time to smell the lilac, peony (or whatever fragrant flowers are native to your region), and enjoy other aspects of life anew. And if you are like me, you've hopefully been moderately successful in battling allergies this season.

Spring always reminds me of new beginnings—new life, new perspectives, and a chance to start over. As an avid gardener, this time of year fills me with such inspiration and creativity; it's a time to till the earth and nurture new life that will help sustain me and my little tribe. It is in this season that I am also aware that I will be "passing the baton," so to speak, to Nadia Hasan—Chair Elect of SAW. Another new beginning is on the horizon, and I am eager and excited to see Nadia's goals for the Section (more on that later) enacted. I have greatly enjoyed serving as SAW Chair and look forward to continuing on as Past Chair and further serving SAW. I have also been recently appointed to the Chair of Sections Chair position. I look forward to serving in this role for Division 17, and I am confident that I will remain deeply connected to SAW's mission in both of these positions and throughout my professional career.

There are several updates to share with you regarding SAW activities at this year's APA Convention in San Francisco. I've been

heartened by the drive and passion of the #metoo movement, and this year's roundtable discussion will be centered on the #metoo movement in academia. A huge thank you to Raquel Craney, Dena Abbott, and Ashley Hutchison for coordinating this timely topic and discussion.

In addition, Morgan Grotewiel will be presenting on the *Herstory* Project as part of a symposium on the changing face of women in psychology. The *Herstory* Project was an effort to document and highlight SAW's herstory, led by Dr. Debra Mollen during her time as SAW Chair. With a deeply committed research team, this collaborative effort has managed to collect data from current SAW members and interview several of SAW's outstanding leaders. I look forward to hearing the results of this important project during the symposium. The symposium, which will be chaired by Jennifer Taylor, will also include presentations by Cathy Faye (*"How I Became a Psychologist in Spite of Being a Woman": A Historical View of Women in Psychology*), Alette Coble-Temple (*Gender Equity: The Struggle Continues*), and graduate students Halle Carey, Alexandra Kolaski, Karen Stovall, and Hannah Wright (*Implications for the Future of Feminists*).

Finally, Nadia Hasan and Elizabeth Terrazas-Carrillo have organized a symposium related to opening a private practice. For those of you interested in private practice, I encourage you to check out this informative symposium.

I am sure that there are additional topics that SAW members will be presenting at this year's APA, so please feel free to email our Newsletter Editor, Morgan Grotewiel (mgrotewiel04@webster.edu), so that she can highlight these presentations in the Summer edition of the newsletter.

As usual, we will hold our business meeting followed by the Woman of the Year address, in which we will honor and hear from Lillian Comas-Díaz. We will provide more information on the date and time of these events during our summer newsletter, but please do stay tuned.

We are still reviewing Student Poster Awards for this upcoming conference (shout out to Katie Jorgenson for coordinating this effort!), and we will announce these winners in the summer newsletter.

Each year we honor an impressive group of people who have enacted SAW's mission in their careers. This year's winners include:

- Oksana Yakushko: Woman of the Year
- Laura Brown: Foremother
- Raquel Craney: Student of the Year
- Nicole Da Silva: Student Research Award—*Understanding Latinas' Responses to Coercive Control: The Effects of Traditional Gender Role Beliefs and Relationship Satisfaction on Relationship Commitment*

Please join me in wishing them a hearty congratulations. And, a huge thank you to Debra Mollen for coordinating the Woman of the Year, Foremother, and Student of the Year awards, and to Ginny Maril for coordinating the Student Research Award.

In addition, we recently held SAW elections. We would like to congratulate Morgan Grotewiel and Ashley Hutchison for winning the respective positions of Newsletter Editor and Treasurer. Thank you both for your continued service to SAW! For those of you interested in leadership positions in SAW or becoming more involved, I encourage you to stay connected and tuned in to upcoming elections. We are always eager to have motivated and passionate people on board!

As always, I'd like to put in a plug for our SAW Facebook page. Please consider "liking" and checking out our page:

<https://www.facebook.com/SawDiv17APA>

Sincerely,
Laurel B. Watson
Section Chair



Making Friends with Your Imposter Phenomenon

Margo Gregor, Ph.D.

It is the first semester of graduate school. I am sitting in a statistics course and, slowly, a sense of panic starts to fill me. I'm struggling to follow along as the professor discusses the conceptual underpinnings of some statistical test. A fellow first-year student raises her hand to ask a question that I can't even begin to comprehend, and a realization hits me: "I'm not supposed to be here. This has all been a huge mistake. I was foolish to think I was smart enough to get a Ph.D."

The term *imposter phenomenon* or *imposter syndrome* describes individuals who have difficulty internalizing their own accomplishments, often minimizing their own success by attributing it to luck, timing, or deceiving others into thinking that they are more accomplished than they are (citation?). Often this feeling is accompanied by a fear that eventually they will be exposed as a fraud, despite consistent objective evidence to the contrary (Clance, 1985). For graduate students, this seems to manifest as intrusive thoughts like: "Certainly there was an admissions mistake;" "I'm not good enough;" "Everyone else here is so much more talented than I am."

It may come as no surprise that imposter phenomenon (IP) is very common, not just in higher education, but across many different fields and positions. It is estimated that 70% of people will experience at least one episode of IP in their lives (Gravois, 2007). While IP is found in both men and women, some research suggests that women in higher education (undergraduate and graduate students) suffer from more imposter feelings than their male counterparts (Cusack, Hughes, & Nuhu, 2013; Jöstl, Bergsmann, Lüftenegger, Schober, & Spiel, 2012). While IP tends to appear in high-achieving individuals, some questions remain as to what triggers imposter thoughts (McElwee & Yurak, 2010).

In reflecting on my own experiences, I've realized that my imposter phenomenon would invariably arise when I was faced with a new task or role. Counseling Psychologists are in a unique position in regards to the expectation that we are competent and experts in many different roles including, but not limited to, being educators, researchers, clinicians, and advocates. During my training, each new role I faced (e.g., seeing a client for the first time, teaching a class, preparing a thesis) was accompanied by that familiar sense of panic. However, as I got more accustomed to new roles and gained more efficacy, the fear of being found out as a fraud would slowly rescind—only to conveniently reappear at another vulnerable moment.

Near the end of my training, I hoped that I would finally be rid of IP. Certainly when I received my diploma and signed Ph.D. behind my name, *then* I would feel self-assured, *then* I would acknowledge my accomplishments, *then* I would feel competent! Unfortunately, that wasn't the case. IP has been a faithful companion even now as an assistant professor. I almost turned down an academic position because of my fear that I couldn't live up to the expectations of tenure, or because "obviously"

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they had overestimated my abilities. In my experience, IP isn't something that you suddenly just get over; it's a persistent and sometimes insidious part of life in higher education.

Curious about the effects that IP might be having on other female faculty, I began a research project looking at untenured women in STEM fields and variables that may impact their expectations for being granted tenure, including their feelings of IP. Preliminary data from 112 female faculty support that imposter phenomenon is negatively related to various task specific self-efficacies for women in academia (research, teaching, service), as well as women's career aspirations and tenure expectations.

What's the cure for imposter phenomenon? I've spoken to a few other women in academia, some tenured and some untenured, and the answers I received varied. Some women believed that IP decreased once they received tenure, whereas others said that it remained even after. A mentor and tenured professor at another institution once said to me, "You better make friends with [IP], because it isn't going away anytime soon." While this was not the advice I wanted to hear, I have come to use it as a helpful reminder. Even with outstanding evidence of accomplishment, the feelings of fraudulence may never truly disappear.

So how do you make friends with the IP monster? First, talk about it. The worst thing about imposter phenomenon is the fear that everyone else is succeeding and you are failing. Knowing that others experience similar feelings can be incredibly liberating and normalizing. Finding a sounding board in both peers and mentors can help remind you that you are not alone. Second, remember to recognize what you do well. Try not to minimize or ignore your accomplishments and do not discount when others praise you. There

is a reason you were accepted into graduate school, given a job offer, etc. Third, recognize that no one is perfect. Most high achievers are used to being good at everything they do. Remember that we all have areas that need some work, and that's nothing to be ashamed of. Lastly, be mindful of your IP thoughts and label them as such. A lot of my own success in befriending my IP has come from Acceptance and Commitment Therapy (ACT) principles like defusion. Try to take a step back from the thoughts and feelings and label them for what they are.

In the end, IP may be a constant companion or an infrequent acquaintance. Either way, finding a way to get used to, and cope with, IP will probably be more useful than waiting for the magical day that it disappears completely.

Margo Gregor is an Assistant Professor of Counseling Psychology at the University of Akron. She can be reached at mgregor@uakron.edu.



Our Pen Was Mightier Than Their Swords

Kalila Beehler, M.S., Meghan Wood, M.S., Chrissy Davis, B.A., Sally D. Stabb, Ph.D., & Debra Mollen, Ph.D.

At the beginning of this academic semester, Dr. Sally Stabb, the program director of the APA-accredited Counseling Psychology program at Texas Woman's University (TWU), encouraged the first-year doctoral cohort to construct a social justice project that could benefit the local community of Denton, Texas. The cohort, together with our advisor, decided to host an event to empower the students on campus to join in the discussion surrounding the #metoo movement activist Tarana Burke initiated (Garcia, 2017). The group collectively

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decided that an open mic night featuring poems, stories, music, and performances by survivors of sexual assault could be a way for the community to come together to discuss these issues and offer support to those affected by this grievous public health crisis. The event was held on April 13th, 2018 to coincide with Sexual Assault Awareness month with proceeds from food sales and donations accepted on site given to a local center, Denton County Friends of the Family, whose mission is to serve those impacted by interpersonal and relationship violence.



Pictured from left to right: (Front Row) Grace Viere, Vy Cao-Nguyen, Kalila Beehler, Jaqueline Trinh; (Back Row) Dr. Sally Stabb, Christine Davis, and Meghan Wood

The event itself was held on the campus of Texas Woman's University, the country's largest public institution primarily for women with a long history of supporting programs and initiatives to empower women. The 11 performances consisted of poems, spoken word pieces, and songs, the majority of which were original works written by the performers themselves. Each of the performances tackled the idea of sexual assault in different

ways. The show opened with a piece entitled "Over It," performed by Jay Menai and Carolyn Ball.



TWU Master's Student Carolyn Ball, together with Jay Menai, performed Eve Ensler's "Over It."

The piece, written by Eve Ensler, proclaims, "I am over being polite about rape. It's been too long now, we have been too understanding. We need it to end now" (Ensler, 2017). Other pieces dealt with the intersections of sexual assault and sexuality. For example, performer Lena Glover shared:

So I'm taking it back now, from all the liars
and thieves
I may grieve the loss of my past sexual
freedom,
but now I reclaim it as mine –
and the only one who will make decisions
about it is me.

Carolyn Ball's piece, "I Suppose I Should Thank You" echoed the experience of many women:

I suddenly understood and said, "Wait, no!"
"You don't get to change your mind," you told
me...
I suppose I should thank you but I won't.

In addition, there were pieces that focused on post-traumatic growth and demonstrated hope for survivors.

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The environment surrounding the pieces was one of intense captivation and readiness to accept information. Throughout the performances, we heard gasps at shocking content and saw tears being shed. One audience member, who had seen the event advertised in a local coffee shop, was driven to action. She asked the event's emcee if she could add an original piece of her own. The performers and audience members alike were taken aback by the raw nature of the last performances, including the local addition. The final performance was a collaborative effort by all of the performers. This piece included statements about sexual assault, abuse, and harassment, after which we interjected a pause to allow audience members and performers to respond back with "Me Too" if they had experienced the same occurrence. Some of these statements included: "I didn't know it was abuse until years after," ["Me too"] and "I've had to protect a friend" ["Me too"]. The performers then progressively spoke faster in their statements of what they had found, such as: "my voice," "my joy," and "peace." The performers ended the piece with "I am" statements, such as: "I am resilient," and "I am done with rape culture." This culminated in all performers standing together and proclaiming in unison "we will not be silenced" ["Me too"].

After the performances ended, some audience members remained to engage in informal discussion reflecting their experiences with performers. Similarly, the cohort members gathered to discuss their reflections and successes as well as areas for growth for future events. The event raised more than \$500 for the local intimate partner violence center, Denton County Friends of the Family. In our small but meaningful way, we were proud to contribute to the #metoo movement and eagerly hope for a time in the near future when it will no longer be needed.

References

Enslar, E. (2017, October 18). Over it redux*. *Huffington Post*.

Garcia, S.E. (2017, October 20). The woman who created #metoo long before hashtags. *The New York Times*.

Kalila Beehler, Meghan Wood, and Chrissy Davis are Ph.D. students in Counseling Psychology at Texas Woman's University. Sally Stabb and Debra Mollen are Professors of Counseling Psychology at Texas Woman's University. Dr. Mollen can be reached at dmollen@twu.edu.



Announcements

Professional Achievements

The APA Council recently approved the revisions to the Guidelines for Psychological Practice with Girls and Women. Sharon Lamb, Debra Mollen, and Lillian Comas-Diaz were appointed by then-Presidents of Divisions 17 and 35 in 2013 to serve as Co-Chairs to revise the original guidelines. Dozens of writers and editors helped craft the literature review, revise the guidelines, generate clinical application examples, and edit the manuscript through its many iterations, including Laurel Watson and Dena Abbott.

In August, Annette Kluck was named the Assistant Provost for Women's Initiatives at Auburn University. In addition, Dr. Kluck's promotion to Professor was effective October 1st.

Sharon Horne received a Fulbright Global Scholar Award for the project, *The Role of Psychology Policies and Guidelines on Mental Health Access and Treatment of Individuals of Diverse Sexual Orientations and Gender*

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Identities in Colombia, South Africa, and the Philippines for 2018-2019.

Elizabeth Terrazas-Carrillo was named the 2018 Distinguished Scholar of the Year for the College of Arts and Sciences at Texas A&M International University.

Laurel Watson was awarded the Society of Counseling Psychology's Early Career Award for Distinguished Professional Contributions to Counseling Psychology (2017-2018). She also received tenure and promotion to Associate Professor at the University of Missouri-Kansas City in May.

Publications

Craney, R. S., Watson, L. B., Brownfield, J., & Flores, M. J. (accepted). Bisexual women's discriminatory experiences and psychological distress: Exploring the roles of coping and LGBTQ Community Connectedness. *Psychology of Sexual Orientation and Gender Diversity*.

Flores, M. J., Watson, L. B., Allen, L., Serpe, C., Choo, P., & Ford, M. (2018). Transgender people of color's experiences of sexual objectification: Locating sexual objectification within a matrix of domination. *Journal of Counseling Psychology*, 65, 308-323. doi: 10.1037/cou0000279

Watson, L. B., Allen, L., Flores, M., Farrell, M., & Serpe, C. (accepted). The development and psychometric evaluation of the Trans Discrimination Scale. *Journal of Counseling Psychology*.

Watson, L. B., Flores, M., Grotewiel, M., Brownfield, J., Aslan, S., & Farrell, M. (accepted). How do feminist-identified women cope with discrimination?: A

feminist standpoint and grounded theory study. *Psychology of Women Quarterly*.

Watson, L. B., Morgan, S. K., Craney, R. (accepted). Bisexual women's discrimination and mental health outcomes: The roles of resilience and collective action. *Psychology of Sexual Orientation and Gender Diversity*.



<https://www.facebook.com/SawDiv17APA>

Visit the SAW Facebook page for a great way to meet many like-minded individuals seeking to address issues related to gender, sexuality, diversity, and social justice. This page will keep you up to date on the most current SAW information. It also provides non-members with a quick and easy way to join SAW. Like us on Facebook!

<http://www.div17.org/sections/advancement-of-women/>

Visit the SAW website to learn more about SAW, including our leadership, task forces, awards, bylaws, and projects. You can also join our listserv and download the membership application.

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SAW Governing Board, Ex-Officio, & Committees

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Nadia Hasan, Ph.D.
The Chicago School of Professional Psychology
nhasan@thechicagoschool.edu

Chair

Laurel Watson, Ph.D.
University of Missouri-Kansas City
watsonlb@umkc.edu

Past Chair

Debra Mollen, Ph.D.
Texas Woman's University
dmollen@mail.twu.edu

Treasurer

Ashley Hutchison, Ph.D.
University of North Dakota
ashley.hutchison@und.edu

Membership Chair

Elizabeth Terrazas-Carrillo, Ph.D.
Texas A&M International University
elizabeth.terrazas@tamiu.edu

Newsletter Editor

Morgan Grotewiel, Ph.D.
Webster University
mgtrotewiel04@webster.edu

Others

Student Representatives

Raquel Craney
University of Missouri-Kansas City
rscbqb@mail.umkc.edu

Sydney K. Morgan, M.A.
University of Missouri-Kansas City
sksybf@mail.umkc.edu

Student Research Award Coordinator

Ginny Maril, Ph.D.
California Lutheran University
vmaryl@callutheran.edu

APA Student Poster Coordinator

Katherine Jorgenson, Ph.D.
University of St. Mary
katherine.jorgenson@stmary.edu

More Pie Initiative Liaison

Tania Israel, Ph.D.
University of California, Santa Barbara
tisrael@education.ucsb.edu

SAW Task Force: Women and Girls in the Justice System

Julie Ancis, Ph.D.
Corinne Datchi, Ph.D.
Meghan Davidson, Ph.D.

Website Coordinator

Morgan Grotewiel, Ph.D.
Webster University
mgtrotewiel04@webster.edu

Facebook Coordinator

Riddhi Sandil, Ph.D.
Teachers College
sandil@tc.columbia.edu

Listserv Moderator

Natalie Raymond
University of North Dakota
natalie.raymond@my.und.edu

Newsletter Assistant Editor

Dena Abbott, Ph.D.
Louisiana Tech University
dabbott@latech.edu

**Section for the Advancement of Women (SAW)
Membership Application for 2018**

To become a member of the Section for the Advancement of Women, complete the form below and mail it to:

Elizabeth Terrazas-Carrillo, Ph.D., Membership Chair
Texas A&M International University
Department of Psychology and Communication, PLG 313M
Laredo, TX 78041

Membership dues should be submitted in January of each year in order to remain active within the Section. Annual Dues for psychologist members are \$15 and \$5 for graduate and undergraduate students. We also want to announce that we will offer a Lifetime Membership for \$150 to be paid one time only. Please make checks or money orders payable to **Division 17 Section for the Advancement of Women**.

Full Name		
Job Title		
Work Affiliation		
Mailing Address		
Work Phone Number		
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E-mail Address		
Membership Information		
SAW Membership Category <input type="checkbox"/> Professional (\$15) <input type="checkbox"/> Student Member (\$5) <input type="checkbox"/> Lifetime Member (\$150)	Are you a SAW member? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Is this a renewal of SAW membership? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you a member of APA? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you a member of APA Division 17? <input type="checkbox"/> Yes <input type="checkbox"/> No
Is this membership a gift or part of the membership drive? <input type="checkbox"/> Yes <input type="checkbox"/> No	If so, please share who is gifting the membership to you.	

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