

Janet T. Thomas, PsyD, L.P.

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EDUCATION

- 1995 **Doctor of Psychology**, University of Saint Thomas, Saint Paul, MN, Counseling Psychology
- 1981 **Master of Science**, Saint Cloud State University, Saint Cloud, MN, Counseling Psychology, Emphasis in Rehabilitation Counseling

CREDENTIALS

- 2002-Present **Registrant**, National Register of Health Service Providers in Psychology
- 1986-Present **Licensed Psychologist**, Minnesota State Board of Psychology

AWARDS

- 2021 **Founding Mothers' Award**: Minnesota Women Psychologists
- 2020 **Valued Ally Award**, American Indian Alaska Native Society of Indian Psychologists
- 2013 **Fellow**, Division 42, Independent Practice, American Psychological Association
- 2002 **Founding Mothers' Award**: Minnesota Women Psychologists
- 1999 **Outstanding Student Advisor**: Saint Mary's University of Minnesota
- 1997 **Outstanding Faculty Member**: Saint Mary's University of Minnesota

PROFESSIONAL EXPERIENCE

- February 1991-Present **Licensed Psychologist, Private Practice, Saint Paul, MN**
- Provide individual and group psychotherapy to adults
 - Administer and interpret personality assessments
 - Consult with health care professionals regarding ethical issues
 - Consult and train mental health professionals on ethics-related topics
 - Provide clinical supervision and consultation to individuals and groups
 - Conduct assessments of professionals' fitness for duty
 - Provide expert witness opinions in legal cases involving psychotherapists
- February 1998-May 2003; 2010-13 **Adjunct Faculty, Department of Professional Psychology, University, of Saint Thomas, Minneapolis, MN**
- Taught doctoral course: Contemporary Ethical Issues (Spring 1998, Fall 2000, Winter, 2010, 2011, 2012, 2013)
 - Taught master's course: Practicum Supervision (1999-2000, 2001-03)
- January 1994-April 2006; 2010-11 **Adjunct Faculty, Clinical Psychology Argosy University, Eagan, MN**
- Taught graduate courses: Professional Conduct and Ethical Issues (1994-96, Spring, 2010, 2011), Professional Writing (Winter 2000-06), and Consultation and Supervision (2003-06)

- Taught continuing education courses: Clinical Supervision, Advanced Practice Management, and Legal and Ethical Challenges

June 1990-2000

Assistant Professor, Counseling and Psychological Services, Adjunct Faculty, Saint Mary's University of Minnesota, Minneapolis, MN

Taught graduate courses:

- Ethics and Professional Issues in Psychology (Summer 1991-Fall 1999)
- Counseling Skills and Practice (Fall 1991-Summer 2000)
- Professional Psychological Writing (Winter 1997-Summer 1999)
- Clinical & Ethical Issues in Counselor Supervision (Fall 1994-99)

August 1985-
June 1991

Assistant Director/Counseling Psychologist, Counseling Center, Saint Catherine University, Saint Paul, MN

- Provided individual and group counseling; areas of specialization include victimization, intercultural issues, addiction, and family of origin issues
- Designed and implement a biofeedback program for anxiety
- Provided psychological assessment of intelligence and personality
- Developed and present prevention-oriented workshops for faculty, staff, and paraprofessionals on suicide and crisis intervention, lesbian/gay/bisexual issues, children of alcoholics, self-esteem, and sexual assault and abuse
- Provided clinical consultation to faculty and staff regarding student problems

December 1981-
June 1985

University Counselor/Rehabilitation Counselor, Personal Development Center, Southwest State University, Marshall, MN

- Provided individual and group counseling and psychological testing for students, including physically disabled and chemically dependent students
- Conducted personal development workshops on topics such as human sexuality, communication skills, crisis intervention, and parenting
- Provided mental health-related consultation to faculty and administrators
- Chaired the Southwest State University Affirmative Action Committee

August 1979-
October 1980

Coordinator, Handicapped Student Services, Saint Cloud State University Saint Cloud, MN

- Provided counseling, advocacy, support groups, and workshops on disability
- Conducted in-service training seminars for faculty members
- Trained and supervised program employees and volunteers

June 1978-
August 1979

Psychology Trainee, Psychology Department, Psychiatric Unit, Fergus Falls Regional Treatment Center, Fergus Falls, MN

- Provided individual and group counseling for acute and chronic psychiatric in-patients on a security unit
- Assisted with psychological assessments including intellectual, personal, and mental status evaluations

INTERNSHIPS

September 1994-
August 1995

Doctoral Intern, Aspen Medical Group, Saint Paul

- Provided brief psychotherapy, hypnosis, biofeedback, and personality, intellectual, and neuropsychological assessment in a managed care setting

July 1993-June 1994

Doctoral Intern, Hamm Memorial Psychiatric Clinic, Saint Paul

- Provided long-term, dynamically oriented psychotherapy
- Conducted psychological assessments with adults

September 1992-
June 1993

Practicum Student, Learning & Language Specialists, Golden Valley, Minnesota

- Conducted intellectual, career, personality, and neuropsychological assessments with children, adolescents, and adults with head injuries, learning disabilities, and other neuropsychological impairments

December 1980-
April 1981

Rehabilitation Counseling Intern, Physical Medicine & Rehabilitation Unit, Psychology Department, Immanuel Medical Center, Omaha, Nebraska

- Provided personal and career counseling for recently disabled patients
- Administered, interpreted, and reported results of intellectual, personality, neuropsychological, and career interest tests
- Provided biofeedback and relaxation therapy for chronic pain patients

MEMBERSHIPS

- American Psychological Association
- Minnesota Psychological Association
- Society of Indian Psychologists
- Minnesota Women in Psychology
- APA Division of Psychologists in Independent Practice
- APA Society of Counseling Psychology, Supervision and Training Section

PROFESSIONAL ACTIVITIES

American Psychological Association
Indigenous Apology Workgroup
December 2020 - December 2022

Minnesota Psychological Association
Legislative Committee
May 2018 – present

Item Development Committee, Ethics Domain Co-Leader
Examination for the Professional Practice of Psychology-2
Association of State and Provincial Psychology Boards
March 2017-present

Ad Hoc Reviewer
The Australian Psychologist
April 2016-present

SIP Commentary on the APA Ethical Principles of Psychologists and Code of Conduct Dissemination Committee
October 2015-August 2017

Ad Hoc Reviewer
Canadian Psychology
(APA publication)
March 2015-present

Member, Advisory Board, Doctoral Program in Counseling Psychology
Saint Mary's University of Minnesota
October 2013-present

Ad Hoc Reviewer
The Clinical Supervisor
July 2013-present

American Indian and Alaska Native Society of Indian Psychologists
SIP Organizational Name Committee
August 2016-November 2016

Member, Task Force on Electronic Records
Minnesota Psychological Association
January 2012-March 2016

Member, Supervision Guidelines Revision Work Group
Association of State and Provincial Psychology Boards
February 2012-2013

Member, Ethics Committee
American Psychological Association
January 2011-December 2013

Ad Hoc Reviewer
Training and Education in Professional Psychology (APA)
2011-present

Ad Hoc Reviewer
Professional Psychology: Research and Practice (APA)
September 2010-present

Ethics Item Writer, Examination for the Professional Practice of Psychology
Association of State and Provincial Psychology Boards
October 2010-present

Member, Public Advisory Committee to Rules Revision Committee
Minnesota Board of Psychology, November 1997-March 2006

Member, MPA/Bar Association Collaboration Committee
Minnesota Psychological Association, Fall 1999-2001

Member, Professional Issues Committee
Minnesota Women Psychologists, September 1999-2002

Member, Legal Consultation Service Development Committee
Minnesota Psychological Association, July 1998-June 1999

Chair, Ethics Committee, Minnesota Psychological Association,

January 1992-May 1996; Member, September 1988-May 1996

Chair, Minnesota Women Psychologists, June 1989-June 1991
Member, Steering Committee, May 1988-May 1992

Chair, Advisory Committee to the Minnesota Department of Corrections,
Program for Victims of Sexual Assault, September 1988-July 1990;
Committee Member, January 1988-July 1991

Chair, Higher Education Course Curriculum Subcommittee,
Minnesota Task Force on Sexual Exploitation by Counselors and Therapists,
October 1985-June 1986

PUBLICATIONS – BOOKS, BOOK CHAPTERS,

- Davis, R. P., Woolf, L. M., Forrest, L., Shullman, S., & Thomas, J. T. (2023). *Report on an offer of apology, on behalf of the American Psychological Association, to First Peoples of the United States*. American Psychological Association.
- Mihecoby, A., & Thomas, J. T. (2020). *EPPP Handbook for Native Candidates: Lighting the Path to Psychology Licensure*. Society of Indian Psychologists.
- Thomas, J. T., & Hung, J. H. (2018). Disciplinary supervision: Ethical challenges for supervisors. In M. M. Leach & E. Welfel (Eds.). *Cambridge handbook of applied psychological ethics* (pp. 531-551). Cambridge Press, pp. 531-551.
- Thomas, J. T., & Morse, G. S. (2017). *Instructor's manual for the SIP commentary on the APA ethics code*. Society of Indian Psychologists.
- Thomas, J. T., & Walfish, S. (2017). Considerations in closing an independent practice. In S. Walfish, J. E., Barnett, & J. Zimmerman (Eds.). *The handbook of private practice* (pp. 548-561). Oxford University Press.
- Thomas, J. T. (2014). International ethics for psychotherapy supervisors: Principles, practices, and future directions. In C. E. Watkins & D. Milne (Eds.), *International handbook of clinical supervision* (pp. 131-154). Wiley-Blackwell.
- Thomas, J. T. (2011). Knocked off kilter: Supervising in the wake of sexual boundary violations. In W. B. Johnson & G. P. Koocher, *Ethical conundrums, quandaries and predicaments in mental health practice: A casebook from the files of the experts* (pp. 297-305). Oxford University Press.
- Thomas, J. T. (2010). *The ethics of supervision and consultation: Practical guidance for mental health professionals*. American Psychological Association.
- Thomas, J. T. (2002). *Navigating the board complaint process: A guide for Minnesota psychologists*. Minnesota Women Psychologists.
- Thomas, J. T. (1995). *The nature, frequency and timing of student problems encountered by resident advisors and resident students at a women's college*. Dissertation Abstracts International, University of Saint Thomas.
- Thomas, J., Cohen, C, Fontaine, D., Groesbeck, P., & Nelson, R. (1989). Course curriculum for training institutions on ethical issues in the development of therapeutic relationships. In B. E. Sanderson (Ed.), *It's never O.K.: A handbook or professionals on sexual exploitation by counselors and therapists* (pp. 105-114). Minnesota Department of Corrections.

PUBLICATIONS - PERIODICALS

- Behnke, S. H., Thomas, J. T., Walker, L. E., & DeMatteo. (2023). The use and misuse of informed consent in reporting sexual intimacy violations. *Professional Psychology: Research and Practice*, 54, 2, 135-146.

- Thomas, J. T. (2018, July/August). Supervising in the age of #Me Too, trigger warnings, and safe spaces. *The National Psychologist*, 27, 6.
- Thomas, J. T. (2016, March). The integrative developmental model of supervision: Updated, consolidated, and demonstrated. *PsycCRITIQUES*, 61, Article 3.
- Thomas, J. T. (2015, July/August). Ethical considerations for clinical supervisors. *The National Psychologist*, 24, 11.
- Thomas, J. T. (2015, March/April). Closing an independent practice: Practical, ethical, and clinical dimensions. *The National Psychologist*, 24, 16.
- Domenech Rodriguez, M. M., Cornish, J. A., Thomas, J. T., Forrest, L., Anderson, A., Bow, J. N. (2014). Ethics education in professional psychology: A survey of APA accredited programs. *Training and Education in Professional Psychology*, 8, 241-247.
- Thomas, J. T. (2014). Disciplinary supervision following ethics complaints: Goals, tasks, and ethical dimensions. *Journal of Clinical Psychology: In Session*, 70, 1104-1114.
- Thomas, J. T. (2012, May/June). Ethical dimensions of clinical supervision: What supervisors need to know. *The National Psychologist*, 21, 8.
- Thomas, J. T. (2011, November/December). Book review: A valuable resource for practitioners. *Minnesota Psychologist*, 60, 17.
- Thomas, J. T. (2007). Informed consent through contracting for supervision: Minimizing risks, enhancing benefits. *Professional Psychology: Research and Practice*, 38, 221-231.
- Thomas, J. T. (2005). Licensing board complaints: Minimizing the impact on the psychologist's defense and clinical practice. *Professional Psychology: Research and Practice*, 36, 426-433.
- Thomas, J. T. (2003, November). Psychologists' records: Common errors and strategies for avoiding them. *Minnesota Psychologist*, 52, 7-12.
- Thomas, J. T. (2001, January). Psychologists facing board complaints: Common experiences and responses. *Minnesota Psychologist*, 50, 1, 5-8.
- Thomas, J. T. (2000, Spring). Providing consultation for colleagues. *Georgia Psychologist*, 54, 21.
- Thomas, J. T. (2000, January). Between-session communication with clients: Ethics, telephones, and e-mail. *Psychogram: The Voice of Professional Clinical Psychology Within the Commonwealth of Virginia*, 25, 23.
- Thomas, J. T. (1999, May). Psychology in the millennium, Part IV: Between session communications with clients: Ethics, telephones, and e-mail. *Minnesota Psychologist*, 48, 12-15.
- Thomas, J. T. (1999, January). Psychology in the millennium: The ethics of communicating with clients using telephone technologies. *Minnesota Psychologist*, 48, 10-14.
- Thomas, J. T. (1998, September). Psychology in the millennium: Ethical challenges and new technologies. *Minnesota Psychologist*, 47, 3-4.
- Thomas, J. T. (1995, March). MPA ethics committee fields record number of inquiries for third consecutive year. *Minnesota Psychologist*, 44, 1, 6-7.
- Thomas, J. T. (1994, September). Mandated reports of ethics violations: What psychologists need to know. *Minnesota Psychologist*, 43, 5-8.
- Thomas, J. T. (1994, May). The 1992 APA ethical principles of psychologists and code of conduct: Reflections on one year of application in Minnesota. *Minnesota Psychologist*, 43, 3-5.
- Gilbert, S. P., Schuchman, H. & Thomas, J. T., (1993, November). Ethical considerations in teaching psychological assessment. *Minnesota Psychologist*, 42, 13.
- Thomas, J. (1993, July). APA issues a policy statement in response to MPA Ethics Committee's inquiry regarding supervised administration of the MMPI & MMPI-2. *Minnesota Psychologist*, 43, 1.

- Thomas, J. T. (1993, July). Inquiries to the ethics committee focus on dual relationship and confidentiality dilemmas. *Minnesota Psychologist*, 42, 9-10.
- Thomas, J. T. (1993, July). Another viewpoint: Controversy over the need for supervised administration of the MMPI & MMPI-2: APA ethics committee responds. *Washington Psychologist*, 42, 5, 7.
- Thomas, J. T. (1993, May). Controversy over the need for supervised administration of the MMPI & MMPI-2: APA Ethics Office responds. *Minnesota Psychologist*, 42, 3.
- Thomas, J. T. (1993, January). Ethical practice: Steps toward the prevention of avoidable mistakes. *Minnesota Psychologist*, 42, 3-4.
- Thomas, J. T. (1992, September). Inquiries to the MPA Ethics Committee increasing. *Minnesota Psychologist*, 41, 17.
- Thomas, J. T. (1992, May). Professional judgment and MMPI administration. *Minnesota Psychologist*, 41, 17.

CONFERENCE & PROFESSIONAL PRESENTATIONS

- Thomas, J. T., Shullman, S. L., Morse, G. S., Davis, R. P., Forrest, L. M., Kawahara, D. M., & GreyWolf, (2023, August 3). APA offer of an apology to Indigenous peoples: Process, content, and recommendations. American Psychological Association, Washington, DC.
- Thomas, J. T. (2022, December 2). Licensing board complaints: Tips to avoid, strategies to respond. Sponsored by Minnesota Psychological Association. Presented online, St. Paul, MN.
- Thomas, J. T. (2022, October, 13). Risk management in clinical supervision: Legal and ethical dimensions. Department of Counseling and Human Development, Presented online, University of Louisville.
- Woolf, L. M., Forrest, L., Shullman, S. L., & Thomas, J. T. (2022, June 28). Conversation about an apology to First Peoples and nations. American Indian Alaska Native Society of Indian Psychologist Annual Convention, Presented online, University of Utah.
- Woolf, L. M., Forrest, L., Shullman, S. L., & Thomas, J. T. (2022, June 26). APA Indigenous Apology Workgroup: Listening session. American Indian Alaska Native Society of Indian Psychologist Annual Retreat, Presented online, University of Utah.
- Thomas, J. T. (2022, March 3). Managing ethical challenges to avoid ethical violations. Department of Counseling Psychology. Presented online, Saint Mary's University of Minnesota.
- Thomas, J. T. (2019, October 17). Licensing Board Complaints. Sponsored by Department of Counseling and Human Development, University of Louisville, Louisville, KY.
- Thomas, J. T. (2019, October 4). Theoretical Models of Supervision: Clinical and Ethical Dimensions. Sponsored by Minnesota Center for Psychology. St. Paul, MN.
- Thomas, J. T., Fouad, N. A., McNeill, B. W., Moorhead-Slaughter, O. D., Pearson, T. A. (2019, August 8). Difficult Conversations with Supervisees: Providing Constructive Feedback while Managing Legal Risk. American Psychological Association, Annual Convention, Chicago, Illinois.
- Thomas, J. T. (2019, April 5). Supervision ethics through a developmental lens. Sponsored by Educational Leadership and Counseling Psychology, Washington State University, Pullman, WA.
- Thomas, J. T., & Schank, J. A. (2018). Complex ethical choices in everyday practice. Sponsored by the Minnesota Psychological Association, St. Louis Park, MN.
- Thomas, J. T., Brodie, J. S., DeSanctis, M. V., & Gilbert, S. P. (2017, December 1). Closing a Psychology Practice: Clinical, Ethical, Practical, and Personal Dimensions. Sponsored by the Minnesota Psychological Association, St. Paul, MN.

- Charmoli, M. C., McLeod R., Van Siclen, R. Thomas, J. T., & Aleknavicius, P. (2017, September 15). Starting and building a 21st century private practice: Ethics and private practice: Guidelines for maintaining ethical practice. Sponsored by the Minnesota Psychological Association, St. Paul, MN.
- Thomas, J. T. (2017, August 4). Developing competency in remedial supervision: Practical strategies and ethical dimensions. Presented at the American Psychological Association, Washington, DC.
- Thomas, J. T., & Mihecoby, A. L. (2017, June 27). The Examination for the Professional Practice of Psychology (EPPP): What aspiring psychologists need to know. Presented at the American Indian and Alaskan Native Society of Indian Psychologists Annual Conference, Logan, UT.
- Thomas, J. T., Straits, K., J. E., Arviso, A. A., Garcia, M. A., & Forrest, L. M. (2016, June 28). SIP Commentary on the APA Ethics Code: Conception, contents, impact, and dissemination. Presented at the American Indian and Alaskan Native Society of Indian Psychologists Annual Conference, Logan, UT.
- Creaner, M., Thomas, J. T., Falender, C. A., & Goodyear, R. K. (2016, June 18). When things go wrong in supervision: Ethical considerations, prevention strategies, and best practices. Presented at the Society for the Exploration of Psychotherapy Integration, Dublin, Republic of Ireland.
- Shafranske, E. P., Falender, C. A., Goodyear, R., Wampold, B. E., Thomas, J. T., Creaner, M., & Norcross, J. C. (2016, June 17). Three perspectives on achieving professional development training goals: Developing ethical awareness and integration with novice supervisees. Presented at the Society for the Exploration of Psychotherapy Integration, Dublin, Republic of Ireland.
- Charmoli, M. C., Garrett-Akinsanya, B., Kautzer, D., Parsons, C., Sethre, R., Thomas, J. T., & Van Siclen, R. (2015, September 18). Starting and building a 21st century private practice: Ethics and private practice. Sponsored by the Minnesota Psychological Association, St. Paul, MN.
- Thomas, J. T. (2015, May 11). Ethics and supervision. Presented at the Minnesota Association of APA-Accredited Psychology Internship Centers, Training in Professional Supervision and Ethics in Professional Practice, Minneapolis, MN.
- Thomas, J. T. (2015, April 10). The ethical complexities of psychotherapy: How well-intentioned therapists make unintentional mistakes. Presented at a meeting of Minnesota Women in Psychology, Minneapolis, MN.
- Thomas, J. T., Bang, K., Creaner, M. K., Duffy, C. M., Falender, C. A., Szilagyi, A. A., & Behnke, S. H. (2014, August 10). International perspectives on supervision ethics: History, current status, future directions. Presented at the American Psychological Association Annual Convention, Washington, DC.
- Thomas, J. T. (2014, August 8). Disciplinary supervision: Helping colleagues recover following an ethics complaint. Presented at the American Psychological Association Annual Convention, Washington, DC.
- Thomas, J. T. (2013, September 13). Ethical supervision: Practical strategies for enhancing effectiveness and minimizing risk. Presented at the Post-Graduate Institute for Graduate Clinical Psychology, Widener University, Chester, PA.
- Bow, J. N., Cerbone, A. R., Thomas, J. T., Preis, J. J., Leach, M. M., Puente, A., Barnes, A. M., Holmes, D. E., Elman, N. S., Ellsworth, P. C., Kelly, J. F., Behnke, S. H., & Childress-Beatty, L. (2013, August 2). The APA Ethics Committee presents: Hot topics in ethics. Presented at the American Psychological Association Annual Convention, Honolulu, HI.
- Siegel, A. M., DeMers, S. T., Grossman, L. R., Stagner, B., Campbell, L. F., Horn, J., Millan, F., Behnke, S. H., & Thomas, J. T. (2013, August 3). Colleagues thinking together—APA and ASPPB explore where ethics and licensure converge. Presented at the American Psychological Association Annual Convention, Honolulu, HI.

- Thomas, J. T. (2013, June 13). Ethical practice and risk management in clinical supervision. Presented at the Ninth International Interdisciplinary Conference on Clinical Supervision, Adelphi University, Garden City, NY.
- Thomas, J. T., Behnke, S. H., Barnes, A., Hirsch, G., & Leichter, J. (2013, June 7). Diverse perspectives on everyday ethical challenges. Presented at the Minnesota Psychological Association, First Friday Forum, Saint Paul, MN.
- Thomas, J. T. (2013, May 17). Developmental models for the supervision of psychotherapy: Clinical and ethical dimensions. Presented at the University of Minnesota School of Social Work, Supervision Series, Saint Paul, MN.
- Parsons, C. D., Christensen, J. A., Tibebu, S., Peterson, C., Duus, R., & Thomas, J. T. (2013, April 5). Electronic records: A place to start. Presented at the Minnesota Psychological Association Annual Meeting, Minnetonka, MN.
- Thomas, J. T. (2013, March 1). Ethics and complex boundary challenges: What you didn't learn in graduate school. Presented live online at the Clinician's Corner, American Psychological Association, Washington, DC.
- Thomas, J. T. (2012, 2011 August). Remedial supervision: Assisting colleagues following an ethics complaint. Presented at the American Psychological Association Annual Convention, Washington, DC.
- Behnke, S., Bow, J. N., Cerbone, A. R., Childress-Beatty, L., Elman, N. S., Ellsworth, P. D., Fouad, N. A., Leach, M. M., Pries, J. J., Puente, A. E., & Thomas, J. T. (2012, August). The Ethics Committee presents: Hot topics in ethics. Presented at the American Psychological Association Annual Convention. Orlando, FL.
- Pipes, R. B., Westfeld, J., Thomas, J. T., Altmaier, E. M., Levy, L., & Horne, A. M. (2012, August). Diverse roles in counseling psychology - Ethics consultation: Preparing colleagues for the future of counseling practice. Presented at the American Psychological Association Annual Convention. Orlando, FL.
- Thomas, J. T. (2012, May 21; 2011, June). Ethical practice and risk management: Strategies for the socialwork supervisor. Presented at the University of Minnesota School of Social Work Supervision Series, Saint Paul, MN.
- Thomas, J. T. (2012, July 9). Remedial supervision: Assisting colleagues and students following an ethics violation. Presented at the University of Minnesota School of Social Work Supervision Series, Saint Paul, MN.
- Thomas, J. T., & Schank, J. A. (2012, April). Contemporary ethical quandaries: Complex and controversial cases. Presented at the Minnesota Psychological Association Annual Meeting. Minnetonka, MN.
- Thomas, J. T., Gilbert, S. P., Hayes, M., Jervey H. A., & Schaffer, J. (2012, April). Retirement: Warts and all: Anticipating and negotiating this developmental transition. Presented at the Minnesota Psychological Association Annual Meeting. Minnetonka, MN.
- Thomas, J. T., Nagy, T. F., Falender, C. A., Younggren, J. N., Schoener, G. R., & Behnke, S. H. (2011, August). The reflective supervisor: Recognizing, understanding, and managing ethical complexities. Presented at the American Psychological Association Annual Convention, Washington, DC.
- Behnke, S. H., Forrest, L. M., Fouad, N. A., Cornish, J. E., Mayfield, P. N., Sturm, C., Thomas, J. T., Bow, J., Pries, J., Leach, M., & Puente, A. (2011, August). The Ethics Committee presents: Hot topics in ethics. Presented at the American Psychological Association Annual Convention, Washington, DC.
- Behnke, S. H., Childress-Beatty, L., Dixon, P., Brasfield, S., Clipper, D., Laumeier, E., Forrest, L. M., Fouad, N. A., Cornish, J. E., Mayfield, P. N., Sturm, C., Bow, J., Thomas, J. T., Leach, M.,

- Puente, A., & Bingham, R. P. (2011, August). A day in the life of the APA ethics program. Presented at the American Psychological Association Annual Convention, Washington, DC.
- Nye, S., & Thomas, J. T. (2011, May). Employee assistance ethics in social media and technology for organizations and practitioners. Presented at the Minnesota Employee Assistance Program Administrators and Counselors conference, Saint Paul, MN.
- Thomas, J. T. (2010, November). Social work supervision: Theoretical approaches, practical techniques, and ethical challenges. Presented at the National Association of Social Workers-Minnesota Chapter, Saint Paul, MN.
- Thomas, J. T. (2010, October). Clinical and ethical challenges in supervision in alcohol and drug treatment settings. Presented at the Minnesota Association of Resources for Recovery and Chemical Health Annual Conference, Saint Paul, MN.
- Thomas, J. T. (2010, August). Mandated supervision: Assisting colleagues following an ethics complaint. Presented at the American Psychological Association Annual Convention, San Diego, CA.
- Thomas, J. T., Nagy, T. F., Falender, C. A., Gonsiorek, J. C., & Behnke, S. H. (2010, August). Contemporary ethical challenges for supervisors: Controversies on the cutting edge. Presented at the American Psychological Association Annual Convention, San Diego, CA.
- Plante, T. G., Thomas, J. T., Gonsiork, J. C., & Wood, M. J. (2010, August). Impaired helping professionals and clergy: Screening, evaluation, and prevention. Presented at the American Psychological Association Annual Convention, San Diego, CA.
- Thomas, J. T., Schank, J. A., & Browder, A. J. (2010, April). Technology, ethics, and psychology: Navigating uncharted territory. Presented at the Minnesota Psychological Association Annual Meeting, Plymouth, MN.
- Thomas, J. T. (2010, April). Confidentiality: Complexities, nuances, and ethical challenges for mental health professionals. Sponsored by PrairieCare Professional Education Series, Saint. Paul, MN.
- Thomas, J. T. (2010, March). When the life (or death) of a psychotherapist interrupts treatment. Presented at the Minnesota Psychological Association First Friday Forum. Saint. Paul, MN.
- Thomas, J. T., Gilbert, S., & Copher-Haynes, H. (2007, January). APA ethics in action: Minnesota experts discuss supervision and consultation issues. Panel presented at the Minnesota Psychological Association conference: Ethical decision making for psychologists and the new AOA ethics code. Bloomington, MN.
- Thomas, J. T. (2006, August). Teaching the ethics of supervision to students: Strategies and challenges. In C. A. Falender (Chair), Ethical acculturation of psychologists: Ethics education throughout professional development. Symposium presented at the American Psychological Association Annual Convention, New Orleans, LA.
- Thomas, J. T., Follett, C. V., Leichter, J. L., & Markowitz, R. B. (2006, April). Inoculating your practice against ethical errors: Establishing consultation groups. Panel presented at the Minnesota Psychological Association Annual Meeting, Minnetonka, MN.
- Robiner, W. N., & Thomas, J. T. (2006, April). Quality documentation: Staying current, enhancing effectiveness, and passing audits. Presented at the Minnesota Psychological Association Annual Meeting, Minnetonka, MN.
- Thomas, J. T. (2005, August). Minimizing risks, enhancing benefits: Informed consent through contracting for supervision. In J. T. Thomas (Chair), The ethics of clinical supervision: Minimizing risks, enhancing benefits. Symposium presented at the American Psychological Association Annual Convention, Washington, DC.
- Thomas, J. T. (2004, December). Ethics of professional psychological writing: What's fun about that? Keynote presented at Minnesota Psychological Association conference, Professional writing for psychologists: Common mistakes, easy solutions, and best practice tips, Bloomington, MN.

- Thomas, J. T. (2004, August). Board ordered supervision: Ethical challenges for supervisors and supervisees. In J. T. Thomas (Chair), *Psychologists in trouble: Confrontation, intervention, assessment, supervision, and legal*. Symposium presented at the American Psychological Association Annual Convention, Honolulu, HI.
- Thomas, J. T. (2003, August). Supervision at various developmental stages: Ethical challenges for supervisors. In J. T. Thomas (Chair), *Legal and ethical challenges in the supervision of psychotherapy*. Symposium presented at the American Psychological Association Annual Convention, Toronto, Canada.
- Thomas, J. T. (2003, June). Psychologist as witness: Effective use of experts. Workshop presented at Hamline University School of Law and the Minnesota Psychological Association Seminar, Saint Paul, MN.
- Thomas, J. T. (2002, August). Facing a board complaint: The impact on the psychologist's objectivity. In J. T. Thomas (Chair), *Psychologists under attack: Experiencing and responding to complaints and lawsuits*. Symposium presented at the American Psychological Association Annual Convention, Chicago, IL.
- Thomas, J. T. (2002, June). Temporary, permanent, anticipated, and unexpected absences from practice: Planning for continuity of care. Seminar presented at the Minnesota Psychological Association, Friday Forum, Saint Paul, MN.
- Thomas, J. T. (2002, May). Record keeping and access to records. Workshop presented at the Minnesota Psychological Association Ethics Conference: Professional Pitfalls: Legal and Ethical Issues Facing Minnesota Psychologists, Saint Paul, MN.
- Thomas, J. T. (2002, May). The disciplinary process: The licensee's perspective. Workshop presented at the Minnesota Psychological Association Conference: Professional Pitfalls: Legal and Ethical Issues Facing Minnesota Psychologists, Saint Paul, MN.
- Thomas, J. T., & Pearson, T. A. (2001, February; 2000, March). Advanced practice management: Legal and ethical challenges for psychologists. Conducted at the Minnesota School of Professional Psychology, Continuing Education Program, Bloomington, MN.
- Thomas, J. T. (2001 & 2000, September). Unanticipated absences from practice: Clinical, ethical, and legal challenges. Workshop presented at the Minnesota Psychological Association Conference: Ethical and Legal Practice Management, Grand Rapids, MN.
- Thomas, J. T. (2001, August). When illness or death of the psychologist interrupts treatment. In G. R. Schoener (Chair), *Psychotherapists' duties after death: Clinical, ethical, and legal guidance*. Symposium presented at the American Psychological Association Annual Convention, San Francisco.
- Thomas, J. T. (2001, May). The disciplinary process: The licensee's perspective. Workshop presented at the Minnesota Psychological Association Conference: Does practice make perfect? Legal and ethical challenges facing Minnesota psychologists, Minneapolis, MN.
- Thomas, J. T. (2000, September). Ethical practice through professional wellness: Practical prevention. Workshop presented at the Minnesota Psychological Association Conference: Ethical and legal practice management, Shoreview, MN.
- Thomas, J. T. (2000, August). Ethics consultation in a private practice context: Options, strategies, challenges. In G. R. Schoener (Chair), *Ethical and legal consultation services: A state association model*. Symposium presented at the American Psychological Association Annual Convention, Washington, DC.
- Thomas, J. T. (2000, June; 1999, March). Getting into trouble: The consultant's perspective. Conducted at the Minnesota Psychological Association Conference: Psychologists at risk, Minnetonka and Saint Paul, MN.

- Thomas, J. T. (2000, May). Unforeseen events in the life of the therapist: Ensuring continuity of care for clients. Conducted at the Minnesota Psychological Association, Annual Conference, Deerwood, MN.
- Thomas, J. T., & Gilbert, S. P. (2000, April). Commonly used technologies: Ethical challenges for psychologists. Plenary session conducted at the Kansas Psychological Association Convention, Topeka, KS.
- Thomas, J. T. (1999, August). Ethical and practice issues in consulting on ethical/practice issues. In G. R. Schoener (Chair), Providing consultation to colleagues: A view from the states and provinces. Symposium conducted at the American Psychological Association Convention, Boston.
- Thomas, J. T. (1998, August) Consultation on Ethical Dilemmas: Transitions in Minnesota. In G. R. Schoener (Chair), Policing psychologists' ethics: Now and into the new millennium. Symposium conducted at the American Psychological Association, Annual Convention, San Francisco.
- Thomas, J. T., & Gilbert, S. P. (1998, September; 1997, November). Oops! I pushed the wrong button: Practicing ethically with new technologies. Workshop presented at the Minnesota Psychological Association conference: Ethical Practice Management, Saint Paul, MN.
- Thomas, J. T. (1997, August). Helping our own: Consulting to and treating psychologists. In G. R. Schoener (Chair), Shifting from judging to helping: Consultation on ethical dilemmas. Symposium conducted at the American Psychological Association, Annual Convention, Chicago, IL.
- Thomas, J. T. (1995, October). Ethical principles and practice. Keynote address presented at the Minnesota Psychological Association Conference: Ethical practice management, Duluth, MN.
- Thomas, J. T., & Birbilis, J. M. (1995, April). Perpetuation of sexism in counseling: Responding to repressed memories of sexual abuse. Workshop presented at the American Counseling Association, Annual Convention, Denver, CO.
- Thomas, J. T. (1995, March). New strategies for the assessment of student problems. Workshop presented at the American College Personnel Association, Annual Convention, Boston.
- Thomas, J. T. (1995, February). Repressed memories of abuse: What counselors need to know. Presented at the Minnesota Association for Counseling and Development, Annual Conference, Minneapolis, MN.
- Thomas, J. T. (1994, October). Contemporary ethical dilemmas: Complexities in the therapeutic relationship. Closing keynote address presented at the Hennepin County Crisis Home Program, Annual Conference: Therapeutic Relationships: Fresh Perspectives, Plymouth, MN.
- Thomas, J. T. (1994, September). Ethical principles and practice. Keynote address, Minnesota Psychological Association Conference: Ethical Practice Management, Minnetonka, MN.
- Thomas, J. T., Lindberg, P., & Wernick, J. (1994, June). When self-disclosure becomes inevitable: Clinical and ethical dilemmas. Workshop presented at the Minnesota Women Psychologists, Annual Meeting, Saint Paul, MN.
- Thomas, J. T., & Gilbert, S. P. (1994, May). Public trust and public statements: Ethical dilemmas facing psychologists. Workshop presented at the Minnesota Psychological Association, Annual Meeting, Brainerd, MN.
- Thomas, J. T., & Fulton, M. A. (1994, April). Clinical and ethical issues in counselor supervision. Workshop presented at the American Counseling Association, Annual Convention, Minneapolis, MN.
- Thomas, J. T., & McDonough, K. (1993, October). Personal and professional boundaries for clergy and parish staff. Seminar presented at the Archdiocese of Saint Paul and Minneapolis, Educational Conference, Minneapolis, MN.

- Thomas, J. T., & Stephanson, A. (1993, June). Repressed memories of abuse: Ethical dilemmas facing therapists. Workshop presented at the Memories of Abuse: Conference on Controversy, Minneapolis, MN.
- Thomas, J. T., & Barrett, M. D. (1993, May). Changing concepts of ethical practice: The 1992 APA ethical principles of psychologists. Workshop presented at the Minnesota Psychological Association, Annual Meeting, Minneapolis, MN.
- Thomas, J. T., & Birbilis, J. M. (1993, February). Resident advisor training programs: Do they address the real issues? Presented at the National Association of Student Personnel Administrators, Regional Conference, Des Moines, IA.
- Thomas, J. T., & Herbert, S. H. (1992, October). Ethical issues for college counseling center directors. Workshop presented at the Association of University and College Counseling Center Directors, Annual Conference, Minneapolis, MN.
- Thomas, J. T. (1992, April). Everyday ethical dilemmas. Seminar presented at the Minnesota Psychological Association Friday Forum, Rochester, MN.
- Thomas, J. T., Gilbert, S. P., & Schuchman, H. (1992, April). Trends in ethical practice: When good intentions aren't enough. Workshop presented at the Minnesota Psychological Association, Annual Meeting, Brainerd, MN.

IN-SERVICE TRAINING

- Thomas, J. T. (2024, April 24). Ethical decision-making models: Applications in psychotherapy. Hamm Clinic, Saint Paul, MN.
- Thomas, J. T. (2023, October 2). Clinical and ethical dimensions of self-disclosure. CARE Counseling Center Grand Rounds. Presented online, Minneapolis, MN
- Thomas, J. T. (2022, August 11). Applying decision-making models to everyday ethical dilemmas in psychotherapy. CARE Counseling Center Grand Rounds. Presented online, Minneapolis, MN
- Thomas, J. T. (2015, April 21). The Society of Indian Psychologists: Collaboration with the APA Ethics Committee. Presented at the Indian Health Board, Minneapolis, MN.
- Thomas, J. T., & Schank, J. A. (2011, February). Technology and the practice of psychology: Perils and possibilities. Seminar for Counseling and Consulting Services, University of Minnesota, Minneapolis, MN.
- Thomas, J. T. (2010, May). Clinical supervision: Significant responsibilities, gratifying rewards. Seminar for Saint Mary's Counseling and Psychological Services, Practicum Supervisors' Appreciation Event, Minneapolis, MN.
- Thomas, J. T. (2010, January). Clinical supervision update: Theory, technique, and ethics. Seminar for Minnesota Sex Offender Program and the Department of Corrections, St. Paul, MN.
- Thomas, J. T. (2008, May). Tailoring supervision to the learning needs of supervisees: Ethical and developmental challenges. Seminar for practicum supervisors presented at Argosy University Twin Cities, Eagan, MN.
- Thomas, J. T. (2003). Ethics and clinical supervision: A developmental perspective. Training seminar presented for the Minnesota Department of Corrections, mental health prison staff, Saint Paul, MN.
- Thomas, J. T. (2002 & 2001, April; 2000 & 1999, March). Ethical challenges in college counseling. Graduate intern training seminar presented at the University of Saint Thomas, Counseling Center, Saint Paul, MN.
- Thomas, J. T. (2001, February; 2001, April; 2000, March; 1999, February). Ethical challenges in clinical supervision. Guest lecture presented for the University of Saint Thomas, doctoral student seminar, Minneapolis, MN.

- Thomas, J. T. (2001, August). Clinical and ethical challenges for supervisors: A developmental approach. Training seminar presented for Family Networks, Edina, MN.
- Thomas, J. T. (2001, March). Ethical challenges in mental health. Staff training seminar presented for the Fairview Counseling Centers, Minneapolis, MN.
- Thomas, J. T. (1997, December). Record keeping and confidentiality: Ethical issues in EAP Counseling. Training seminar for Norwest Employee Assistance Resources, Minneapolis, MN.
- Thomas, J. T. (1997 & 1996, May). Ethical challenges in college counseling. Presented at the University of Saint Thomas Counseling Center, Saint Paul, MN.
- Thomas, J. T. (1996, October). Anti-Racism training: Diversity and identity. Storefront Youth Action, Richfield, MN.
- Thomas, J. T. (1995, November). Ethical issues for counselor educators. Training seminar presented for the Saint Mary's University Graduate Faculty, Minneapolis, MN.
- Thomas, J. T. (1995, September). Supervision of psychological services: Clinical and ethical issues. Training seminar presented at the Federal Medical Center, Rochester, MN.
- Thomas, J. T., & McDonough, K. (1995, May). Beyond the sexual misconduct policy: Personal and professional boundaries for clergy and parish staff. Training seminar presented for the Archdiocese of Crookston and Bemidji, MN.
- Thomas, J. T. (1994, November). Developing functions and procedures for a professional ethics committee. Training seminar presented for the Ethics Committee of the Minnesota Association of Resources for Recovery and Chemical Health, Minneapolis, MN.
- Thomas, J. T. (1993, February). Ethical issues in clinical practice. Training seminar presented for the Saint Cloud Hospital, Counseling Center staff, Saint Cloud, MN.
- Thomas, J. T. & McDonough, K. (1992, November). Personal and professional boundaries for clergy and parish staff. Training seminar for Archdiocese of Saint Cloud, Paynesville, MN.
- Thomas, J. T. (1992, August). Ethical issues in supervisory relationships: Professional boundaries. Training seminar presented for the Community Intervention Programs, Stark, MN.
- Thomas, J. T., & Herbert, S. H. (1992, June). Ethical issues in working with children and adolescents. Seminar presented for the Minneapolis Children's Medical Center, Child and Adolescent Psychology staff, Minneapolis, MN.
- Thomas, J. T. (1991, November). Ethical issues in college counseling centers. Staff training seminar presented for the Mankato State University Counseling Center staff. Mankato, MN.
- Thomas, J. T. (1990, November). Sexual exploitation: Administrative policy development. Training seminar presented for the Minnesota Department of Corrections, sexual assault programs and battered women's shelters, Detroit Lakes and Saint Paul, MN.