



Resilient Practice: Advancing Competence in Challenging Times

5/7/2026

A Live, Interactive Webinar

Description:

Fostering provider competence and resilience has never been more critical. Clinicians, especially those serving military-connected clients, must continually adapt to shifting policies, professional isolation, limited patient access, and shrinking resources. Under these pressures, confidence can falter, driving burnout and moral injury.

This year's EBP Conference will explore resilience from multiple angles, with sessions on:

- Mitigating isolation in practice
- Distinguishing evidence-based practice from pseudoscience
- Incorporating evidence-based resources into clinical practice
- Recognizing and addressing moral injury in clinicians

Total CE Credits: 7

Total Contact Hours: 7

Specific Presentation Descriptions & LOs:

Keynote: Moral Distress in Healthcare Work: What We Can do for Ourselves and our Colleagues

Although it is common for healthcare workers to experience difficult situations at work, at times experiences that evoke challenges to one's morals and values may cause significant distress. Morally distressing experiences contradict personal or shared values or expectations. Feelings resulting from such experiences can include guilt, shame, intrusive thoughts or images, anger, reduced readiness and, if the person experiences a sense of betrayal, reduced confidence in leaders or the organization. At times, such distress can lead to lasting cognitive, behavioral, relational, or spiritual changes termed moral injury. This webinar will share strategies that mental health and other healthcare providers can use to reduce the potential for lasting distress resulting from morally difficult situations for themselves and in their roles as colleagues and leaders.

Learning Objectives:

Following the training, attendees will be able to:

1. Explain at least 2 emotional or behavioral reactions often associated with moral distress



2. Use at least 3 strategies for supporting colleagues who experience moral distress

Breaking Out of the Silo: Building and Maintaining Communities of Practice

Description:

Burgeoning case loads, the proliferation of telework, and administrative demands can all foster isolation in clinical practice. This may be especially true for solo practitioners. Disconnection can contribute to professional stagnation, makes providers more vulnerable to ethical dilemmas, and ultimately lead to burnout. On this panel, three behavioral health providers will each share a model of a Community of Practice designed to reduce isolation and promote skill building and resilience. By sharing their successes and lessons learned, the panelists aim to provide a roadmap for others looking to cultivate their own supportive ecosystems.

Learning Objectives:

Following the training, attendees will be able to:

1. Explain the Community of Practice model
2. Analyze three methods Communities of Practice use to support evidence-based practice implementation.

Resilient Communities of Practice: How to Optimize Stress in Challenging Times

Description: This session explores the importance of other people in helping to optimize stress. Participants will identify their personal stress team, explore how this team can help them recognize when they're overly stressed, and how this team can assist them in pumping the brakes on their stress. Participants will also learn how to form strong relationships and elevate others to boost stress optimization in volatile, uncertain, complex, and ambiguous (VUCA) conditions.

Learning Objectives:

Following the training, attendees will be able to:

1. Apply at least one psychological, social, and spiritual skills to develop strong relationships and better manage stress.
2. Formulate strategies to recognize and address stress within personal stress teams.

When Popularity Isn't Proof: The Ethical Imperative of Evidence-Based Practice in Clinical Practice

Increased access to information about mental health has brought significant opportunities for clinicians and clients. However, it can also lead to a higher rate of dissemination of misinformation making which makes it challenging to distinguish evidence-based practice from unvalidated approaches. The concept of evidence-based practice in the field of mental health involves systematic decision-making about treatment choices that includes the integration of the best available research evidence with considerations of specific client characteristics including demographic factors and preferences (American Psychological Association, 2005). As a result, the use of evidence-based practice and determining which treatments fall under that umbrella is an ongoing task for practitioners. Unfortunately, many practitioners are not aware of what makes an intervention evidence-based and when or if it is appropriate to deviate from the science. The overarching goal of this program is to



provide practitioners with the understanding of how evidence-based practices are defined and determined, how to recognize untested treatments even if they are high in popularity, as well as to identify the ethical considerations when making treatment decisions.

Learning Objectives:

Following the training, attendees will be able to:

1. Explain what is meant by evidence-based practice and evidence-based treatment
2. Evaluate the evidence basis of practices and treatments.

The Evolution of Evidence-Based Practice from the Core Manual through Enhancement, Expansion, and Personalization of Care.

This talk seeks to review the evolution of evidence-based practices (using Cognitive Processing Therapy as an example) to demonstrate support for the ability of flexible approaches to therapy to enhance overall outcomes. The natural tension between fidelity and flexibility will be reviewed using clinical examples supported by research outcomes. The recently completed “Personalized Approach to Therapy (PATH) model will be described and the application to clinical care emphasized. Next steps in building scalable and sustainable models of care will be described.

Learning Objectives:

Following the training, attendees will be able to:

1. Distinguish between the potential benefits and drawbacks of flexible approaches to manual-based care for PTSD.
2. Explain the PATH model of care and how it helps clinicians develop parameters around flexible approaches to manual-based PTSD care.

Connecting California Military Members with Accessible, Affordable, and Skilled Behavioral Health Care

Through funding from PTSDnow, the California Military Department and the University of San Diego have partnered to deliver accessible, affordable, and high-quality behavioral health treatment to all CMD members, regardless of duty status or deployment history. This innovative program embeds licensed civilian therapists across the state to provide both telehealth and in-person services at no cost to service members, with no limits on sessions. A prevention-focused model is reinforced through embedded Behavioral Health Officers who identify concerns early and directly refer service members to clinicians, minimizing barriers to care and reducing delays in treatment. All services are evidence-based, clinically supervised, and culturally informed by the operational realities of military service. By integrating prevention, identification, and treatment, this model reduces stigma, improves continuity of care, and strengthens trust in behavioral health services. This presentation outlines the program’s structure, referral pathways, implementation challenges, and observed impacts on readiness and retention of the fighting force. Attendees will gain insight into a scalable, ethically grounded approach to advancing military mental health that can be replicated across National Guard and military systems.

Learning Objectives:

Following the training, attendees will be able to:



1. Evaluate the impact of embedded, evidence-based civilian behavioral health providers on access, engagement, and clinical outcomes for military service members.
2. Formulate practical strategies for integrating prevention, referral, and treatment systems that strengthen readiness and long-term force retention.

Maintaining our Ethics in a Shifting Landscape

This session expands the ethical knowledge base of practicing psychologists by examining how the APA Ethical Principles of Psychologists and Code of Conduct (Ethics Code) facilitates ethical decision making in today's rapidly evolving sociopolitical and technological environment. Participants will explore strategies for upholding core ethical principles and effectively addressing emerging dilemmas arising from policy shifts and rapid technological advancements. The session will offer an in-depth review of the most relevant Ethics Code provisions and demonstrate practical methods for applying these standards to support sound ethical decision-making while reducing exposure to legal and ethical risk. Emphasis will be placed on strengthening ethical reasoning rather than relying solely on risk management approaches, though both domains will be discussed. By the conclusion of the session, attendees will have an enhanced understanding of Ethics Code considerations related to navigating the current political landscape, clinician self-care, and the integration of artificial intelligence in clinical work. Participants will also gain updated information about the draft revision of the APA Ethics Code currently under development.

Learning Objectives:

Following the training, attendees will be able to:

1. Explain at least two principles and/or standards from the APA Ethical Principles of Psychologists and Code of Conduct (Ethics Code) that facilitate ethical decision making related to recent policy changes and technological advances.
2. Distinguish the most relevant standard(s) from the APA Ethical Principles of Psychologists and Code of Conduct (Ethics Code) related to self-care.

Target Audience: For behavioral health providers who treat military personnel, veterans, and their families.

Instructional Content Level: Introductory/Beginner

Agenda:



RESILIENT PRACTICE: Advancing Competence In Challenging Times

Center for Deployment Psychology - Evidence-Based Psychotherapy Conference

PMIs May 5-6, 2026 & Conference May 7, 2026

9:00-9:10	Welcome and Introduction
9:10-10:10	Resilient Communities of Practice: How to Optimize Stress in Challenging Times Gabe Paoletti, Ph.D.
10:10-11:10	When Popularity Isn't Proof: The Ethics and Decision-Making Around Evidence-Based Treatment in Clinical Practice Sarah Hope Lincoln, Ph.D.
11:10-11:20	Break
11:20-12:20	Keynote Address: Moral Distress in Healthcare Work: What We Can do for Ourselves and our Colleagues Sonya Norman, Ph.D.
12:20-1:20	Lunch Break
1:20-2:20	The Evolution of Evidence-Based Practice from the Core Manual through Enhancement, Expansion, and Personalization of Care Tara Galovski, Ph.D.
2:20-3:20	Maintaining our Ethics in a Shifting Landscape Lindsay Childress-Beatty, JD, Ph.D., CAE
3:20-3:30	Break
3:30-4:30	Connecting California Military Members with Accessible, Affordable, and Skilled Behavioral Health Care Dustin Harris, MSW, Ph.D., LCSW, BCD, Nick Boyd Ph.D., LPCC, NCC
4:30-5:30	Learning Panel: Breaking Out of the Silo: Building and Maintaining Communities of Practice Andy Santanello Psy.D., Onna Brewer Ph.D., Jennifer Nevers, MSW, LCSW
5:30-5:40	Conclusion



Continuing Education:

Course Completion Requirements: Participants are required to attend the entire training. Partial credits cannot be issued. Attendance is taken through the use of electronic logs, and a post-training evaluation form must be completed in order to receive ACE social work CE credits. For other CE credits, completion of the evaluation is strongly encouraged, but if you do not wish to complete the evaluation, please contact the training event's POC after the training event.

There is a 30-day time limit post-training to complete all CE requirements. CE Credit Certificates will be available to download on CE management system: CE21 within 30 days after all course requirements have been completed.

American Psychological Association Sponsor Approval:

The Center for Deployment Psychology is approved by the American Psychological Association to sponsor continuing education for psychologists. The Center for Deployment Psychology maintains responsibility for this program and its content.

Association of Social Work Boards Approved Continuing Education Provider Approval:

The Center for Deployment Psychology, #1761, is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved as ACE providers. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. The Center for Deployment Psychology maintains responsibility for this course. ACE provider approval period: May 19, 2025 – May 19, 2028. Social workers completing this course receive 7 Live, Interactive Webinar continuing education credits.

New York State Education Department's State Board for Psychology Provider Approval:

The Center for Deployment Psychology is recognized by the New York State Education Department's State Board for Psychology as an approved provider of continuing education for licensed psychologists (#PSY-0178).

New York State Education Department's State Board for Social Work Provider Approval:

The Center for Deployment Psychology is recognized by the New York State Education Department's State Board for Social Work as an approved provider of continuing education for licensed social workers (#SW-0744).

Inquiries regarding CE credits may be directed via email to Jeremy Karp at jeremy.karp.ctr@usuhs.edu.

Participate:

Online Platform: Zoom

Date: 5/7/2026

Time: 9:00 am – 5:40 pm Eastern

Registration Information: Registration is done through event management system CE21, links will be provided to prospective attendees.



Registration Deadline: Registration for this training closes one week prior to the training date.

Cancellations/Questions: Please contact jeremy.karp.ctr@usuhs.edu if you have any questions or need to cancel your registration.

Registration Cost/Refunds: \$20

Location Information: This training will be conducted via Zoom video conferencing. Registrants will be able to access the training via their CE21 account.

Instructional Format: This live webinar is fully interactive. Attendees may ask and answer questions throughout the presentation and participate in instructor-led discussions.

System Requirements:

Zoom:

- Internet connection
- Operating System: Windows 7 or higher, Mac OS X with MacOS 10.9 or higher
- Web Browser: Internet Explorer 11+, Edge 12+, Firefox 27+, Chrome 30+, Safari 7+
- Hardware: 1Ghz processor or higher

Special Accommodations: If you require special accommodations due to a disability, please contact Jeremy Karp, jeremy.karp.ctr@usuhs.edu 4 weeks prior to the training so that we may provide you with appropriate service.

Grievances: For any grievances or concerns with this training, including those related to course content, non-receipt of certificate or other occurrences, participants may contact CDP's Continuing Education Director, Ms. Amanda Stanley, via email at amanda.stanley.ctr@usuhs.edu

Instructor Biographies:



Keynote Address: *Moral Distress in Healthcare Work: What We Can do for Ourselves and our Colleagues*

SONYA NORMAN, PhD is a Professor of Psychiatry at the University of California San Diego School of Medicine and the director of the PTSD Consultation Program for the National Center for PTSD. She is a researcher in the treatment of PTSD and addictions, applications of Prolonged Exposure therapy, and novel treatments to address moral injury, trauma-related guilt and shame. She previously directed the PTSD treatment program for Veterans who served in Iraq and Afghanistan. Dr. Norman has grants funded by VA, DoD, and NIH and has over 250 publications. She is an elected board member of the International Society of Traumatic Stress. Dr. Norman received her PhD from Stanford University.



Presentation Title: *Establishing and Maintaining a Community of Practice (CoP) for Evidence-Based Psychotherapy (Panel Presentation)*

Andrew Santanello, Psy.D is a licensed, clinical psychologist in Maryland and Director of Learning and Professional Development at the ACT Academy. He is a Peer Reviewed Acceptance and Commitment Therapy Trainer, a National Cognitive Processing Therapy trainer, and has provided expert training and consultation to military and civilian providers for over 20 years. His professional interests include the dissemination and practice of Evidence-Based Psychotherapy with an increasing focus on mechanisms of change and process-based psychotherapy, psychological resilience, and the

intersection of behavioral science and mindfulness-based approaches to alleviating human suffering.



Presentation Title: *Establishing and Maintaining a Community of Practice (CoP) for Evidence-Based Psychotherapy (Panel Presentation)*

Jennifer Nevers, MSW, LCSW is the Subject Matter Expert Office Lead for the Center for Deployment Psychology (CDP) at the Uniformed Services University of the Health Sciences in Bethesda, Maryland. In this capacity, she supports military behavioral health faculty on assignments and bandwidth across the center and provides professional development and performance management. She also assists in the implementation and expansion of the Star Behavioral Health Providers (SBHP) program where she trains civilian behavioral health providers to work with service members, veterans, and their families.



Presentation Title: *Establishing and Maintaining a Community of Practice (CoP) for Evidence-Based Psychotherapy (Panel Presentation)*

Dr. Onna Brewer is a clinical psychologist specializing in behavioral medicine and human services workforce development. She completed her doctoral training at the University of Maryland, Baltimore County conducting research on behavior change processes, brief interventions, and improving access to evidence-based care. Her postdoctoral and early career work focused on trauma recovery and outpatient care within the Veterans Health Administration where she also served as a Motivational Interviewing consultant and regional trainer for the VA's National Evidence-Based Psychotherapy Initiative. Dr. Brewer is a member of the international Motivational Interviewing Network of Trainers and currently provides training, consultation, and coaching for helping professionals across healthcare and community settings. She

also collaborates on research with the Center for Translational Behavioral Science at Florida State University with a focus on Motivational Interviewing training, fidelity, and sustainable implementation.



Presentation Title: *When Popularity Isn't Proof: The Ethical Imperative of Evidence-Based Practice in Clinical Practice*

Sarah Hope Lincoln, Ph.D. is an Associate Professor at Northeastern University in the Department of Applied Psychology and a licensed clinical psychologist. She received her doctorate in clinical psychology from Harvard University and completed an internship at Bellevue Hospital/NYU Langone Medical Center. She completed post-doctoral fellowships at Boston Children's Hospital and McLean Hospital. Prior to her doctoral degree she worked with the Stockdale Center for Ethical Leadership at the United States Naval Academy as well as the Baltimore VA Medical Center. Dr. Lincoln's research examines the social factors that contribute to the development of schizophrenia and other psychotic disorders in children and adolescents.



Presentation Title: *The Evolution of Evidence-Based Practice from the Core Manual through Enhancement, Expansion, and Personalization of Care*

Tara Galovski, Ph.D. is the Director of the Women’s Health Sciences Division of the National Center for PTSD and a Professor in the Department of Psychiatry at Boston University School of Medicine. Over the last decade, Dr. Galovski has been a national trainer of Cognitive Processing Therapy, has trained over 1000 clinicians in both the VA and community mental health clinics, and has treated or supervised the treatment of 100s of PTSD cases. She is interested in exploring the effects of exposure to traumatic events and continuing the development of psychological interventions designed to treat PTSD and comorbid psychiatric disorders. She has conducted federally funded clinical trials (NIH, VA, SAMHSA, DoD) within a variety of populations exposed to different types of trauma including combat, sexual trauma, domestic violence, community

violence, and motor vehicle accidents. This work has been conducted with civilians, law enforcement, active duty service members, and Veterans and has been published in over 100 papers in peer-reviewed journals, 20+ chapters and 3 books. Recently, Dr. Galovski has developed, and is the Director of, a national network of peer-led support groups for women Veterans (Women Veterans Network: WoVeN).



Presentation Title: *Resilient Communities of Practice: How to Optimize Stress in Challenging Times*

Dr. Gabriel Paoletti is the Director of Human Performance Optimization (HPO) Integration and HPRC in support of the Advanced Research for Military Optimization, Readiness, and Rehabilitation (ARMORR) – Consortium for Health and Military Performance (CHAMP), a center at the Uniformed Services University in Bethesda, Maryland. He oversees the strategic and operational components of delivering comprehensive health and performance education on Total Force Fitness and Human Performance Optimization to the DoD and national security community. Over the past 15+ years, Dr. Paoletti has applied the latest human performance research to create and lead over 400 distinct human performance optimization and leadership development programs for audiences throughout the world, ranging from leaders at the Pentagon, Army, Marine, Air Force, Navy, Coast Guard service members to Fortune 500 companies, professional athletes, CEO's and government leaders. Under his leadership, his team has been officially selected to develop holistic human

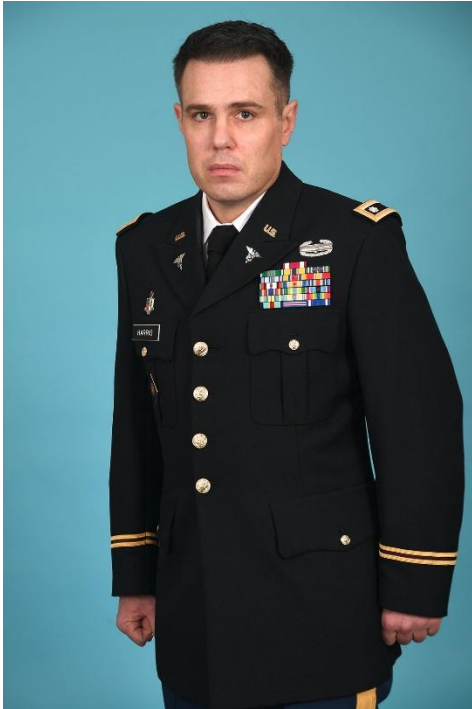
performance curricula for half of the U.S. Armed Forces. Dr. Gabriel Paoletti graduated from Saint Joseph's University with a double major in economics and philosophy, graduating first in his class in both majors. He received his Master of Applied Positive Psychology from the University of Pennsylvania and his Doctor of Education in Leadership from Creighton University.



Presentation Title: *Maintaining our Ethics in a Shifting Landscape*

Dr. Lindsay Childress-Beatty, JD, PhD, CAE, is the American Psychological Association's first Chief of Ethics and has been engaged in ethics work for more than two decades. She presents on ethics topics nationally and internationally, including numerous appearances focused on the ethical implications of artificial intelligence in psychology and society. A licensed attorney also trained as a clinical psychologist, she is guiding APA's current revision of the Ethical Principles of Psychologists and Code of Conduct, one of the most widely referenced professional ethics codes. She is also a founding member of the Ethics Professionals Network, uniting over 30 medical and mental health association ethics directors and a past

chair of the American Society of Association Executives (ASAE) Ethics Committee.



Presentation Title: *Connecting California Military Members with Accessible, Affordable, and Skilled Behavioral Health Care*

LTC Dustin Harris serves in the California Army National Guard as the Director of Psychological Health (Joint), where he leads the California Military Department's statewide Behavioral Health program and oversees the full-time behavioral health force and more than twenty Behavioral Health Officers. He previously commanded the 297th Area Support Medical Company and served as the Medical Task Force Commander during the California National Guard's COVID-19 response mission. LTC Harris has deployed to Kuwait, Iraq, and Afghanistan and has also supported international training missions with Ukrainian and NATO forces in Ukraine and Poland. He holds a Ph.D. in Educational Leadership from Liberty University, a Master of Social Work from the University of Southern California, and is a Licensed Clinical Social Worker and Board Certified Diplomate in Clinical Social Work. With more than 15 years

of professional experience in behavioral health across military, law enforcement, corrections, and state mental health systems, he continues to serve as an adjunct professor and practicing clinician.



Presentation Title: *Connecting California Military Members with Accessible, Affordable, and Skilled Behavioral Health Care*

Nick Boyd PhD, LPCC, NCC is an Assistant Professor at the University of San Diego and a VA San Diego Licensed Professional Mental Health Counselor (LPMHC) and Director of Clinical Training, holding a Ph.D. in Counselor Education and Supervision from the University of the Cumberlands. A former enlisted military police officer in the Oregon and California Army National Guard, he continues to serve as a behavioral health officer in the California State Guard, and his scholarship focuses on barriers to care and mental health utilization among

National Guard service members and veterans. Clinically, Dr. Boyd specializes in PTSD, OCD, anxiety, and depression, with advanced training in Cognitive Behavioral Therapy, Cognitive Processing Therapy, Prolonged Exposure, and Written Exposure Therapy. In 2023, he was appointed by Governor Gavin Newsom to the California Board of Behavioral Sciences as the LPCC member, where he currently serves as Vice Chair.



**These presenters have the following commercial support or conflict of interest to report:

1. Dr. Andrew Santanello is the Co-Owner of The ACT Academy
2. Dr. Sonya Norman earns a royalty from Elsevier Press for a book she discusses that is in the presentation
3. Dr. Tara Galovski earns a royalty for a discussed book, is a grant recipient on a VA trial, and is a consultant for discussed workshops and consultations.