# VITA

# JACK P. HAYNES, Ph.D.

EDUCATIONAL BACKGROUND: Rutgers University - Ph.D. 1978 Psychology DePauw University - M.A. 1971 Psychology University of Michigan - B.A. 1969 Psychology

LICENSURE: Licensed Psychologist, State of Michigan (#01358)

<b>CURRENT POSITION:</b>	Private Practice
	36700 Woodward, Suite 30
	Bloomfield Hills, Michigan 48304
	(248) 642-4545
	(248) 988-9425 Fax
	Website Address: www.jackphaynes.com
	e-mail: jackphaynesphd@comcast.net

PRIOR APPOINTMENTS: State of Michigan Board of Psychology Lansing, Michigan Chairperson of Board - 2004 Vice-Chairperson of Board - 1998 - 2003 Board Member 1996 - 1997

PRIOR POSITIONS: Manager of Clinical Services and Training Oakland County Probate Court Pontiac, Michigan

September 1981 - August 1988

Adjunct Assistant Professor Department of Psychiatry-College of Human Medicine Michigan State University East Lansing, Michigan 1982 - 1987

**Lecturer, Department of Psychology** Oakland University Rochester, Michigan 1979 - 1987 (taught 14 courses)

**PRIOR POSITIONS**: (Continued)

## Founding Member and Treasurer

Psychological Services of Bloomfield Bloomfield Hills, Michigan 1983 - 1985

## **Private Practice**

Psychological Resources, Inc. Bloomfield Hills, Michigan August 1978 - April 1983

## Assistant Coordinator: Research, Training & Clinical Services

Oakland County Juvenile Court Pontiac, Michigan February 1978 - August 1981

## Consultant: American Telephone & Telegraph Co.

Human Resources Division Basking Ridge, New Jersey June 1976 - May 1977

### **Adjunct Assistant Professor**

Department of Psychology Trenton State College Trenton, New Jersey 1976 - 1977

### Staff Psychologist

Oakland County Juvenile Court Clinic Pontiac, Michigan 1973 - 1975

# **Staff Psychologist** Northville State Hospital - Young Adult Unit Northville, Michigan

1971

### **PROFESSIONAL AFFILIATIONS:**

Michigan Psychological Association

- Dr. Beth Clark Award 2009
- President 2006
- Fellow 1996
- Membership Committee Chair 2008-2010

- Newsletter Associate Editor 2008-2010
- Ethics Committee Member 1987-1996
- Children and Families Committee
  - Chairperson 1997-1998
  - Member 1993-1998

## Michigan Society of Forensic Psychology

- President (1987-88)
- Vice-President (1985-86)
- Secretary (1983-84)
- Newsletter Editor (1989-91; 1994-1997)
- Consulting Editor (1992-93)

American Psychological Association-Member Divisions 29 (Psychotherapy) and 41 (Law)

Michigan Inter-Professional Association on Marriage, Divorce and the Family - Member

Family Mediation Council - Michigan Member of Board of Directors 2002-2005

Association for Conflict Resolution - Member

Manuscript Reviewer for <u>Psychological Reports</u>

Manuscript Reviewer for Journal of Clinical Psychology

Conference Manuscript Reviewer for American Psychological Association Division 41 (1986-87)

## **PROFESSIONAL PUBLICATIONS:**

- Haynes, J.P. (2010) Book chapter: Parenting Assessment in Abuse, Neglect, and Permanent Wardship Cases. In Principles and Practice of Child and Adolescent Forensic Mental Health Issues. E. Benedek, P. Ash, and C. L. Scott, Editors. Washington, D.C.: American Psychiatric Publishing.
- Haynes, J.P. (2002). Court Ordered Parenting Coordination: A Psychological Perspective. <u>Michigan Bar Journal</u>, <u>81</u> (6), 26-29.
- Haynes, J.P. (2000). The importance of psychological testing to court experts and what attorneys should know about it. <u>Michigan Family Law Journal</u>, Special Issue-April 2000, 52-54.

Haynes, J.P. (1997). Preparing the divorce client for trial: Psychological suggestions. <u>Michigan</u> <u>Family Law Journal</u>, Special Issue.

Ceresnie, S.J. and Haynes, J.P. (1996). No easy answers. Michigan Psychologist, 21 (2), 7-8.

Haynes, J.P. and Ceresnie, S.J. (1996). Fault or no-fault. Michigan Psychologist, 21, (1) 10.

- Haynes, J.P. (1995). Psychological testing in child custody evaluations: Purposes, parameters, examination and cross-examination. <u>Michigan Family Law Journal</u>, Special Issue-April, 1995, 53-54.
- Haynes, J.P. (1995). Crucial questions regarding sexual abuse allegations in custody and visitation disputes. <u>Michigan Family Law Journal</u>, Special Issue-April, 1995, 19-21.
- Haynes, J.P. (1993). Guidelines for child custody evaluation proposed APA standards. <u>Michigan Psychologist, 18</u> (3), 5.
- Pinkerman, J.E., Haynes, J.P. and Keiser, T. (1993). Characteristics of psychological practice in North American juvenile court clinics. <u>American Journal of Forensic Psychology</u>, <u>11</u> (2), 3-12.
- Haynes, J.P. (1992). The APA ethics code: New, improved, and in revision. <u>Michigan</u> <u>Psychologist</u>, <u>17</u>, (3).
- Haynes, J.P. (1992). Ethical psychological testing: How to avoid a half dozen ethical pitfalls. <u>Michigan Psychologist</u>, <u>17</u> (2), 9-10.
- Haynes, J.P. (1990). Book Review of <u>A History of Psychology in Autobiography</u>, Volume 8. <u>Science Books and Films</u>, <u>25</u> (5), 252.
- Spence, M.F., & Haynes, J.P. (1988). Psychological assessment in court dispositions. <u>Behavior</u> <u>Management Quarterly</u>, 4, 33-40.
- Haynes, J.P. (1988). Why did this court need a think tank? Judges Journal, 27 (2), 34-38.
- Haynes, J.P., & Keiser, T. (1988). Trying juveniles as adults gains favor in opinion poll. <u>Michigan Lawyer's Weekly</u>, 2, No. 10, 4.
- Haynes, J.P. & Moore, E.A. (1988). Michigan's videotape legislation: Advantages and ramifications. <u>Michigan Bar Journal</u>, <u>67</u>, 504-505.
- Haynes, J.P., Howard, R.C., & Haynes, S.M. (1987). Internal reliability of the WISC-R with male juvenile delinquents. Journal of Clinical Psychology, <u>43</u>, 496-499.
- Haynes, J.P. & Howard, R.C. (1986). Stability of WISC-R scores in a juvenile forensic sample. Journal of Clinical Psychology, <u>42</u>, 534-537.

Howard, R.C., Haynes, J.P. and Atkinson D. (1986). Factors associated with juvenile detention

truancy. Adolescence, 82, 357-364.

- Haynes, J.P. & Peltier, J. (1985). Patterns of practice with the TAT in juvenile forensic settings. Journal of Personality Assessment, <u>49</u>, 26-29.
- Haynes, J.P. (1985). Comparative validity of two WAIS-R short forms with clients of low IQ. Journal of Clinical Psychology, <u>41</u>, 282-284.
- Haynes, J.P. (1983). Current parameters of forensic psychology. <u>Michigan Society of Forensic</u> <u>Psychology Newsletter</u>, <u>1</u> (2), 4.
- Haynes, J.P. (1983). The teaching of forensic psychology. <u>Michigan Society of Forensic</u> <u>Psychology Newsletter</u>, <u>1</u> (2), 6.
- Haynes, J.P., & Atkinson, D. (1983). Factor structure of the WPPSI in mental health settings. Journal of Clinical Psychology, <u>39</u>, 961-964.
- Haynes, J.P., Howard, R.C., and Atkinson, D. (1983). Concurrent and predictive validity of two group intelligence tests in a juvenile forensic setting. <u>Psychological Reports</u>, <u>53</u>, 187-189.
- Haynes, J.P., & Moore, E.A. (1983). Particular dispositions. <u>Juvenile and Family Court Journal</u>, <u>34</u> (2), 41-48.
- Haynes, J.P., & Peltier, J. (1983). Psychological assessment practices in juvenile forensic settings. <u>Psychological Reports</u>, <u>52</u>, 759-762.
- Haynes, J.P. (1983). An empirical method for determining core psychology journals. <u>American</u> <u>Psychologist</u>, (1983), <u>38</u> 959-961.
- Haynes, J.P., & Atkinson, D. (1983). Validity of two WPPSI short forms in outpatient clinic settings. Journal of Clinical Psychology, <u>39</u>, (6), 961-964.
- Haynes, J.P. (1983). Comparative validity of three Wechsler short forms for delinquents. Journal of Clinical Psychology, <u>39</u>, (2), 275-278.
- Haynes, J.P. & Bensch, M. (1983). Female delinquent recidivism and the P>V sign on the WISC-R. Journal of Clinical Psychology, <u>39</u>, (1), 141-144.
- Haynes, J.P. & Bensch, M. (1982). Validity of a WISC-R short form for female delinquents. <u>Criminal Justice and Behavior</u>, <u>9</u> (1), 115-119.
- Haynes, J.P. (1982). Validity of a WISC-R short form with male delinquents. <u>Journal of Clinical</u> <u>Psychology</u>, <u>38</u> (2), 406-408.
- Haynes, J.P., & Bensch, M. (1981). The P>V sign on the WISC-R and recidivism in delinquents. Journal of Consulting and Clinical Psychology, <u>49</u> (3), 480-481.

Haynes, J.P., & Gormly, J. (1977). Anxiety and memory. <u>Bulletin of the Psychonomic Society</u>, (3), 191-192.

# **PROFESSIONAL PRESENTATIONS:**

- Haynes, J. Practical ethics: Risk assessment and positive behaviors regarding ethical practice. Presentation to Wayne State University Clinical Psychology interns. Detroit, Michigan, May 2010.
- Haynes, J. Four Proactive Behaviors to Cultivate Regarding Ethics as a Psychologist. Michigan Psychological Association Conference for Graduate Students in Clinical Psychology, March 2010.
- Haynes, J. Best practices in child custody interviewing for Friend of the Court counselors. Presentation to Michigan Judicial Institute. Lansing, Michigan, October 2009.
- Haynes, J. Using psychological evaluations and maximizing their benefit in domestic relations cases. Presentation to Family Court Forum. Ann Arbor, Michigan, June 2009.
- Haynes, J. Practical ethics: Risk assessment regarding ethical practice and avoiding the licensing board. Presentation to Wayne State University Clinical Psychology interns. Detroit, Michigan, March 2009.
- Haynes, J. Practical issues in forensic psychology in domestic relations situations. Presentation to Lapeer County Bar Association. Lapeer, Michigan, January 2009.
- Haynes, J. The status of criminal responsibility statutes in the U.S. Presentation to Monash University Law School. Program of Professor Bernadette McSherry. Sydney, Australia, September 2008.
- Haynes, J. Judicial interview of children. Presentation to Wayne County Family Court judges. Detroit, Michigan, February 2008.
- Haynes, J. Three presentations: Developmental needs of children of different ages in the context of joint custody; Keys for interviewing children; Understanding and effectively dealing with parental alienation allegations. Presentation to Family Court referees. Michigan Judicial Institute. Lansing, Michigan, November 2007.
- Haynes, J. Licensing board process and ethical practice issues. Presented to University of Detroit Mercy Psychology graduate students. Detroit, Michigan, September 2007.
- Haynes, J. Risk management and practical ethical issues: How to avoid the licensing board. Presented to Eastern Michigan University Psychology Department. Ypsilanti, Michigan, May 2007.

- Haynes, J. Privilege and confidentiality: A forensic psychological evaluator's perspective. Presented to Family Court Forum Annual Conference. Ann Arbor, Michigan, June 2006.
- Haynes, J. Ethical practice and licensing board issues. Presented to Center for Humanistic Studies. Farmington Hills, Michigan, March 2006.
- Haynes, J. Selected mental health issues relevant to mediation. Presentation to Michigan Council for Family and Divorce Mediation. Bloomfield Hills, Michigan, April 2005.
- Haynes, J. Psychopathology and managing difficult clients. Presentation to Oakland County Bar Association Family Law Section. Bloomfield Hills, Michigan, September 2003.
- Haynes, J. The ethical practice of forensic psychology: Standards, high quality, avoiding pitfalls. Presented to University of Detroit Mercy doctoral clinical psychology seminar in ethics. Detroit, Michigan, November 2002, April 2003 and April 2004.
- Haynes, J. Ethical practice of psychology: How to avoid meeting the licensing board. University Psychiatric Associates. Detroit, Michigan, May 2002, March 2003, April 2004 and April 2005.
- Haynes, J., Brennan, P., Clark, B., McCarthy, K., Saks, M. & Victor, R. Panel discussion at annual seminar of American Academy of Matrimonial Lawyers-Advanced Level Family Law Seminar. Birmingham, Michigan, May 2002.
- Haynes, J. Child custody evaluations: Facts, fictions, standards of practice. Presentation to Family Court Forum annual conference. Ann Arbor, Michigan, April 2002.
- Haynes, J. Child custody evaluations: Characteristics of quality evaluations. Presentation to Michigan Judicial Institute Conference. Lansing, Michigan, January 2002.
- Haynes, J. Forensic psychology ethics: Avoiding the pitfalls and enjoying a positive practice. Presentation to University of Detroit Mercy graduate clinical psychology seminar in Ethics. Detroit, Michigan, November 2001.
- Haynes, J. Invited participant and table coordinator Family Court Forum 2001. Ethical Issues in Divorce. Saline, Michigan, June 2001
- Haynes, J. The Licensing Board and ethical practice as a psychologist. Center for Humanistic Studies. Detroit, Michigan, March 2001.
- Haynes, J. Interface: Mental health issues and delinquency. Full day solo presentation to Tricounty court staff. Bay City, Michigan, January 2001.
- Haynes, J. Invited participant-Family Court Forum 2000. Handling the high conflict divorce. University of Michigan, May 2000.

- Haynes, J. Effective psychological treatment of delinquents: models, methods, content, future. Sponsored Family Court Summit for Michigan Family Court Judges. Lansing, Michigan, March 2000.
- Haynes, J. The psychology of high conflict divorce. Presentation to Supreme Court Sponsored Family Court Summit for Michigan Family Court Judges. Lansing, Michigan, March 2000.
- Haynes, J. Violent, mentally ill and/or very young offenders: dynamics and Court dispositions. Presentation to Supreme Court Sponsored Family Court Summit for Michigan Family Court Judges. Three hour workshop. Lansing, Michigan, March 2000.
- Haynes, J. Psychological issues and effective Court responses regarding Michigan's Juvenile Respondent PPO Law. Presentation to Supreme Court Sponsored Annual Judicial Conference for all Michigan Judges. Grand Rapids, Michigan, August 1999.
- Haynes, J. Significant psychological aspects of change of domicile. Presentation to State Bar of Michigan, Family Law Section; Southfield, Michigan, May 1999.
- Haynes, J. Lethal school violence: In the trenches. Moderated afternoon portion (2 individual speeches and 4 person panel discussion) of full day program of Michigan Psychological Association Conference. Livonia, Michigan, April 1999.
- Haynes, J. Psychological issues and effective Court responses regarding Michigan's Juvenile Respondent PPO Law. Presentation to Michigan Judicial Institute (Supreme Court Unit) Judicial Conference for Circuit and District Court Judges. Grand Rapids, Michigan, March 1999. Traverse City, Michigan, April 1999. Lansing, Michigan, June 1999.
- Haynes, J. The psychology of murder and the concept of evil. Presentation to Michigan Psychological Association Conference. Novi, Michigan, October 1997.
- Haynes, J. Current trends in male juvenile delinquency: Where are the solutions? Presentation to Fifteenth Annual Conference of the Michigan Society of Forensic Psychology. Ypsilanti, Michigan, September 1997.
- Haynes, J. An empirical study of intense child custody dispute outcomes. Presentation to Michigan Psychological Association Conference. Livonia, Michigan, March 1996.
- Haynes, J. Case presentation regarding child custody and sex abuse allegations. Presentation to University Psychiatric Associates. One two-hour presentation. Detroit, Michigan, January 1996.
- Haynes, J. Current perspectives in child forensic psychology. Presentation to University Psychiatric Associates. Two one-hour presentations each time. Detroit, Michigan, December 1994 and October 1995.

- Haynes, J. Cognitive development issues and children in self-care. Presentation to Michigan Psychological Association Fall Conference. Dearborn, Michigan, November 1993.
- Haynes, J. Current perspectives and procedures regarding children in the legal system. Presentation to Psychology Social Work Staff of University Psychiatric Center; Two hour presentation. Detroit, Michigan, October 1993.
- Haynes, J. Adolescent sex offenders: Dynamics, assessment, treatment. Presentation to Eleventh Annual Conference of the Michigan Society of Forensic Psychology; Ypsilanti, Michigan, September 1993.
- Haynes, J. Applications of psychological principles in forensic areas. Presentation to two hour Senior Seminar class; Oakland University. Rochester, Michigan, April 1993.
- Haynes, J. How psychology helps the family. Presentation at Legislative Day; Lansing, Michigan, April 1993.
- Haynes, J. The changing ethics of psychology: Understanding the 1992 Ethical Principles of Psychologists and Code of Conduct. Discussant - Michigan Psychological Association; Livonia, Michigan, April 1993.
- Haynes, J. Current clinical issues in juvenile forensic psychology. Presentation to Lafayette Clinic Child and Adolescent Psychology Staff; One two hour presentation. November 1992.
- Haynes, J. Twenty questions to consider in sexual abuse allegations in child custody cases. Presentation to Annual Judicial Conference of Michigan. Michigan Supreme Court, State Court Administration Office; Bellaire, Michigan, August 1992.
- Haynes, J. Practical issues with the revised APA Ethics Code. Presentation to Michigan Psychological Association; Livonia, Michigan, April 1992.
- Haynes, J. Criminal psychology and the law. Presentation to Rochester Library; A one and onehalf hour presentation. Rochester, Michigan, November 1991.
- Haynes, J. Current assessment approaches in juvenile forensic psychology. Presentation to Lafayette Clinic Child and Adolescent Psychology staff; Two one hour presentations. Detroit, Michigan, October 1991.
- Haynes, J. Clinical depression and the malingering of depression in rehabilitation clients. Presentation to Michigan Association of Rehabilitation Counselors. Two and one half hour workshop; Farmington Hills, Michigan, February 1991.
- Haynes, J. Advice for the working parent. Beaumont Hospital professional staff; Troy, Michigan, November 1990.

- Haynes, J. Current issues in juvenile forensic psychology. Presentation to Lafayette Clinic Child and Adolescent Psychology staff; Detroit, Michigan. Two one hour presentations. November 1990.
- Haynes, J. The effects of divorce on children and practical parenting. Presentation of two hours for Oakland County Circuit Court Divorce and Family Counseling Workshop; Birmingham, Michigan, October 1990.
- Haynes, J. Detecting deception in the clinical assessment of parents in child custody and abuse cases. Presentation to the Eighth Annual Conference of the Michigan Society of Forensic Psychology; Ann Arbor, Michigan, September 1990.
- Haynes, J. Examination and cross-examination strategies for psychological testing in domestic relations cases. Presentation to State Bar of Michigan-Family Law Section; Southfield, Michigan, March 1990.
- Haynes, J. The psychology of loss in vocational rehabilitation clients. Presentation to vocational rehabilitation counselors of Intracor: Southfield, Michigan, November 1989.
- Haynes, J. Child custody and abuse: Legal, clinical, ethical, practical issues. Presentation at Seventh Annual Conference of Michigan Society of Forensic Psychology; Ann Arbor, Michigan, September 1989.
- Haynes, J. Evaluating juvenile criminal defendants. Presentation at Sixth Annual Conference of Michigan Society of Forensic Psychology; Ann Arbor, Michigan. Author was cochairperson of conference. September 1988.
- Spence, M. F. & Haynes, J. Where is the behaviorist? Psychological assessment in Juvenile Court dispositions. Presentation to Behavior Analysis Association of Michigan Annual Meeting; Ypsilanti, Michigan, March 1988.
- Haynes, J. Twenty Questions: What to ask and what to know about psychological evaluations in child custody and visitation cases. Presentation to State Bar of Michigan - Family Law Section, Southfield, Michigan, February 1988.
- Haynes, J. Erosion of Privilege: Update on Duty to Warn and Duty to Report. One hour presentation to Michigan Psychological Association Clinical Division Spring Conference; Novi, Michigan, April 1987.
- Haynes, J. Risk factors in juvenile delinquency recidivism. Presentation to Behavior Analysis Association of Michigan Annual Meeting; Ypsilanti, Michigan, March 1987.
- Haynes, J. A human service organization think tank. Presentation to Michigan Academy of Science, Arts and Letters Annual Meeting; Ann Arbor, Michigan, February 1987.

Haynes, J. A longitudinal study of waiver petitionees. Presentation to Senator Welborn's

Senate Committee on Crime. Michigan State Capitol; Lansing, Michigan, November 1986.

- Haynes, J. Issues and strategies in juvenile forensic psychological assessment. One hour presentation to Michigan Society of Forensic Psychology full day conference on forensic psychological testing. Author was co-chairperson of conference; Novi, Michigan, November 1986.
- Haynes, J. Contemporary forensic psychology. Presentation to DePauw University, Department of Psychology, Greencastle, Indiana; One hour presentation, May 1986.
- Howard, R. C., Packer, I., & Haynes, J. Insanity Recommendations and Outcomes. Paper presented at joint winter meeting of American Psychological Association Division 41 (Law and Psychology/American Law and Psychology Society); Tucson, Arizona, March 1986.
- Haynes, J. Psychological issues in child custody cases. Presentation to two hour Forensic Psychology class; University of Michigan. Ann Arbor, Michigan, February 1986.
- Haynes, J. Current issues in forensic psychology. Presentation to Oakland University, Department of Psychology, Rochester, Michigan; One hour presentation, November 1985.
- Haynes, J. Psychological implications of divorce. Paper presented at two three-hour workshops in Common Ground Survival `85 series; Birmingham, and Pontiac, Michigan, September and October 1985.
- Haynes, J. A cognitive view of divorce. Paper presented at jointly sponsored Michigan Psychological Association and Michigan Bar Association two day conference on divorce; Dearborn, Michigan, June 1985.
- Haynes, J. & Cowan, L. Advanced Seminar in Forensic Psychology: Child Custody (2 days, 6 hours). Seminar for Michigan Society of Forensic Psychology; October 27 and November 3, 1984.
- Haynes, J. Current trends of juvenile forensic psychological practice. Paper presented at Michigan Inter-Professional Association; Birmingham, Michigan, September 1984.
- Haynes, J. The psychology of the rapist. Paper presented at Dammasch Hospital; Wilsonville, Oregon, August 1983.
- Haynes, J. Psychological assessment in child custody cases. Paper presented at Michigan Society of Forensic Psychology one day conference. Author also was chairperson of the conference; Troy, Michigan, June 1983.
- Haynes, J.P. & Atkinson, D. Factor structure of the Wechsler Preschool and Primary Scale of Intelligence for Emotionally Disturbed Children. Paper presented at Midwest

Psychological Association Annual Meeting; Chicago, IL, May 1983.

- Haynes, J. Establishing a multidisciplinary mental health consultative service to juvenile court. Presentation to Psychiatric Staff, Fairlawn Center, Clinton Valley State Hospital; Pontiac, Michigan, January 1983.
- Haynes, J. Clinical needs of the juvenile court. Presentation to "Child Psychiatry and Juvenile Justice" conference presented by Michigan Department of Mental Health; Ann Arbor, Michigan, June 1982.
- Haynes, J. The use of psychological assessment in a forensic setting. Presentation to professional staff of Oakland County Jail; Pontiac, Michigan, June 1982.
- Haynes, J. Why marriages fail. Two hour presentation for Oakland County Circuit Court Divorce Series; October 1981, February 1982, October 1982 and September 1986.
- Haynes, J. The psychological dynamics of incest. Half-day workshop given at Oakland County Health Department; Pontiac, Michigan, April 1981.
- Gormly, J. & Haynes, J. Personality and behaviorism: Selective exposure to environments. Paper presented at Eastern Psychological Association Annual Meeting; Washington, D.C., April 1978.
- Haynes, J. Psychological perspectives of violence on television. Paper presented at Country Day School one day symposium; Birmingham, Michigan, April 1978.

## AWARDS

Michigan Psychological Association Dr. Beth Clark Award 2009

Michigan Psychological Association Inducted as Fellow 1996

Oakland County Probate Court Employee of the Year 1988

Psi Chi Psychology National Honorary Society Inducted 1970

### CERTIFICATIONS

Awarded Certificate of Professional Qualification in Psychology (CPQ) Association of State and Provincial Psychology Boards CPQ 2001

Completed 40 hour Workshop and Certification in Mediation Mediation Training and Consultation Institute 2001

Completed Advanced Domestic Relations Mediation Training Mediation Training and Consultation Institute 2004

## CONSULTATIVE RELATIONSHIPS: Kingswood Hospital Ferndale, Michigan 1990-2000