

THOMAS E. BACKER, PhD

Thomas E. Backer, PhD is a psychologist whose life work is devoted to helping people, organizations and communities meet the challenges of innovation and change. He concentrates on improving health and human services for vulnerable populations, enhancing nonprofit arts and culture programs, and helping highly creative people deal with the challenges of creative work. He conducts research, writes, teaches and consults in all three areas.

Dr. Backer is President of the nonprofit Human Interaction Research Institute. Founded in 1961, the Institute uses behavioral sciences strategies to help nonprofits handle innovation and change. He also is Associate Clinical Professor of Medical Psychology at the UCLA School of Medicine, and has been elected a Senior Fellow of UCLA's School of Public Policy and Social Research for the 2003-2004 academic year.

He is the author of more than 400 books, articles and research reports. *Evaluating Community Collaborations* (the first major work on this topic), is his most recent book. He is also the co-author with Jane Ellen Bleeg and Kathryn Groves of the forthcoming *The Expanding Universe: New Directions in Nonprofit Capacity Building*.

Dr. Backer won the 1989 Mrs. Swanson Award of the Knowledge Utilization Society, for his long-time research and consultation on labor and management responses to the AIDS health crisis. The Division of Consulting Psychology of the American Psychological Association awarded him the Consulting Psychology Research Award in 1987, and in 2001 the RHR International Award for Excellence in Consulting.

A licensed psychologist in California, Dr. Backer holds a doctorate in psychology from the University of California, Los Angeles. He is a fellow of the American Psychological Association and a member of the College on Problems of Drug Dependence. He has been President both of APA's Division of Consulting Psychology and of the Knowledge Utilization Society.

Dr. Backer is a management consultant and educator whose clients have included foundations, nonprofit arts organizations, federal government agencies, Fortune 500 companies, and Hollywood film and television organizations. Over the years he has specialized in such areas as capacity building to strengthen nonprofits, creation of programs to meet special worker needs, development of community arts and culture programming, board leadership development, and strategic planning.

He also is a writer-producer of educational films on topics such as disability, mental illness and aging. Several of his films have won awards in major festivals. He counsels individual clients in the arts and entertainment fields, and has developed programs on creativity for many educational institutions, such as the North Carolina School of the Arts and the Center for Creative Leadership. Presently he is teaching stress management and career development at the Otis College of Art and Design

Appointments and Elected Offices

Senior Fellow, 2003-2004, UCLA School of Public Policy and Social Research
Editorial Board, *Journal of Health Communication*
Consulting Editor, Rehabilitation Series, Springer Publishing Company
International Network on Strategic Philanthropy
Chair, Human Subjects Institutional Review Board, PROTOTYPES
Advisory Board, Mitsubishi Electric of America Foundation
Board of Directors, The Musical Theatre Guild
International Advisory Board, Christopher Isherwood Foundation
Advisory Board, Gay Mens Chorus of Los Angeles
Advisory Board, Management and Organization Development Center, California State University
Northridge
Advisory Board, Young Artists International

Previous positions include:

President, Knowledge Utilization Society; Commissioner, Los Angeles City Commission on Disability; President, Division of Consulting Psychology, American Psychological Association; Chair, Public Information Committee, California State Psychological Association; Member at Large, Division of Rehabilitation Psychology, American Psychological Association; Founding Editor, *Consultation* and *Annual Review of Rehabilitation*, Chair, Professional Advisory Board, Entertainment Industry Referral and Assistance Center; Advisory Panel, UCLA Center for Research on Treatment and Rehabilitation of Psychosis; Editorial Board, *The Journal of NAMI-California*

Professional Association Memberships and Credentials

Fellow, American Psychological Association
College on Problems of Drug Dependence
Academy of Television Arts and Sciences
American Society of Music Arrangers and Composers
Hispanics in Philanthropy

PhD, Psychology, University of California, Los Angeles, 1973
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Books, Monographs and Journal Articles

1. Comrey, A.L., & Backer, T.E. (1970). Construct validation of the Comrey Personality Scales. *Multivariate Behavioral Research, 5*, 469-477.
2. Backer, T.E., Comrey, A.L., & Hahn, M.E. (1970). Comparison of the Comrey Personality Scales and the California Life Goals Evaluation Schedules. *Psychological Reports, 29*, 513-514.
3. Glaser, E.M., & Backer, T.E. (1972). A clinical approach to program evaluation. *Evaluation, 1*, 54-59.
4. Backer, T.E. (1971). *Methods of assessing the disadvantaged in manpower programs: A review and analysis*. Washington, DC: Manpower Administration, U.S. Department of Labor, *R&D Findings Series*.
5. Grayson, H.M., & Backer, T.E. (1972). Scoring accuracy of four automated MMPI interpretation report agencies. *Journal of Clinical Psychology, 28*, 366-370.
6. Glaser, E.M., & Backer, T.E. (1972). An outline of questions for program evaluators using the clinical approach. *Evaluation, 1*, 56-60.
7. Backer, T.E. (1972). A reference guide for psychological measures. *Psychological Reports, 31*, 751-768. Monograph Supplement 1-V31.
8. Comrey, A.L., Backer, T.E., & Glaser, E.M. (1973). *A sourcebook for mental health measures*. Los Angeles: Human Interaction Research Institute.
9. Glaser, E.M., & Backer, T.E. (1973). A look at participant-observation. *Evaluation, 1*, 46-49.
10. Backer, T.E., & Glaser, E.M. (1973). Making knowledge useful. *Social and Rehabilitation Record, 1*, 26-28.
11. Glaser, E.M., & Backer, T.E. (1973). Evaluating RUS demonstration projects in vocational rehabilitation agencies. *Evaluation, 1*, 60-61.
12. Comrey, A.L., & Backer, T.E. (1975). Detection of faking on the Comrey Personality Scales. *Multivariate Behavioral Research, 10*, 311-320.
13. Glaser, E.M., & Backer, T.E. (1975). Evaluating the Research Utilization Specialist. *Rehabilitation Counseling Bulletin, 19*, 387-395.
14. Backer, T.E., & Glaser, E.M. (1975). The Workshop on Research Utilization Specialist Model--A report. *Rehabilitation Counseling Bulletin, 19*, 396-404.
15. Farmer, H.S., & Backer, T.E. (1977). *New career options for women: A counselor's sourcebook*. New York: Human Sciences Press.
16. Farmer, H.S., & Backer, T.E. (1977). *New career options: A woman's guide*. New York: Human Sciences Press.

17. Phelps, A.T., Farmer, H.S., & Backer, T.E. (1977). *New career options for women: Selected annotated bibliography*. New York: Human Sciences Press.
18. Backer, T.E. (1977). *A directory of information on tests*. Princeton, NJ: ERIC Clearinghouse on Tests, Measurement, & Evaluation.
19. Glaser, E.M., & Backer, T.E. (1977). Innovation redefined: Durability and local adaptation. *Evaluation*, 4, 131-135.
20. Comrey, A.L., Soufi, A., & Backer, T.E. (1978). Psychiatric screening with the Comrey Personality Scales. *Psychological Reports*, 42, 1127-1130.
21. Backer, T.E., & Manson, E.M. (1978). In the key of feeling. *Human Behavior*, 7, 63-67. (Reprinted in *International Musician*, 77, 14-21).
22. Comrey, A.L., Wong, C., & Backer, T.E. (1978). Further validation of the Social Conformity Scale of the Comrey Personality Scales. *Psychological Reports*, 43, 165-166.
23. Glaser, E.M., & Backer, T.E. (1979). Organization development in mental health services. *Administration in Mental Health*, 6, 195-215.
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94. Backer, T.E. Batchelor, W.F., Jones, J.M., & Mays, V.M. (1988). Introduction to the Special Issue: Psychology and AIDS. *American Psychologist*, 43, 835-836.
95. Backer, T.E., & O'Hara, K. (1988). A national study on drug abuse services and EAPs. *The ALMACAN*, August, 24-26.
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101. Backer, T.E. (1988). Introduction to the special issue: Employee assistance program consultation. *Consultation: An International Journal*, 7, 200-203.
102. Backer, T.E. (1988). Managing AIDS at work: Seven roles for psychologists. *California Psychologist*, 22(5), 9-11.
103. Backer, T.E. (1988). AIDS and drug abuse in the workplace: New challenges for psychology. *Rehabilitation Psychology News*, 17(1), 10, 15.
104. Backer, T.E. (1989). AIDS in the workplace: How consulting psychology can help. *Consulting Psychology Bulletin*, 41(1), 8-9.
105. Backer, T.E. (1989). Responding to AIDS in the workplace. *Healthy Companies*, 2(1), pp. 30, 32.
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110. Backer, T.E. (1989). Interorganizational team building: The entertainment industry responds to AIDS. *Consulting Psychology Bulletin*, 41(3), 30-32.
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113. Backer, T.E. (1991). "We take care of our own": The entertainment industry response to AIDS. In A. Glassman & T. Cummings (Eds.), *Cases in organization development*. Homewood, IL: Richard D. Irwin, Inc.
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116. Backer, T.E. (1991). Knowledge utilization: The third wave. *Knowledge: Creation, Diffusion, Utilization*, 12(3), 225-240.
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121. Backer, T.E. (1992). Consulting on innovation and change with public mental health organizations: The Caplan approach. In W.P. Erchul (Ed.) *Consultation in community, school, and organizational practice: Gerald Caplan's contributions to professional psychology*. Boston: Hemisphere Publishing Corporation.
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128. Salasin, S.E., Backer, T.E., & McGuirk, F.D. (1993). The human resource development program: Improving community-based mental health services. In P. Wohlford, H.F. Myers, & J.E. Callan, (Eds.) *Serving the seriously mentally ill: Public-academic linkages in services, research, and training*. Washington, DC: American Psychological Association. 85-93.
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331. Backer, T.E. & Howard, E.A. (in press). *Overview of approaches to systems change*. Encino, CA: Human Interaction Research Institute.
332. Backer, T.E. & Oshima, M. (2003). *The state of nonprofit capacity building in Los Angeles 2003*. Encino, CA: Human Interaction Research Institute.
333. Backer, T.E. & Oshima, M. (2004). *The state of nonprofit capacity building in Los Angeles 2004*. Los Angeles: UCLA Center for Civil Society.
334. Backer, T.E. (2004). Civil society as a force for community change. Presentation to the Valley Leadership Institute Executive Dialog Series, February.

Films and Videos

1981 THE DREAM'S NOT ENOUGH, 16mm, 28 minutes. Educational film, released by Brookfield Productions. Writer-producer. (First Prize, International Rehabilitation Film Festival).

1982 YOU AND YOUR AGING PARENT. Public television series, developed and produced by Beverly Foundation. Created series format, including community education component.

1983 REHABILITATING THE CHRONIC MENTAL PATIENT. Video, 58 minutes. Educational video, released by UCLA Rehabilitation Research and Training Center in Mental Illness. Writer-producer. (First Prize, International Rehabilitation Film Festival).

1984 INTRODUCING BEHAVIORAL FAMILY MANAGEMENT. Video, 58 minutes. Educational video, released by UCLA Rehabilitation Research and Training Center in Mental Illness. Writer-producer. (Finalist, California Governor's Committee on Employment of the Handicapped Media Awards.)

1985 LIVING ON THE EDGE. Video, 53 minutes. Educational video, released by UCLA Rehabilitation Research and Training Center in Mental Illness. Writer-producer. (Special Recognition, National Alliance for the Mentally Ill.)

1985 BEHAVIORAL FAMILY MANAGEMENT - AN OVERVIEW. Video, 9 minutes. Educational video, released by UCLA Rehabilitation Research and Training Center in Mental Illness. Writer-producer.

1985 WHAT IS SCHIZOPHRENIA? Video, 53 minutes. Educational video, released by UCLA Rehabilitation Research and Training Center in Mental Illness. Writer-producer.

1987 INNOVATIVE PSYCHIATRIC REHABILITATION VIDEOS. Video, 11 minutes. Educational video, released by UCLA-Camarillo Clinical Research Center on Schizophrenia. Writer-producer.

1989 LOOKING SPECIALLY GOOD: ENHANCING PERSONAL APPEARANCE OF PEOPLE WITH DISABILITIES. Video, 28 minutes. Educational video, released by Human Interaction Research Institute. Writer-producer.

1992 AUGMENTATIVE AND ALTERNATIVE COMMUNICATION INTERVENTION. Video news release, 3 minutes, released by National Institute on Disability and Rehabilitation Research. Writer.

1993 MANAGING INNOVATION AND CHANGE - A STRATEGIC APPROACH FOR MENTAL HEALTH SYSTEMS: VIDEO LEARNING PACKAGE. Video, 1 hour, & learner's guide. Released by Center for Improving Mental Health Systems. Writer-producer.

1993 PSYCHIATRIC REHABILITATION IN RURAL MENTAL HEALTH PROGRAMS: VIDEO LEARNING PACKAGE. Video, 1 hour, & learner's guide. Released by Center for Improving Mental Health Systems. Writer-producer.

1994 INTRODUCTION TO ASSESSMENT AND SERVICE PLANNING IN PSYCHIATRIC REHABILITATION: VIDEO LEARNING PACKAGE. Video, 45 minutes, & learner's guide. Released by Center for Improving Mental Health Systems. Writer-producer.

1995 INVOLVING FAMILIES IN MENTAL HEALTH SERVICES. Video, 58 minutes, and family guide. Released by Human Interaction Research Institute. Writer-producer.

2004. HELPING YOUTH AND FAMILIES PROSPER. Video, 7 minutes. Released by PROSPER Project, Iowa State University and Pennsylvania State University. Writer-producer.

Audiocassettes

1985 DEVELOPING A CONSULTING PRACTICE IN REHABILITATION. 110 minutes, released by Rehab Software.

Plays

1987 WHO KILLED INNOVATION? A Management Parable from the Future. A one-act play, first presented at the 1987 annual convention of the Western Academy of Management, Universal City, CA.