

July, 2006

NINE YEARS AND COUNTING!

Nine years ago, the National Association of Addiction Treatment Providers initiated a process to provide its members with *information* which was not available from any other source. That process became known as the NAATP Benchmarking Process. Through the years, data has been collected from NAATP members and then arranged in such a way to turn that data into *information* and presented in benchmark format. What began as a one page collection instrument has now grown into a nine page instrument which includes formulas, definitions and the compiled suggestions made by NAATP members during the past nine years.

Throughout the process a core of "data set points" have remained constant which has allowed NAATP to produce some trend line reports on both the aggregate information and trend line reports specific to individual organizations which have responded to the benchmark process. During these nine years there have been two criteria which have remained constant:

- ◆ The information which has been provided has remained confidential, and
- ◆ The results of the benchmark process are only shared with those NAATP organizations that participate in the survey. In other words, if you do not provide your data, you do not get the results.

These two criteria have helped to preserve the integrity of the process as well as the information which is collected and then organized. Each year the information is organized into a number of color graphs, each representing a single data set point. Participants in the process receive a cover letter along with the final product and their "bar number" is identified only to them. Thus you are able to see how you benchmark in all the areas in which you provided information to other NAATP members.

From the single page, "paper and pencil" collection instrument, we have migrated to this moderately sophisticated collection tool which is

now web based and which has definitions embedded within the tool as well as some formulas. The challenge for NAATP will be to refine this collection process so that it is consistent, easy and remarkably similar to other data which is routinely collected by NAATP members. These nine years have taught NAATP a number of very important lessons:

- ◆ NAATP Membership is becoming more diverse and thus the forms and modes of addiction treatment are also more rather than less diverse,
- ◆ We do not have a standard lexicon in terms of definitions. There are regional and other differences in terms of how terms are used and defined.
- ◆ There is not a standard way to talk about or measure the results (outcomes) of addiction treatment.
- ◆ The technical sophistication level among NAATP members varies widely. Thus, the use of web based collection tools has some limits.

All of these have been very important lessons during the past nine years. Nevertheless, a clear and constant affirmation has been to continue the process. Under the leadership of David Hillis, the Benchmark Task Force has reviewed each year's activity and planned for the following year. With the review of the 2006 results and process, it is time to expand the involvement in planning for 2007 and beyond. We need to take a look at:

- ◆ The data that is collected. Do we need to divide the tool into two parts, one being clinical data and the other being administrative/financial data?
- ◆ The collection process...How to ensure that we maximize participation and at the same time be as efficient as possible. How can we make the web based process as easy as possible?
- ◆ The presentation of the information needs to be clear and meet the needs of NAATP member organizations.

In order to do this, we are planning on holding a one day focus group around the NAATP Benchmarking process. We are working out the details in terms of location and date, but would like to hear from you if you are interested in being invited to attend.

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WHEN THE STARS ALIGN, THE LINE DOES NOT ALWAYS LEAD TO NEW LIGHT!

I am not sure if the hot weather which many of you have experienced this summer has affected the thinking of policy makers and public opinion shapers, but something has fried the circuits someplace. Just when I thought that the idea of addiction being a chronic disease needing life long management was gaining some traction, we were flooded this summer with articles and reports running counter to this and other well established principles of addiction treatment.

In case you had not noticed, that all too familiar chorus has raised its voice again suggesting that instead of thinking about recovery or abstinence as an outcome of treatment, we should instead think about reduced drinking or reduced drug use as an acceptable outcome. All of a sudden (well maybe not that sudden) it has become acceptable to champion the cause of "harm reduction" as opposed to treatment.

Under this approach the approach is to demonstrate that helping persons to reduce their drinking and their drug use reduces the amount of harm done to society. So, instead of marshalling our resources to provide long term solutions, we instead look at what will bring some potential reduction of harm "this afternoon". Lost in this approach is the understanding of the individual, the person, the human being with a disease which has robbed their inner core and being of dignity, self worth and the ability to see beyond themselves. Reducing the drinking of an individual may or may not result in reducing harm to society, but it certainly is not about providing recovery to the person suffering with the disease of addiction.

Additionally, another star alignment seems to suggest that there must be a medication available which can be administered to individuals so that either the pleasure they seek from their drug of choice is blocked, or their need for this rush of pleasure is reduced. This summer I have reviewed a number of articles and reports which suggest that by getting addiction treatment into main stream medicine (physician's offices) we can treat significantly more individuals than we are today and it can be done at a lower cost than our system presently incurs. So let's see if I understand this, we administer a medication to an individual much like we administer cholesterol lowering medicine to persons with high cholesterol and then we ignore the part about life style change. What do we do with all the studies which show that cholesterol lowering medication apart from life style changes have very limited affect and impact!

Like I suggested, it has been a very hot summer and maybe some circuits have been fried. But I am not going to hold out much hope that this summer thinking will go away in the fall or any time soon. For fifty plus years, organizations represented by the National Association of Addiction Treatment

Providers and many other organizations have been providing addiction treatment. The lesson learned is not that treatment can be shortened or made easier, but that it needs to be lengthened and that it is more difficult. What has been learned is that individuals, real human beings have this disease and that we cannot marginalize persons with the disease and then expect to develop policies or approaches which value their worth and dignity. Harm Reduction is just another form of marginalizing the individual and not valuing their dignity and worth and value to society. Harm Reduction is more about this afternoon and less about tomorrow. Harm Reduction is more about doing as little as possible. Harm Reduction is not about Recovery!

So, there is a lot of work yet to be done. We need to be as vigilant as possible in not letting harm reduction become some official policy of either the government or of health insurance in their response to this disease. We need to make sure that in all our dealings we continue to be more focused on recovery than even on treatment. It is easy to offer treatment; it is much harder to create an environment in which sustainable recovery is nurtured. We need to be sure that we build into our approaches real measurable and objective ways to monitor this disease throughout the life of the individual in treatment. Managing the disease, one day at a time, one individual at a time, is what has distinguished members of NAATP from other providers of addiction treatment.

The long hot summer will soon give way to a more temperate fall. New stars will align and, just maybe if we stay focused, there will be some new light!



NAATP Benchmarking Focus Group

- ◆ Contact the NAATP Office today if you would like to be invited to this focus group - 717-392-8480 or sanderson@naatp.org
- ◆ Help shape the direction for NAATP Benchmarking for 2007 and beyond
- ◆ Help establish the data that is collected and the format in which it is presented

Initial plans are for this event to be held in late September, 2006.

Make sure your input is part of this review process by participating in this focus group!

The 2nd Annual Art of Recovery Expo Phoenix Convention Center, Phoenix, Arizona September 16, 2006

The Art of Recovery - Dance to the Music of Life Expo is a **FREE** to the public, one-day event offering education, resources and entertainment. It is part of the celebration of National Recovery Month. The Art of Recovery Expo is created to offer positive solutions to people who are currently facing challenges, help prepare those who may have them in the future, and help remove the stigma of addiction and how to have the resources on hand when and if the needs arise. Keynote Speaker: William C. Moyers, VP External Affairs, Hazelden. Free workshops and entertainment. www.artofrecoveryexpo.com

CAREER OPPORTUNITIES

Counseling Manager - Brighton Hospital

A full time Counseling Manager position is open at Brighton Hospital, Michigan's center of excellence in the treatment of substance abuse. Required qualifications include Master in Social Work with certification/licensure; Minimum of five years supervisory experience in the field of substance abuse and manage care. Knowledge of the twelve step programs and demonstrated ability to work in a fast-paced, demanding atmosphere. Interested applicants can send a resume to: Brighton Hospital, Personnel Dept. 102, 12851 E. Grand River, Brighton, MI 48116. or send by fax at 810-227-1869 E.O.E.

Advertising Director - Counselor Magazine

Counselor, The Magazine for Addiction Professionals is seeking a determined, energetic and creative marketing professional to be in charge of ad sales and marketing for our outstanding magazine read by therapists, counselors, social workers and addiction professionals. The candidate should have a successful track record selling space advertising in magazines, print or other media, and be willing to jump into a "hands on" position in which he/she will work closely with the magazine's editor, production department, distance learning group, agencies, clients and company staff. The candidate also will be responsible for working with company management in growing magazine circulation and in looking for opportunities to coordinate sales with our professional conference division. Qualified candidates should have at least 3 years ad sales experience, excellent writing, computer and interpersonal skills, and a college degree. Candidates with experience and contacts in the health market will be preferred. Please send your resume and a letter describing your experience to: S.Muller at stephaniem@hcibooks.com or fax to (954) 570-8506.

TIP 45, DETOXIFICATION AND SUBSTANCE ABUSE TREATMENT

The Substance Abuse and Mental Health Services Administration (SAMHSA) announces the availability of Treatment Improvement Protocol (TIP) 45, *Detoxification and Substance Abuse Treatment*. This TIP provides information about the role of detoxification in the continuum of services for individuals with substance use disorders. It includes pharmacological advances in the management of withdrawal, patient placement procedures, and new issues in the management of detoxification services within comprehensive systems of care.

In addition, this TIP

- Expands on the administrative, legal, and ethical issues commonly encountered in the delivery of detoxification services
- Suggests performance measures for detoxification programs
- Discusses the primary goals of detoxification services and clarifies the distinction between detoxification and substance abuse treatment
- Addresses issues that may affect detoxification and ensuing treatment, including evaluation procedures for patients undergoing detoxification, preparing patients for substance abuse treatment, and providing linkages to other services
- Highlights treatment regimens for specific substances and provides guidance on the medical, nursing, and social services aspects of these treatments
- Presents an overview of special conditions, modifications in protocols, and the use of detoxification medications in patients with co-occurring conditions or disorders

To order your FREE copy of TIP 45, *Detoxification and Substance Abuse Treatment*, contact SAMHSA's National Clearinghouse for Alcohol and Drug Information (NCADI). Ask for publication order number BKD541.

Phone: 800-729-6686 or 301-468-2600
800-487-4889 (TDD hearing impaired)
877-767-8432 (toll free) *Hablamos Español*
Web: www.ncadi.samhsa.gov

Haymarket Center will present the **2006 Autumn Workshop Series** starting on **September 16, 2006, thru November 11, 2006** at Haymarket Center, 124 North Sangamon, **Chicago, Illinois**. Topics include: Tired, Wired, & Mired: A Look At Professional Burnout; What You Need To Know About HIV and Street Drugs; The Latin Population and Substance Abuse In Illinois; DUI Update: 2006; and Vouchers and Recovery. For more information, contact Carol Blyskal at (312) 226-7984 x314 or view our website at www.hcenter.org.

GATEWAY REHAB PRESENTS ANNUAL "THANK YOU" AWARD TO CO-RECIPIENTS

Pittsburgh - Patricia Lightner, district director of the Pennsylvania Board of Probation/Parole Erie District, and Charles R. Barber, director of the Erie County Department of Human Services, received this year's Gateway Rehab "Thank You" award, presented annually to an individual or individuals who have partnered with Gateway Rehab to help overcome obstacles to provide treatment and support for recovery for those affected by chemical dependency. The awards were presented at the annual conference for drug and alcohol treatment professionals held recently at Gateway Rehab's Center Township (Beaver County) location.

In presenting the awards, Jim Aiello, executive vice president of treatment programs at Gateway Rehab, said that the awardees have played pivotal roles in provision of care for individuals with addiction-related problems within the community corrections system in Erie County. "Both Ms. Lightner and Mr. Barber have worked tirelessly to insure that offenders receive needed treatment. Each understands well the relationship between chemical dependency and crime and the importance of treatment in helping to reduce recidivism. The community has benefited tremendously from the efforts of these two dedicated individuals, and Gateway Rehab is proud to partner with them to provide quality treatment to those in need."

Lightner has held her current position since 1999 and is responsible for the supervision of all personnel and management of a comprehensive program of probation and parole in the Erie District. Previously, she worked as the first program director of Gateway Rehab's Erie treatment center, which opened in 1998 largely through her efforts. She has also held positions as a probation officer and supervisor and as an adjunct faculty member at Mercyhurst College in Erie.

A graduate of Mercyhurst College with a B.A. degree in criminal justice and a M.A. degree in administration of justice, Lightner is a member and secretary of the Northwest Council of the Pennsylvania Association of Probation, Parole and Corrections. She was recognized for her achievements in criminal justice with receipt of the Kinnane Criminal Justice Award in 2002.

Since 2004, Barber has overseen the offices of Mental Health, Mental Retardation, Drug and Alcohol, and Children and Youth in Erie County, serving the needs of over 20,000 individuals per year. Prior to his current position, he was warden of the Erie County Prison from 2000-2004 and had served as both chief public defender and warden of the prison for the previous 14 months. He also worked as director of administration for Erie County from 1994-1998, at which time he was appointed chief public defender.

Barber is a graduate of Villanova University with a B.S. degree in accounting. He holds a M.B.A. from Penn State University and earned his law degree from Villanova School of Law.

Gateway Rehab has been presenting the "Thank You" award since 1991. Last year's recipient was Michael G. Phillips, general manager of safety and health at Allegheny Energy, Greensburg, PA.

NAATP Managed Care Tool Kit

The National Association of Addiction Treatment Providers has produced a *Managed Care Tool Kit* which has been available to the membership of NAATP for the past 2 months. The task force which has been working on this project is very interested in getting your response to the tool kit and developing future events and revisions which will make this a more valuable tool.

We would ask that you take a few moments to complete this very brief questionnaire and then fax it back to the NAATP office at **717-392-8481**. Thank you in advance for your assistance with this information gathering process.

Has your organization reviewed the NAATP Managed Care Tool Kit? **Yes** **No**

Using a scale of 1-10 where 1 is low and 10 is high, how helpful has the toolkit been to your organization? _____

What have you found the most helpful with the tool kit?

What have you found that is missing from the tool kit?

NAATP is considering an expanded hands-on training on the tool kit designed for the staffers who work with managed care issues. This day and a half workshop would be an opportunity for professional networking with specific sessions on contracting, etc. It is anticipated that this would occur in October or November of this year.

Do you believe that a day and a half training session on how to maximize the use of the tool kit would be valuable? **Yes** **No**

Would your organization attend such a day and a half training session? **Yes** **No**

How many people might attend from your organization? _____ **Persons**

Suggestions you have on how to maximize the Tool Kit?

Your organizations name _____ (optional)

Fax this form back to the NAATP office at 717-392-8481

2006 NAATP

NEW MEMBERS

MAYFLOWER CENTER, LLC
SAN RAFAEL, CA

GCD + COMPANY, P.C.
KERVILLE, TX

CROSSROADS TREATMENT CENTRE
KELOWNA, CANADA

SUNSHINE COAST HEALTH CENTRE
POWELL RIVER, CANADA

GOOD SAMARITAN CENTER FOR COUNSELING SERVICES
ST. CLAIR, PA

DESERT STAR ADDICTION RECOVERY CENTER
TUCSON, AZ

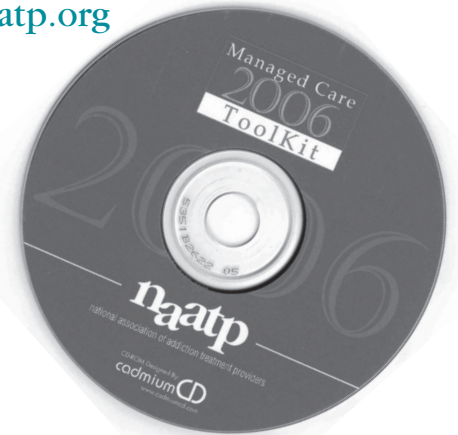
UPDATE

MANAGED CARE

NOW Available!

The NAATP Managed Care ToolKit is now available on CD to all NAATP Members!

Members may contact the NAATP Office for their copy today. 717-392-8480 or Sanderson@naatp.org



2006 SALARY SURVEY

Every two years, the National Association of Addiction Treatment Providers produces a salary survey which contains information on over 35 different job classifications. The results of the survey provide not only a composite summary for each job classification, but also has the information sorted by geographic region, size of organization and organization structure.

Very shortly the 2006 collection instrument will be available! Be sure to watch for announcements on how you can participate in this survey. The survey can be completed on line or by filling out a "paper" copy of the survey. The results will be published in the fourth (4th) quarter of 2006.

WATCH FOR THE INFORMATION ON HOW YOU AND YOUR ORGANIZATION CAN COMPLETE THE 2006 SALARY SURVEY!

* 30th Anniversary *

NAATP will be celebrating its 30th anniversary in 2008!

In anticipation of this, the history of NAATP is being written. **YOU CAN HELP!**

We are looking for any memorabilia such as, brochures, mementoes, pictures, stories or other pieces of history of NAATP which you would be willing to lend to NAATP for this project.



TO CONTRIBUTE TO THIS PROJECT PLEASE CONTACT THE NAATP OFFICE AT 717-392-8480 OR SANDERSON@NAATP.ORG.

NAATP MEMBER

MONTE FENIX

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UPCOMING EVENTS FOR YOUR CALENDER

12th Annual Counseling Skills Conference Special focus on Victimization and Violence, The Brain, Interventions, Pain-Addiction and Domestic Violence and Aging **September 14-16, 2006** at the **Las Vegas Hilton** Call for brochure 800 441 5569

The National Conference on Addiction & Criminal Behavior will be held at the St. Louis Hilton by the Ballpark, **St. Louis, Missouri, September 17-20, 2006.** Approved for 23.5 continuing education units.

For registration information call 800-851-5406 or online at www.gwcinc.com.

The Ben Franklin Institute will hold a Summit For Clinical Excellence, **September 14-17, 2006** in New York. A National Adolescent Conference in Tempe Arizona on **September 28 through October 1, 2006.** A Summit For Clinical Excellence Conference in Scottsdale on **October 27-30, 2006.** For more information call (800)-643-0797 or visit www.BFISummit.com

The **National Association of Addiction Treatment Providers** presents the **South East Conference on Addictive Diseases (SECAD)** in **Atlanta, GA, November 29 - December 1, 2006.** This will be the 31st SECAD! For more information, visit www.naatp.org/secad.

NAATP VISIONS

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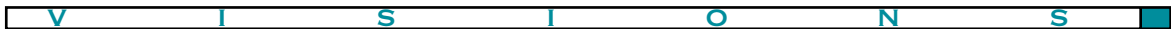
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