

# Curriculum Vitae

Harvey Milkman, PhD.  
14180 W 30<sup>th</sup> Ave.  
Golden, CO 80401

## CURRENT POSITION

Professor, Department of Psychology  
Metropolitan State College of Denver

## EDUCATION

Michigan State University	1972-1974	Ph.D.	(Clinical Psychology)
Michigan State University	1966-1969	M.A.	(Clinical Psychology)
City University of N.Y.	1961-1966	B.S.	(Psychology)
Bellevue Psychiatric Hospital	1969 - 1970		Clinical Internship

## EMPLOYMENT

Clinical Supervisor, *Criminal Conduct and Substance Abuse Treatment*, 1996 – Present.  
Responsible for the training and supervision of counselors in Colorado and nationwide to deliver cognitive – behavioral treatment to substance abusing offenders. Areas of training include: Impaired Driving Offenders; Adolescent Criminal Conduct and Substance Abuse; Female Substance Abusing Offenders; Adult Substance Abusing Offenders.

Clinical Director, *Project Self Discovery, Artistic Alternatives for High Risk Youth*, 1992 - 2002.  
Duties: Individual and group supervision with artistic and clinical staff; group therapy with emotionally/behaviorally disturbed adolescents (15-18); staff development; research supervision; individual and family counseling; data interpretation and report writing.

Psychologist; South East Metropolitan Board of Cooperative Services, Englewood, Colorado, Sept. 1977 - Jan. 1979. Director - Charles Wainwright. Duties: individual and group therapy with emotionally/behaviorally disturbed children, ages 9-16; staff development; psychometric testing, family counseling.

Psychologist; Drug Team Leader; Boulder Mental Health Center, Boulder, Colorado, Oct. 1973 - July 1974. Director - Ed Van Natta. Duties: community lectures on drug use and abuse, individual therapy with young abusers of cocaine, family consultations regarding marijuana and its implications in adolescent development, crisis work.

Psychologist; Program Specialist; Comprehensive Drug Treatment Program, Lansing, Michigan, Oct. 1972 - Sept. 1973. Director - Robert Townley. Duties: supervision and consultation for methadone program, full-time psychologist in "House of Commons" (a residential treatment center for substance abusers), conducted confrontation therapy sessions twice daily and on emergency basis, individual therapy, used video in setting goals and forming treatment contracts.

Psychologist; Brooklyn Methodist Hospital, Brooklyn, New York. Jan. 1971 - Feb. 1972.  
Supervisor - Arik Brissenden, M.D. Duties: Psychometric testing, individual and group therapy with inpatient population.

## SCHOLARSHIP, CREATIVE ACTIVITIES

### Publications

#### Books

*Craving for Ecstasy & Natural Highs: A Positive Approach to Mood Alteration* (Milkman, H. & Sunderwirth, S. Sage Publications Inc, 2010)

*Criminal Conduct and Substance Abuse Treatment for Women in Correctional Settings: Adjunct Provider's Guide* (Milkman, H., Wanberg, K. & Gagliardi, B, Sage Publications Inc , 2008)

*Pathways to Self-Discovery and Change: Criminal Conduct and Substance Abuse Treatment for Adolescents: Provider's Guide and Participant's Workbook*; Milkman, H., and Wanberg, K. Ph.D., Sage Publications, Inc., 2005

*Driving With CARE: Alcohol, Other Drugs and Driving Safety Education and Treatment: Strategies for Responsible Living and Change - Level I & II Education, Level II Treatment and The Provider's Guide*; Wanberg, K., Milkman, H., and Timken, K.; Sage Publications, Inc. (2006).

*Criminal Conduct and Substance Abuse Treatment: Strategies for Self-Improvement and Change - A Cognitive Behavioral Approach for Treatment of the Substance Abusing Offender (Provider's Manual and Participant's Workbook)*, Wanberg, K., and Milkman, H. Sage Publications, Inc., Thousand Oaks, CA., 1998; 2006; 2008.

*Project Self Discovery: Artistic Alternatives for High Risk Youth*, Milkman, H., Wanberg, K., and Robinson, Cleo Parker. Clinical Psychology Publishing Company, Inc., Brandon, VT, 1996.

*Pathways to Pleasure: The Consciousness and Chemistry of Optimal Living*, Milkman, H. and Sunderwirth, S. Lexington Books, Lexington, MA, 1993.

*Treatment Choices for Alcoholism and Substance Abuse*, edited by Milkman, H. and Sederer, L. Lexington Books, Lexington, MA, 1990.

*Adolescent Substance Abuse*, edited by Milkman, H., Center for Interdisciplinary Studies, Denver, Colorado, 1990.

*Study Manual for Substance Abuse: Causes, Consequences and Treatment Choices*, a Videotape Training System. Produced by the Center for Interdisciplinary Studies, Denver, Colorado, H. Milkman, Director.

*Craving for Ecstasy: The Consciousness and Chemistry of Escape*, Milkman, H. and Sunderwirth, S. Lexington Books, Lexington, MA, 1987.

*The Addictions: Multidisciplinary Treatments and Perspectives*, edited by Milkman, H. and H. Shaffer. Lexington Books, Lexington, MA, 1985.

*Counseling: A Self-Instructional Programmed Course.* Developed under a joint grant from the Western Area Alcohol Education and Training Program, Grant #750608; The National Institution of Alcohol Abuse and Alcoholism and The National Institute of Drug Abuse, with Nancy Halliday. Copyright 1976, Barbee Associates.

*Interviewing (Process, Content, Decision): A Self-Instructional Programmed Course.* Developed under a joint grant from the Western Area Alcohol Education Institute on Drug Abuse, with Nancy Halliday. Copyright 1976, Barbee Associates.

### Book Chapters

"*The User's Drug of Choice*," with William Frosch, M.D., The Broad Scope of Ego Function Assessment, edited by Leopold Bellak, M.D. and Lisa Goldsmith, Ph.D., April 30, 1984. John Wiley and Sons, New York, pp. 251-267.

"*Addiction Relapse*," with Scott Weiner and Stanley Sunderwirth, Ph.D., in The Addictive Behaviors, Shaffer, H. and B. Stimmel, editors, 1984. The Haworth Press, New York, pp. 119-134.

"*Theory of Drug Preference*," with William Frosch, M.D., in Lettieri, D.J., M. Sayers, and H.W. Pearson, eds. Theories on Drug Abuse: Selected Contemporary Perspectives. National Institute on Drug Abuse Research Monograph 30. DHHS Pub. No. (ADM) 80-967. Washington, D.C.: Supt. of Docs., U.S. Govt. Print. Off. 1980.

### Book Reviews

Kramer, S. 1994, *Listening to Prozac*, Journal of Orthopsychiatry, Sept. 1995. reviewed by S. Sunderwirth and H. Milkman

Sidney Cohen, *The Chemical Brain: The Neurochemistry of Addictive Disorders*. Vol. 20, No. 4, 1988. Journal of Psychoactive Drugs. Reviewed by H. Milkman and S. Sunderwirth

Barry E. Stimmel (ed.) *Psychosocial Constructs of Alcoholism and Substance Abuse*; in "Advances on Alcohol and Substance Abuse." Vol. 2, No. 4, 1984; Bulletin Society of Psychologists in Addictive Behaviors. Reviewed by H. Milkman

### Refereed Publications

"*Criminal Conduct and Substance Abuse Treatment: Strategies for Self-Improvement and Change*," Wanberg, K., and Milkman, H. The ICCA Journal on Community Corrections, - Featuring Cognitive Behavioral Programming, April, 2001

"*Better Than Dope*," Keeping Kids off Drugs, Psychology Today, Sussex Publishers, March/April, 2001

"*Criminal Conduct and Substance Abuse Treatment*," co-authored with Kenneth Wanberg in Best Practices: Excellence in Corrections, American Correctional Association, Edward E. Rhyne, Editor, pp. 431-440, 1998; May, 2001.

"*Project Self Discovery: Community Support for High Risk Youth*," a Project of the Cleo Parker Robinson Dance Theatre," Harvey Milkman, Ph.D., Kenneth Wanberg, Ph.D., and Cleo Parker Robinson. The Prevention Pipeline; Center for Substance Abuse Prevention (May/June 1995), 9-12.

"*Nostrum for the Nineties*," Stanley G. Sunderwirth and Harvey Milkman, Readings: A Journal of Reviews and Commentary in Mental Health, 9(3), Sept. 1994.

"*Remedies for Alcoholism and Substance Abuse; an Overview*," Harvey Milkman, Ph.D., Drug and Alcohol Review (1991), 10, 63-74.

"*Behavioral and Neurochemical Commonalities in Addiction*," S. Sunderwirth, Ph.D. and H. Milkman, Ph.D., Contemporary Family Therapy, 13(5), Oct. 1991.

"*The Chemistry of Craving*," with Stanley Sunderwirth, Ph.D., Psychology Today, October, 1983.

"*Addictive Processes*," with Stanley Sunderwirth, Ph.D., Journal of Psychoactive Drugs, July - Sept. 1982.

"*An Innovative Approach to Methadone Detoxification*," International Journal of the Addictions, Vol. 15, No. 9, 1980.

"*Addictive Processes: An Introductory Formulation*," Street Pharmacologist, Vol. II, No. 4, Sept. - Oct. 1979.

"*Co-Treatment of Groups of Differentiated Substance Abusers*," with George Burke, III. Proceedings of National Drug Abuse Conference; Seattle, Washington, 1978.

"*A Paradigm for Drug Personnel*," with Nancy Halliday. Drug Program Review, Vol. 6, No. 1, April 1978.

"*Ego Functions and Drug Use*," with William Frosch, M.D., National Institute on Drug Abuse. Research Monograph #12; edited by Jack Blaine, M.D., May 1977.

"*The User's Drug of Choice*," with William Frosch, M.D., Journal of Psychedelic Drugs, Vol. 9, No. 1, 1977.

"*Arise: An Alternative to Drug Use*," National Drug Abuse Conference, 1976. Proceedings, edited by A. Schechter and H. Alksne.

"*On the Preferential Abuse of Heroin and Amphetamines*," The Journal of Nervous and Mental Disease, 156:4, 242-248. April 1973, With William A. Frosch, M.D.

"*Rorschach Responses and Readiness to Admit Problems*," British Journal of Projective Psychology, 17:1, 29-32. June 1972, with B. Beit-Hallahmi and J. Crowder.

## Refereed Presentations

July 3-6, 2004

*Winter School in the Sun: Criminal Conduct and Substance Abuse Treatment for Adolescents, Brisbane and Townsville, AU*

July 2-5, 2001

*Winter School in the Sun: Lifestyle, Values and Substance Abuse, Brisbane Australia - Driving with Care; Better Than Dope.*

March 6, 1998.

The Cambridge Hospital Affiliated With Harvard Medical School: Keynote address at the 21st Annual Treating the Addictions Conference: *Project Self Discovery and Natural Highs: Artistic Alternatives to Teenage Drug Abuse, Crime and Violence.*

July, 3, 1998

*Winter School in the Sun, Brisbane Australia, Plenary Address, Criminal Conduct and Substance Abuse Treatment.*

July 7-12, 1996

IDEA '96: Second World Congress of Drama/Theatre and Education, Brisbane, Australia  
Presentation: "Project Self Discovery: Artistic Alternatives for High Risk Youth."

July 10-14, 1995

Dealing with Drugs: Ethics, Economics and Efficiency, Brisbane, Australia  
Presentation: "Project Self Discovery: Artistic Alternatives for High Risk Youth."

July 3 - 7, 1989 -

Keynote presentation at "Winter School in the Sun: An International Conference - Lifestyles, Culture and Drugs."

Workshop: "Treatment Choices for Alcohol and Drug Abuse."

Workshop: "Adolescent Substance Abuse."

## Research and Grants

*Cognitive-Behavioral Treatment: A Review and Discussion for Corrections Professionals, Milkman, H. and Wanberg, K., National Institute of Corrections, May 2007. www.nicic.org*

*Evaluation Report for The Colorado Alcohol And Drug Abuse Division: Criminal Conduct And Substance Abuse Treatment: Strategies for Self-Improvement and Change, Wanberg, K., and Milkman, H., Center for Interdisciplinary Studies, 2002*

*Project Self Discovery: Artistic Alternatives to Teenage Drug Abuse, Crime and Violence. Principal Investigator, 1992-2002.*

*Strategies for Self Improvement and Change: A Cognitive-Behavioral Approach for Treating the Substance Abusing Offender, 1995 - 1998.*

*Idaho Substance Abuse Training Package*, Task Analysis of Treatment Expertise in Idaho, Oregon, Wyoming. Dec. 1975 - Dec. 1976. Director - David Barbee, Ph.D.

Ph.D.Thesis: "*Quantitative Analysis and Clinical Impressions of Ego Functioning in Preferential Abusers of Heroin and Amphetamine*," Dissertation Chairman - Gary Stollack, Ph.D., January, 1974.

Bellevue Psychiatric Hospital, "*Preferential Abuse of Heroin or Amphetamine*," Supervisor - William Frosch, M.D., Sept. 1970 - Sept. 1972.

M.A.: "*Dogmatism and Self-Ideal Discrepancy as Related to Attraction to a Therapeutic Situation*," Dissertation Chairman - Norman Abeles, Ph.D., 1969.

## SERVICE

### Department

Served as a steering committee member for the Annual *Department of Psychology Undergraduate Research Conference* at Metropolitan State College of Denver (2005-2007):

- Coordinated publication of student abstracts with *Colorado Psychological Association*
- Coordinated arrangements to Keynote Speaker for *10<sup>th</sup> Annual Undergraduate Psychology Research Conference* – Gudberg Jonsson

Arranged for the symposiums by Dr. Gudberg Jonsson

- *The Human Performance and Sport Department* will sponsor a 2-hour colloquium by Dr. Jonsson on "*Improving Outcomes by Analyzing Hidden Patterns within Team and Individual Sports*."
- *The Department of Human Services* will sponsor a 1.5-hour colloquium on "*Improving Counseling Outcomes by Recognizing Hidden Patterns of Conflict and Misunderstanding*."
- *The Athletic Department* will host a 2-hour colloquium for MSCD athletic coaches on "*Using Pattern Analysis to Improve Coaching Outcomes*."

Coordinated arrangements to Keynote Speaker for *8<sup>th</sup> Annual Undergraduate Psychology Research Conference* – Joanne Greenberg, author *I Never Promised You a Rose Garden*

Coordinated arrangements to Keynote Speaker for *5<sup>th</sup> Annual Undergraduate Psychology Research Conference* – Norman Abeles, *President American Psychological Association*

Served as Chair of the Department *Promotion and Retention Committee* (2005)

Served on departmental search committees for hiring new faculty in social and clinical specialty areas.

## College

Provided on-going consultation with local media including TV and radio regarding the broad scope of addictive behaviors.

Arranged for the 1997 bi-lingual presentation of the play *Roshomon*, to the College Community in concert with a lecture series on Peruvian culture and art to local high schools with high proportions of Spanish speaking students.

## Community

Provided on-going consultation on the development and implementation of *Driving With CARE* an intervention and treatment program for impaired driving offenders, delivered to an annual population of approximately 30,000 DWI offenders Statewide (2005-present).

Provided statewide support to alcohol or other drug treatment programs on implementing *Pathways to Self-Discovery and Change: Criminal Conduct and Substance Abuse Treatment* (2005-present).

Developed models for gender-focused treatment of judicial clients with a history of substance abuse and criminal conduct, used throughout Colorado and other states.

### Conference Directorships:

**Criminal Conduct and Substance Abuse Treatment for Adolescents: Pathways to Self-Discovery and Change;** Denver, CO. May 2005; Sponsored by The Colorado Alcohol and Drug Abuse Division

**Criminal Conduct and Substance Abuse Treatment: Strategies for Self-Improvement and Change.** Sponsored by the National Institute of Corrections and Colorado Department of Public Safety, Division of Criminal Justice; September, 1996

**Creative Promise.** With the Colorado Department of Education, Denver, Colorado, December 10, 1991.

**Substance Abuse and Mental Disorder: Concurrent Illness.** Sponsored by Charter Hospital of Denver and the Alcohol and Drug Abuse Division, Colorado Department of Health, Denver, Colorado, March 2-3, 1990.

**Adolescent Substance Abuse: Assessment, Treatment, Evaluation.** Sponsored by Colorado Alcohol and Drug Abuse Division, The Colorado Trust and Bethesda PsychHealth System; Denver, Colorado, June 22-23, 1989.

**Prescriptive Treatment for Alcoholism and Substance Abuse.** Sponsored by Parkside Lodge of Colorado and Colorado Alcohol and Drug Abuse Division, Denver, Colorado, March 3-4 and March 11 and 18, 1989.

**Natural Highs: New Directions for Individual, Family and Community Well-Being.** Sponsored by the Colorado Alcohol and Drug Abuse Division, in association with the Colorado Department of Education, Boulder, Colorado, Sept. 16-18, 1988.

**Treatment Choices in Substance Abuse.** Sponsored by the Colorado Department of Health, Denver, Colorado, June 3-4, 1988.

**Say Yes to Natural Highs: A Conference on New Directions.** Sponsored by the Colorado Alcohol and Drug Abuse Division, Boulder, Colorado, October 3-5, 1987.

**Sojourn: The Consciousness and Chemistry of Escape,** with Stanley Sunderwirth, Ph.D. Sponsored by Esalen Institute, Big Sur, CA, June 28-30, 1985.

**Children of Disturbing Circumstances.** Co-sponsored by The Colorado Division of Mental Health and Metropolitan State College, Denver, Colorado, Sept. 14-15, 1984.

**The Schizophrenias.** Co-sponsored by The Colorado Division of Mental Health, and Metropolitan State College, Denver, Colorado, April 7, 1984.

**The Addictions: An Interdisciplinary Synthesis of Concepts and Treatments.** Oct. 28-29, 1983. Co-sponsored by The Cambridge Hospital Department of Psychiatry, Harvard Medical School, and Metropolitan State College, Denver, Colorado.

## Professional Organizations

Member: Society of Psychologists in Addictive Behaviors

Member: Advisory Board of the American Academy of Health Care Providers in the Addictive Disorders, Inc.

License: Psychologist, by Colorado State Board of Psychologist Examiners

Adjunct Faculty: Assistant Clinical Professor, Department of Psychiatry, University of Colorado Health Sciences Center, June 1976 - 1990

## Consulting Positions

### AUSTRALIA

July 15-20, 2009

*Western Australia Department of Corrective Services, Criminal Conduct and Substance Abuse Treatment: Strategies for Self-Improvement and Change*

July 19 - 20, 1989 -

Consultation with Department of Health and Community Services, Darwin, Australia.



July 15 - 17, 1989 -

Alice Springs, Northern Territory, Australia.

Full Day Workshop: "Treatment Choices for Alcoholism and Substance Abuse."

July 10 - 12, 1989 -

Rockhampton, Queensland, Australia; Maryborough, Queensland, Australia.

Two 1/2 day Workshops: "Treatment Choices for Alcohol and Drug Abuse" and  
"Adolescent Substance Abuse."

July 30 - 31, 1988 -

Consultation with Department of Health and Community Services, Northern Territory, Australia.

July 15, 1988 -

Full day workshop, "Substance Abuse: Causes, Consequences, and Treatment Choices." Byron Bay.

June 26 - July 1, 1988 -

Plenary presentations at "Winter School in the Sun: An International Conference - Drugs, Society and Leisure." Brisbane, Australia.

Presentation: "Natural Highs: New Directions for Individuals, Family and Community Well-Being."

Presentation: "Controlled Drinking - U.S. Perspective."

Workshop: "Contemporary Treatments for Substance Abuse."

## BRAZIL

March 15 - 30, 1987 -

Brasilia, Cuiaba, Salvador, Rio de Janeiro. Ampart representative for United States Information Agency - Spoke extensively on prevention and treatment of addictive behaviors.

## ICELAND

July 2008 –

*University of Reykjavik* – Craving for Ecstasy and Natural Highs

July 2007 –

*University of Iceland* – The Cognitive-Behavioral Revolution

July 2004 -

*Scandinavian Ministerial Committee on Narcotics* – Denmark, Iceland, Finland, Norway, Sweden:  
*Criminal Conduct and Substance Abuse Treatment for Adolescents*

June 20-22, 1991 -

Conference on "Natural Highs: Well-Being without Intoxication"

Keynote presentation: "Natural Highs: Taking Charge of Pleasure"

Presentation: "Nurturing the Healthy Child"

June 29 -30, 1989 -

Consultation with Government Collaborative Committee on Drug Abuse (including representatives of Ministries of Justice and Health).

Presentations to audience of government officials:

"Substance Abuse: Causes, Consequences, Treatments."

"Preventing Addiction: A Multidisciplinary Approach."

"Training Substance Abuse Counselors."

## MALAYSIA AND BRUNEI

April 18, 1986 -

Registrar's Lecture Series. Universiti Kebangsaan Malaysia.

Presentation: "Stress at the Work Place."

April 15, 1986 -

Diploma Students' Annual Conference. Universiti Kebangsaan Malaysia.

Presentation: "Training Substance Abuse Counselors."

March 15, 1986 -

Opening of Anti-Drug Campaign in Brunei.

Presentation: "Plenary Address: 'Preventing Addiction: A Multidisciplinary Educational Approach.'"

January 21, 1986 -

Second National Congress on Alcoholism. "Alcoholism, a Manageable Disease." Organized by: Pusat Anti Alkoholik Malaysia.

Presentation: "The Great Psychiatric Tavern."

November 14 - 16, 1985 -

An Addiction Workshop: Organized by Pusat Kerjaya and Kaunseling ITM.

Presentation: "Sojourn: The Consciousness and Chemistry of Escape."

October 26 - 27, 1985 -

National Conference on the Involvement of Parents in Drug Abuse Prevention; at the Putra World Trade Centre.

Presentation: "Addiction: Multidisciplinary Perspectives."

September 23 - 24, 1985 -

Workshop producing Basic Materials of Education on Prevention of Drug Abuse for Teacher's Training Colleges. at Institut Pengurusan Pendidikan Negara, Genting Highland, Pahang.

Presentation: "Addiction: Theory and Practice."

September 14, 1985 -

Seminar on Family Therapy: Towards a Happier Family Life. Coordinated by Tasek Wang Sdn. Bhd.

Presentation: "Stress and Stressors in the Family."

## THE NETHERLANDS

June 25 - 28, 1989 -

Conference on "Drug Abuse Research and Policy: A Dutch-American Debate."  
Presentation: "New Forms of Addictions, New Forms of Treatment."

## PERU

August 6-10, 1996

Beyond Drugs and Alcohol: Healthy Pleasures. With Stanley Sunderwirth, Ph.D. Sponsored by Our Cultural Center, Museum of the Nation, Lima, Peru.

## TURKEY

May 30, 1991 -

Ankara University, Faculty of Medicine. Ankara.

Presentation: "Assessment and Treatment Planning for Alcohol and Substance Abusers."

May 29, 1991 -

Hacettepe University. Ankara.

Presentation: "Comprehensive Community Prevention for Alcohol and Substance Abuse."

May 28, 1991 -

Marmara University. Istanbul

Presentation: "Assessment and Treatment Planning for Alcohol and Substance Abusers."

## YUGOSLAVIA

May 24, 1991 -

Institute for Substance Abuse. Belgrade.

Presentation: "Treatment Choices for Alcoholism and Substance Abuse,"

Presentation: "Craving for Ecstasy: The Consciousness and Chemistry of Escape"

Presentation: "Comprehensive Community Prevention of Alcohol and Substance Abuse."

May 23, 1991 -

Clinic Doctor Nedo Zec. Sarajevo. Sponsored by the United States Information Agency

Presentation: "Treatment Choices of Alcoholism and Substance Abuse."

## **HONORS AND AWARDS**

Certificate of Merit: Governor's Award for Outstanding Community Service, Communities for a Drug-Free Colorado, Oct. 1, 1988.

Fulbright-Hays Lectureship Award: Ten-month award beginning July 1985. To advise and instruct about addiction from a multidisciplinary perspective at the Universiti Kebangsaan (National University), Malaysia.

Sabbatical Year: Sept. 1980 - June 1981; Addiction in the Third World. Travel through Africa, India, Nepal, Burma, Thailand, Malaysia, Singapore, Indonesia, Hong Kong, China.

### **National Media Citations**

Scientific American The Mind. New and Notable: *Craving for Ecstasy and Natural Highs*,  
March/April, 2010

"*Better Than Dope*," by Harvey Milkman, Ph.D., Psychology Today, May 2001.

"As Addiction Medicine Gains, Experts Debate What It Should Cover," Daniel Goleman, The New York Times, Mar. 31, 1992, p. B6.

"*America's Addiction to Addiction*," Art Levine, U.S. News & World Report, Feb. 5, 1990, p. 62.

"*Behavior: Do people get hooked on sex?*" Barbara Dolan, Time, June 4, 1990, p. 72.

"*Addicted to endorphins?*" Sarah Hoying, Self, August, 1990, p. 58.