

# CIPSRT

Canadian Institute for Public Safety  
Research and Treatment



# ICRTSP

Institut canadien de recherche et  
de traitement en sécurité publique

## Seeking Post-Doctoral Fellows

### Supervision and Research Team

R. Nicholas Carleton, Ph.D., is a Professor of Clinical Psychology, a registered doctoral clinical psychologist in Saskatchewan, and is currently the Scientific Director for the Canadian Institute for Public Safety Research and Treatment (CIPSRT). For more information, please visit: <https://www.cipsrt-icrtsp.ca>.

Dr. Carleton is funded by the Canadian Institutes of Health Research (CIHR). To learn more about Dr. Carleton, his research and publications, please visit: <http://aibl.ca/dr-carleton/>. The post-doctoral fellowships are funded by the CIHR and CIPSRT consortium.

Scientific leadership at CIPSRT is provided by the Scientific Directorate composed of a multi-disciplinary team of Canadian researchers who provide strategic leadership for CIPSRT.

### Accredited Clinical Program

The University of Regina ([www.uregina.ca](http://www.uregina.ca)) Clinical Psychology Program has been fully accredited by the Canadian Psychological Association (CPA) since the 2003-2004 academic year. During our February 2015 CPA site-visit, our program was re-accredited for seven years; until the 2021-2022 academic year. Information regarding CPA accreditation can be obtained by contacting the CPA Accreditation Office.

### Position Requirement

The post-doctoral researcher will primarily be assigned to work with one of the programs described below. In addition, the post-doctoral researcher will be involved with planning, development, and conducting of other analytical studies using survey, census, administrative data, linked data or micro-simulation models. She/he applies psychological, social, health, or economic theory or frameworks to the analysis of statistical data and applies statistical techniques using statistical software or micro-simulation models. She/he writes and presents research results to a wide audience including the general public, academics and policy makers. She/he provides subject-matter expertise and/or statistical expertise.

Competitive applicants will have completed, or will imminently be completing, a doctoral degree in clinical, educational, counselling, or experimental psychology. Preference will be given to applicants with a history of successful peer-reviewed publications, conference presentations, and competitive funding.

### For more information

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CIHR  
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Health Research  
Instituts de recherche  
en santé du Canada



University  
of Regina

### **Evaluating Critical Incident Management and Peer Support Programs for Public Safety Personnel**

Public Safety Personnel (PSP) are regularly exposed to potentially traumatic events that may contribute to their high rates of mental health disorders (44.5%). The frequent exposures and the mental health challenges have led many agencies to provide programming intended to help support PSP mental health; specifically, critical incident stress management and debriefing, psychological first aid, peer support, and other related intervention and education programs. Unfortunately, there is confusion and debate about such programs because of the limited research available on their effectiveness and the growing diversity of available programs. Further, many of these programs are provided at significant financial cost to the public. The proposed research is designed to catalogue current programs, compare and contrast the program content, and provide objective guidance for PSP leaders, program providers, and PSP. The research will build on the "Blue Paper" review of such programs using a mixed-methods approach, starting with an environmental scan of available programs and an objective analysis of the program content. Program providers will be interviewed to ensure the program content, overlap, and diversity have been fully captured by the research team. The program providers and an independent panel of mental health experts will then evaluate the components of each program. The interviews, panels, and evaluations will be recorded and analyzed by the research team to develop a clear and comprehensive description of the available programs, their components, and the perceived importance of each component based on participant expertise. The results will provide much-needed clarity for PSP leaders and policy-makers about the relative similarities and differences of available programs. The results will also provide the foundation for future research directly comparing program effectiveness, leading to evidence-based best practices for mitigating mental health injuries among PSP.

### **Research 101 for Public Safety Personnel: Course Development and Pilot Testing**

Public Safety Personnel (PSP) members and leadership are faced with increasingly challenging decisions when trying to better support mental health. Prevention, intervention, and treatment options for mental health injuries for PSP are proliferating; unfortunately, there is considerable confusion and debate about such options because of the limited available research, much of which is insufficiently accessible to non-academics. PSP members and leaders increasingly report being bombarded with requests for research participation, offers of treatments or training programs, and requests to comment on or make decisions regarding established and novel interventions to support PSP mental health. The proposed project will design a training program tailored to provide PSP with skills to access, assess, interpret, and evaluate health research. The program will also provide PSP with skills to maximize their effectiveness when engaging with researchers and practitioners. The training will be developed collaboratively with PSP, academics, and clinicians, who will work together to build an economically, logistically, and geographically accessible online training program that provides training in diverse research skills. The training will be pilot tested by a sample of 30 PSP leaders who will be tested on their critical appraisal skills and comprehension of fundamental research concepts before and after the training, and invited to provide feedback for ongoing improvements to the program. The resulting program is expected to help better equip PSP to engage with all aspects of mental health research and practice; will support their efforts to implement evidence-based prevention, intervention, and treatment programs; and will enable mobilization of research to increase evidence-based mental health awareness, reduce stigma, and increase mental health literacy. The increased capacity will accelerate progress towards building better health solutions specific to the unique needs of PSP.

### **Supporting Public Safety Personnel Mental Health Using Existing Data**

"Public Safety Personnel" (PSP) refers to diverse professions such as policing, corrections, firefighting, and paramedicine. PSP are at elevated risk for experiencing potentially traumatic events, which can, in turn, lead to the development of mental health injuries and disorders, including but not limited to posttraumatic stress disorder. Many media reports have recently been published about the mental health risks for PSP. The June 4, 2014 Moncton shootings were a particularly poignant example of a potential traumatic event for RCMP and other PSP across Canada and raised concerns about the physical and mental health and safety of all PSP. A galvanizing Global News article published the following month, titled, "13 first responders, 13 suicides, 10 weeks" brought the urgent PSP mental health crisis to the general public. On January 29, 2016, the Ministry of Public Safety and the University of Regina hosted a National Roundtable on Posttraumatic Stress Disorder and other mental health disorders affecting PSP. One of the initiatives to come out of this discussion was the creation of a pan-Canadian PSP survey that was administered in 2016/2017. The eight publications to date represent only a small portion of the potential from the dataset and yet the results have already had an impact, demonstrating a need for pervasive change, inspiring national conversations, and influencing the 2018 Federal budget to better support PSP health. The proposed research program will fund graduate students and researchers who can then dedicate time to understanding the extremely valuable information in the dataset provided by the more than 8,000 PSP who took the pan-Canadian PSP survey; in addition, the funding will ensure the associated publications are made open-access and available to all PSP stakeholders, including PSP leaders across Canada. The proposed research program will also aid all stakeholders in identifying and advocating for the next best steps for future PSP research.