



JOURNEY

News and Research from Florida Tech's Schools of Psychology & Behavior Analysis



Dispatch from the Dean

Lisa A. Steelman, Ph.D.

It has been said that the only impossible journey is one you never begin. In the Schools of Psychology and Behavior Analysis, the students, faculty and staff witness and participate in journeys every day. Some journeys are relatively smaller such as getting a good grade on an exam. Some journeys are larger and involve completing a research project, helping a client or advising a student through to successful degree completion. All journeys are important. Everyone's individual journey is meaningful. And together our group journey on this planet is unrivaled.

As the new dean of the College of Psychology and Liberal Arts (known as CoPLA), it is my vision to enable each

and every journey in our college. A dean should not take a journey for someone nor even tag along for the ride. Rather, a dean should clear the path and then step aside so individual journeys can be fulfilled. A dean should also provide mechanisms for the many diverse paths to come together to form a greater whole. By working together, we will achieve even greater success. We will develop interdisciplinary solutions to pressing problems. We will create innovations in education that propel students into satisfying careers. We will proudly serve our communities, professions and society. Working in unity, as one CoPLA, we continue our journey, relentless!

“By working together, we will achieve even greater success. We will develop interdisciplinary solutions to pressing problems. We will create innovations in education that propel students into satisfying careers.”



PSYCHOLOGY SCIENCE MINUTE

The Psychology Science Minute, developed by Professor Emerita Juanita Baker, shares one-minute-long summaries of current psychological science research and its importance to life, relationships, work, well-being and personal joy. Psychology graduate student Shannon Cantalupo reads them to air twice a day during drive times on WFIT radio, and they will soon be produced as podcasts, coming to a smartphone near you.

Psychology Science Minute #358 Language & Children

By Shannon Cantalupo, B.S.

Are there critical periods when children develop language skills and thus future potential? Psychologists studied whether verbal interactions during infancy and toddlerhood can impact later intellectual skills.

For six months, researchers made day-long audio recordings of 150 infants ages 2 to 36 months. They assessed the adult word exposure, child vocalization and turn-taking interactions. Ten years later, at ages 9 to 14, the researchers assessed the children's language and cognitive skills.

Results? Particularly for infants between 18 and 24 months, those who had greater conversational back and forth exchanges and exposure to a more varied vocabulary showed the greatest increase in IQ, verbal comprehension and receptive and expressive vocabulary. Early talk and interactions with toddlers are beneficial for later school-age children's language and cognitive skills; thus, school success.

So, let's talk, read to them, play word games, rhyme, joke and interact verbally with young children. Talk with them about the world, what you are thinking, doing, feeling and caring about. Ask them questions and answer theirs in detail. Have fun! Engage and talk with them at a young age, especially between 18 to 24 months, as this is a critical time to enrich their skills later on!

Reference: Gilkerson, J., Richards, J. A., Warren, S. F., Oller K., Russo, R., & Vohr, B. (2018). Language experience in the second year of life and language outcomes in late childhood. *Pediatrics*, 142(4), 1-13.

PROCTOR WINS INAUGURAL COPLA FACULTY RESEARCH GRANT



“Comparative psychologists study animals in an effort to learn more about the similarities and differences in behavior and cognition across species. Soon I will be able to tell you more about how spider monkeys make risky decisions.”

Comparative psychologists study animals in an effort to learn more about the similarities and differences in behavior and cognition across species. We try to conduct research as similarly as possible across animals, so that one species does not have an unfair advantage over another.

As a recipient of the 2018 CoPLA Faculty Research Grant, I set out to explore decision-making and planning abilities in spider monkeys (*Ateles geoffroyi*) at the Brevard Zoo. I planned three experiments, all of which were based on previous research with monkeys. Because of this, I thought the procedures would be well suited to spider monkeys and allow me to make direct comparisons to other primates.

One experiment is on preferences for risk-taking in a gambling scenario. I previously ran this study with capuchin monkeys (*Sapajus apella*), and our current data collection is proceeding very similarly. Soon I will be able to tell you more about how spider monkeys make risky decisions.

However, the other two projects have run into unexpected challenges. When planning these tasks, I neglected to consider a strange trait of spider monkeys—they are one of the only primates that don't have thumbs. Instead, they evolved long fingers that are better for hooking around branches as they swing from tree to tree. They also have an incredibly strong and dexterous tail that can grasp even the tiniest pieces of food. In my research, this means that they are struggling to interact with equipment that was designed to be manipulated by hands with thumbs. Because of this physiological trait, it is now impossible for me to test them in exactly the same way as other primates. Creative modification of these tasks is required! The trick is, it needs to be appropriate for spider monkeys without giving them an advantage or disadvantage compared to the other monkeys. For example, maybe I will design tasks they could accomplish with their tail, rather than their hands. This could spawn an entirely new line of research into tail cognition!

A Visit with Vida Tyc

By Kelly Chilson, Clinical Psychology Program

Vida Tyc is a professor of clinical psychology and the Health First chair in community health. Her research interests are longstanding, beginning during her time as an intern and postdoctoral fellow at Brown University and her employment at St. Jude Children's Research Hospital in Memphis, Tennessee. During her training, Dr. Tyc witnessed firsthand that children diagnosed with cancer were exposed to parent secondhand tobacco smoke and has since been passionate researching the dangers of secondhand smoke in pediatric medically vulnerable populations. Dr. Tyc explained that when she became interested in this topic, it was an area of research that was largely untapped, and she took pride in carving her own pathway to answering her research questions and cultivating change around this topic.

Dr. Tyc has received multiple grants to fund her research in the area of tobacco control, prevention and cessation. She received a large National Institutes of Health (NIH) RO1 research grant for the purpose of designing an intervention to teach parents strategies to reduce smoking tobacco around their children.

"This was the study that launched my career," Dr. Tyc said. She then expanded her research to other medically vulnerable populations including pediatric asthma

and brought awareness to the dangerous, toxic effects of secondhand smoke in homes and vehicles.

"Parents were largely unaware of the health risks associated with smoking in their homes or vehicles as toxins are re-emitted from surfaces even long after one stops smoking."

More recently, Dr. Tyc has expanded the scope of her research to address the growing concern of electronic nicotine delivery systems. Electronic cigarettes and vaping are increasing in popularity at an extraordinary rate.

"One of the primary concerns about vaping is that people often use it as a form of smoking cessation although it is not an FDA-approved method, like the patch, gum or lozenge."

This is potentially quite dangerous as it often leads to the usage of cigarettes and vaping concurrently, which is likely to increase the dosage of nicotine. Dr. Tyc's future studies will examine how often these devices are used in high-risk populations, the perceived risks of these products and whether children are exposed to vapors from these products in their homes and vehicles.

Dr. Tyc has recently began conducting research in social media use in children. She received a Florida Tech grant to



design a website to teach parents effective strategies to promote healthy social media use for children. The website will provide psychoeducation on recommended screen time, behavioral modification strategies and tools for addressing a child's resistance to implementation of screen time rules. Three clinical psychology doctoral students are also working with her on this project.

Dave Wilder: Toe Walking

Toe walking is a common concern among young children with autism. A number of clients at both The Scott Center for Autism Treatment (on Florida Tech's campus), as well as Nemours Children's Hospital (the site at which the study was conducted) exhibit toe walking. In some cases, the toe walking is severe enough to warrant medical interventions in the form of ankle casts and leg braces. The pediatric podiatrist serving one of the participants even suggested that surgery may have eventually been needed to correct the tightened tendon in the back of the foot as a result of years of toe walking. At the conclusion of the study, participant toe walking decreased to the point that medical interventions were no longer necessary. The participant's parents continued the intervention procedure after the conclusion of the study.

Dr. Wilder is chair of Florida Tech's on-campus ABA programs.

Wilder, David, Ertel, Hallie, Hodges, Ansley, & Luong, Nga (in press). *The use of auditory feedback and conditioned reinforcement to decrease toe walking among children with autism.* *Journal of Applied Behavior Analysis.*

Victoria Follette: Women Survivors

Through many years of work with trauma survivors, I have learned that one of the most difficult barriers to moving forward is the difficulty that survivors have with self-compassion. All of my research has an applied focus, with the goal of finding ways to better treat survivors of interpersonal trauma. This project was a thesis completed at UNR. It evaluates and discusses the importance of self-compassion in survivors of interpersonal trauma. While this finding has been hypothesized, the paper represents one of the few empirical evaluations of the role of self-compassion in recovery from interpersonal violence.

Dr. Follette is the chair of Florida Tech's clinical program.

McLean, Caitlin, Fiorillo, Devika, Follette, Victoria (2018). *Self-compassion and acceptance in a treatment seeking sample of women survivors of interpersonal trauma: An exploration using an acceptance and commitment therapy model.* *Violence and Victims, 33(3).*

AVIATION MENTAL HEALTH: EVALUATING PILOTS FOR THE FAA

By Kelly Chilson, Clinical Psychology Program

Florida Tech alumni Allison Waterworth, Psy.D., and David Prewett, Psy.D., returned to Florida Tech for a special three-hour seminar on the field of aeromedical psychology and the importance of the mental health of aspiring and established pilots. Dr. Waterworth is a nationally recognized expert in learning disabilities and attention deficit disorders. She currently has a private practice in San Francisco where she applies her expertise in these areas to aeromedical psychology. Dr. Prewett practices in Atlanta with a specialization in substance use disorders and consults with airlines nationally and internationally regarding pilot wellness. He also works for the Skyline Program at Talbott Recovery Campus in Atlanta.

Their presentation primarily focused on the complexities related to determining a pilot's fitness to fly an aircraft and the special role a psychologist can play to help determine this. The field of aeromedical psychology is a blend of both clinical and neuropsychological practices to ensure a pilot exhibits mental wellness appropriate for being a pilot.

"Operating an aircraft is a privilege, not a right, and pilots must demonstrate a minimum standard of health to do so," said Dr. Waterworth. The presenters explained there are multiple pilot characteristics that may be flagged, warranting a pilot evaluation. These include a history of mental health difficulties, including ADHD, a substance abuse history, observed concerning behaviors or a physical incident such as a stroke or heart condition. An aeromedical psychologist's job is to then conduct an evaluation that contains neuropsychological and personality measures in combination with a test called the CogScreen, a neuropsychological test developed specifically for the Federal Aviation Administration (FAA). Dr. Prewett also discussed the heavily researched personality factors associated with pilot success and safety, including a unique blend of perfectionism, confidence and amiability.



Allison Waterworth, David Prewett and Victoria Follette, clinical program chair

Michael Tocci: Core Self-Evaluations

My research focused on "core self-evaluations" (CSE), a fundamental personality trait that encompasses locus of control, neuroticism, generalized self-efficacy and self-esteem. I wanted to look at how CSE can change over time because I wanted to learn and understand if and how an organization or individual could intervene in a way that has a positive outcome on someone's life and performance in the workplace. Given that CSE is linked to many positive outcomes, it seemed like a great place to search for ways to make someone better at their job and in their life. I discovered a substantial within-person variance in CSE over time that is related to income and education. It was meaningful to see such positive and actionable results!

Mike received his Ph.D. in I/O psychology in 2015 and is now senior HR manager for Europe, India, Middle East, Africa and Asia at Proctor and Gamble, Brussels, Belgium. He conducted this research under the direction of Dr. Patrick Converse.

Tocci, Michael C., Converse, Patrick, & Moon, Nicholas (2019). Core self-evaluations over time: Predicting within-person variability. Journal of Individual Differences.



Julie Costopoulos: Aggression in Prison

I have witnessed vulnerable psychiatric patients and staff attacked by violent patients. If there isn't enough funding to keep these facilities adequately secure, we have to find other ways to identify factors that indicate a patient may be an assault risk. This study was my attempt to do that. I examined eight years of assaults in a state inpatient hospital and found that primary diagnoses, comorbid personality disorders and legal-criminal status were related to inpatient aggression.

Dr. Costopoulos is an associate professor in the CoPLA School of Psychology.

Costopoulos, Julie S. (in press) Aggression in an inpatient psychiatric facility: A retrospective longitudinal study. Journal of Forensic Psychology: Research and Practice, 19(3), 242-259.

ALUMNI SPOTLIGHT

John Villotti '14 B.A. Forensic Psychology
Special Agent, U.S. Secret Service



John Villotti is currently a special agent with the U.S. Secret Service. After graduation, he was a deputy sheriff for the Sarasota County Sheriff's Office.

"There is no such thing as a typical day when it comes to protecting our nation's leaders. I think everything about my job is neat! My biggest piece of advice would be to get as much real-world job experience as you can before applying to any federal job. Also, don't be afraid to make professional contacts and keep in touch. Those contacts will help you in the long run to achieve your goals.

"I would say all the specialty classes I took that emphasized clinical forensic psychology at [Florida Tech] really helped me understand how mental illness is related to crime and how to properly deal with the mentally ill in a law enforcement capacity. Without those classes, it would have been a lot harder to effectively do my job. My favorite memories would have to be some of the group projects senior year. Getting to work with like-minded individuals was fun and also taught me the teamwork skills I still use today!"



Faculty, staff and students turned out for the annual Homecoming 5K, running for Team CoPLA through thunder, lightning and a torrential downpour. Luckily, they all made it back!

DEBORAH DAY

College of Psychology & Liberal Arts Outstanding Alumna 2018

By Kelly Chilson, Clinical Psychology



Deborah Day was recognized as the CoPLA Outstanding Alumna for 2018 at the 60th Anniversary Homecoming Awards Gala in October. Dr. Day is a graduate of the clinical Psy.D program and has made distinguished contributions in the field of forensic psychology. She is a licensed psychologist, licensed mental health counselor, certified family mediator and qualified parenting coordinator. She is in private practice with Psychological Affiliates Inc. of Winter Park. Her practice specialties include forensic psychology, forensic case consultations, collaborative process practice, child abuse and criminal matters. She has provided commentary for Court TV, CNN and the major network news broadcasts and was appointed to the Florida Supreme Court Parenting Coordination Disciplinary Committee and the Mediation Ethics Advisory Commission. She has written several articles that appear in the *Journal of Forensic Psychology Practice* and co-edited a book titled *Munchausen by Proxy Syndrome: Misunderstood Child Abuse*.

"Florida Tech gave me the foundation I rely on today," she said. She explained that being a student at Florida Tech and the relationships she formed with faculty members played a large role in the development of her strong work ethic and setting high expectations for herself. "I adored so many of my professors and hear from some of them today. I made lasting friends and colleagues."

Fabulous Fossils Still Vertical! (Yay!)

By Bill Gabrenya, Ph.D.

Psychology arrived at Florida Tech in the late 1970s. The creation story of the School of Psychology will hopefully be written before it's too late, minimally a hagiography that leaves out the juicy stuff and perhaps, distally, an accurate account. A few thousand students have received some kind of psychology degree since 1978, and we presume that a few of you are reading this issue of *Journey*. Some of your fondly remembered professors are surprisingly still vertical and teaching some of the same, or similar, classes you took back when you, and they, were young. In this series of *Journey* articles, I will provide alumni with glimpses of these fossils (that would include me) *in situ*, doing what they think they do best. My plan is to begin with the longest serving faculty and proceed onwards.

Besides the founding dean, Charles Corman, and the founding clinical director of the Psy.D. program, Betty Wolf, Frank Webbe was the department's first full-time faculty member (1978) and has generously agreed to be my first victim.

Frank Webbe

Frank Webbe has had an illustrious career that followed the trajectories of several early faculty—devoting most of his time early on to teaching and administration



then becoming increasingly more active in research and in professional activities in later decades. Readers familiar with academia will recognize that this is all wrong, but it is just one of the odd characteristics of the early SoP. In recent times, the SoP has reverted to form, and the faculty follow traditional career paths. Dr. Webbe has worked at the intersection of clinical psychology and neuropsychology for nearly all of his career, despite being trained at the



Frank Webbe teaches Biological Foundations of Behavior during the spring 2019 semester. Watch the video at: bit.ly/webbe-video

University of Florida as a rat runner, and has made significant contributions to science and practice in the areas of memory disorders and sports medicine. You can access more, and more proper, information about Dr. Webbe on his research page at bit.ly/webbe-profile. Former athletes should especially appreciate that he most recently received the prestigious NCAA David Knight Award for faculty athletics representatives.

In a short video, I have captured Dr. Webbe teaching the class that most undergrad and postgraduate alumni particularly cherished, Biological Foundations of Behavior (Physiological Psychology for undergrads). By chance, the

topic was sleep, but I didn't because I had to hold the camera. His lecture was indeed informative, and if you check out the video you will enjoy his classic, professorial style. Alumni of the 1980s and 1990s might find it strange that all of his students are crouched behind laptops, taking notes on the PowerPoint file that is projected on the screen. We sometimes joke (complain) that our students seem to have become stenographers while the students likewise complain (not joking) that some faculty are just reading from PowerPoint slides. *(Historical note: PowerPoint came to us in 2000 when the department purchased a black-and-white projector and placed it on a "multimedia cart.")*

Next victim: Phil Farber

ICCM – International Cultural Consultant for Orlando International Airport



The Institute for Cross Cultural Management (ICCM) at Florida Institute of Technology, together with our partner firm, IOS Partners, is providing consultation on all cultural and international matters regarding the construction, design, operations and development of the Orlando International Airport (MCO). This work is part of the \$1.8 billion phase one construction of the new South Terminal Complex, which will add more gates to better accommodate the increasing number of passengers and is expected to open in spring 2021.

“Given the global demographic trends, the significant current number of international travelers to the Orlando airport and the increase in international travel that will follow the South Terminal Project, the inclusion of a cultural lens is a savvy strategic decision,” said Richard Griffith, ICCM executive director.

To support MCO’s goals in achieving the first internationally recognized culturally competent airport, the project team has carried out various initiatives. A comprehensive gap analysis was conducted to identify the gaps through analysis of airport metrics, perspectives

“ Given the global demographic trends, the significant current number of international travelers to the Orlando airport and the increase in international travel that will follow the South Terminal Project, the inclusion of a cultural lens is a savvy strategic decision.”

of various stakeholders and creative benchmarking. Voices of the customers were incorporated via targeted focus group interviews and social media analysis. The project team also helped the airport elevate the concept of customer service to customer experience and conducted work to enhance the airport’s branded experience known as the Orlando Experience. Currently, the team focuses on training initiatives on developing a culturally competent and customer-centric airport workforce, and the first phase of the cultural competence and customer experience workshop is rolled out to all GOAA employees.

The ICCM team working on this project is multidisciplinary and consists of airport management experts,

organizational effectiveness consultants and data scientists. In addition, this project has provided hands-on applied experience to graduate students in the industrial/organizational psychology program. Featured student work includes literature research to enhance the design and physical space of the airport, dissemination of applied research in areas of talent management and organizational assessment, development of training materials and interactive workshop activities, and application of new analytical methods in conducting customer analysis and brand analytics.

For more information on airport cultural consultancy or other work conducted by ICCM, visit iccmglobal.com.

WELCOME ABOARD!

Each academic year offers new, exciting opportunities at Florida Tech's School of Psychology and School of Behavior Analysis, and this year has been no exception! One of this year's highlights has been our opportunity to welcome new faculty and directors to our programs. We are pleased to have these esteemed individuals join our schools. Read on to learn more about them and their roles at the university.

Welcome Gary Burns, Ph.D.

What is your role at Florida Tech?

I'm a professor in the I/O program, and I teach statistics classes at the graduate level.



What are your research interests?

My research labs, the Workplace Personality Project and the Social Cognitive and Sociotechnical Behavior Modeling Laboratory, have work all over the place. Projects that I'm most excited about at the moment surround examining the impact of item-level characteristics on test-taker behavior, development of a new response validity scale using infrequently endorsed IPIP items, and the development of trust in human-automation teams.

Briefly describe your background.

Before coming to Florida Tech, I was a professor in the department of psychology at Wright State University and a guest professor for Linneaus University in Sweden. My take-away from Sweden is that more people in the U.S. should fika. (For more information about fika, visit: sweden.se/culture-traditions/fika)

Tell us about your non-academic/non-practitioner side.

I love my kids and dogs, and I really enjoy board games. My kids are 16 and 13. My dogs are 13 and 2. And my profile on Board Game Geek indicates that I have 88 board games, but some of those are expansions and print and play versions. More people should fika and pnp.

Welcome Anthony LoGalbo, Ph.D.

What is your role at Florida Tech?

I am an associate professor in the clinical psychology (Psy.D.) program. I teach graduate courses in Fundamentals of Neuropsychology and Neuropsychological Assessment. I also plan to teach a new class next semester called Neurodegenerative Diseases and Gerontology. I am a board certified neuropsychologist and direct clinical aspects of the Florida Tech Sports Concussion Management Program. I also supervise neuropsychological assessment of geriatric patients at the East Central Florida Memory Disorder Clinic, affiliated with Health First.



What are your research interests?

My research interests include exploring variables that influence or predict outcomes of sports concussion injuries, including time to recovery and lingering post-concussive symptoms. I am also interested in exploring factors that mediate the onset and progression of memory disorders or other cognitive decline beyond expectation for age in an elderly population.

Briefly describe your background.

I came to Florida Tech after 12 years at Florida Hospital in Orlando, where I was affiliated with the Florida Hospital Neuroscience Institute and Department of Sports Medicine and Rehabilitation. I was the prior clinical co-director of the Florida Hospital Sports Concussion Management program and have worked with numerous high school, club, college and professional athletes and athletic programs across Central Florida. I was also intimately involved in the development of Florida Hospital's Maturing Minds Program and assisted with this program's accomplishment of becoming the 16th state-sponsored memory disorder clinic in 2017.

Tell us about your non-academic/non-practitioner side.

I became a certified yoga instructor in 2013 and continue to practice Ashtanga yoga. I am also a homebrewer, electronic music DJ and sushi lover.

Welcome Kimberly Sloman, Ph.D.

What is your role at Florida Tech?

I serve as director of autism services at The Scott Center for Autism Treatment and associate professor in the School of Behavior Analysis. At The Scott Center, I oversee clinical, training and research programs related to treatment of autism spectrum disorder (ASD), including early intervention, feeding and severe behavior clinics.



What are your research interests?

My research interests include evaluating applied behavior analytic (ABA) treatments to address core symptoms of ASD. One core symptom of ASD is stereotypy, or repetitive motor or vocal behavior that often impedes learning. Much of my research has focused on identifying effective treatments for stereotypy and assessing the impact of the treatments on academic tasks.

Briefly describe your background.

After graduating from the University of Florida in 2008, I accepted a clinical faculty appointment at Rutgers, the State University of New Jersey's Douglass Developmental Disabilities Center (DDDC). The DDDC is a university-based school program for individuals with ASD. In this role, I consulted to classrooms, conducted clinical research and trained undergraduate, master's and doctoral students to implement ABA treatment strategies.

Tell us about your non-academic/non-practitioner side.

I enjoy spending time with my husband and son, playing board games, cheering on the Gators, all things food related (cooking, exploring new restaurants) and going to the gym.

Welcome Jim Taylor

What is your role at Florida Tech?

As director of the Center for Organizational Effectiveness, I lead the center in all efforts to provide executive coaching, leadership and talent management strategies to its clients. I also provide guidance and opportunities for applied work experience to students in the I/O program at Florida Tech.



What are your current projects?

I, along with the students working for the center, will continue to support our current clients in projects such as surveys and training. I plan to lead the center's rebranding and create additional service areas that we can provide future clients. Some additional service verticals may include executive coaching, e-coaching, talent management advising and change management.

Briefly describe your background.

Prior to joining Florida Tech and the Center for Organizational Effectiveness, I was senior vice president and managing director at CPI Florida Caribbean, where I directed the firm's business development strategies as well as supervised all client services delivery activities. I have over 25 years' experience in talent management, executive recruiting, assessment, career transition and executive coaching to organizations across the globe.

Tell us about your non-academic/non-practitioner side.

I am from Wisconsin so, yes, I am proudly a "cheesehead" meaning I am partial to beer, brats and cheese as the three major food groups and enjoy the authentic spirit of the state. I am a sports fan, love sports teams from Wisconsin and was born a "Packer Fan." My wife, son and I live in Baytree and enjoy outdoor activities such as golf and fishing. I have learned to live the life of a Floridian, so beach time and pool time are highly valued! I am a proud alumnus of Florida Tech and the I/O program.

Welcome Rachael Tilka, Ph.D.

What is your role at Florida Tech?

I'm an assistant professor of behavior analysis and currently teach Advanced OBM, Introduction to OBM and Behavioral Systems Analysis.



What are your research interests?

My research is in the area of coaching and functional assessment. Specifically, my interests are concentrated on utilizing comprehensive behavioral systems analysis to develop solutions that are tailored to meet the needs of the organization as a whole and streamline organizational processes. Recently, I'm doing work to attempt to validate assessment tools commonly used in the field of organizational behavior management.

Briefly describe your background.

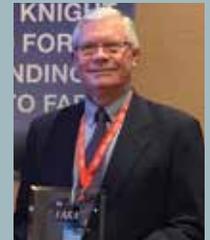
I'm a recent graduate from Western Michigan University. At Western Michigan University, I received my M.A. in industrial/organizational psychology and my Ph.D. in industrial/organizational behavior management.

Tell us about your non-academic/non-practitioner side.

I enjoy horseback riding.

AWARDS AND HONORS

FRANK WEBBE won the prestigious Knight Award for distinguished service to the NCAA Faculty Representatives Association.



Frank Webbe

VIDA TYC has been awarded the Health First Professor in Community Health for her work in smoking cessation, vaping and social media use by minors.



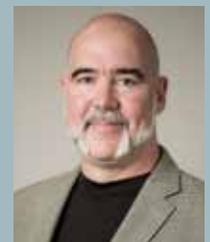
Vida Tyc

RADHIKA KRISHNAMURTHY received two awards in 2019—the Distinguished Contribution to Assessment Psychology Award and the Distinguished Contribution to Personality Assessment Award.



Radhika Krishnamurthy

RICHARD GRIFFITH was awarded Fellow status by the Society for Industrial/Organizational Psychology.



Richard Griffith

Florida Tech's bachelor's degree in applied psychology was recently noted as among the best in the country. The 100% online degree combines the scientific study of human behavior with a broad liberal arts curriculum with four concentrations: child advocacy, clinical psychology, forensic psychology and organizational psychology. **MARIA LAVOOY** is the director of this program.



Maria Lavooy

Scott Center Partners for Autism Training

The Scott Center for Autism Treatment and the State of Paraná, Brazil, have partnered to bring both online and in vivo training to state workers who interact with individuals with autism spectrum disorder (ASD). The two-year partnership includes a six-month period in which experts at The Scott Center will develop two online trainings. The first training will be a 40-hour series of modules designed to provide individuals who work with people diagnosed with ASD with the most up-to-date, state-of-the-art information about ASD, how to assess the symptoms of ASD and the best interventions for common problems associated with ASD. The second training will be a 20-hour series of modules designed to provide parents and caregivers with the best information available to make decisions about their children's access to therapy.

The final 18 months of the partnership will focus on live "train-the-trainer" trainings for approximately 300 individuals. This series of trainings will ensure that the state of Paraná has a well-trained workforce that can ensure that the program endures over time as Paraná extends its access to assessment and therapy for individuals with ASD.



Amanda Bueno and Michael Kelley

Michael Kelley, Ph.D., BCBA-D, Amanda Bueno and various government officials from Paraná worked on the details of the partnership for approximately one year before Dwayne McCay, president of Florida Tech, signed the two-year contract. Kelley, the executive director of The Scott Center, and Bueno, a Paraná-based online student at Florida Tech, also met extensively with families of individuals diagnosed with ASD. Their combined efforts produced a partnership that will positively change the lives of thousands of families over the next few years.

This partnership is consistent with Florida Tech's mission to do research and service for the good of humanity. The Scott Center is leveraging its scientific expertise to educate, inform and train thousands of individuals in the most recent empirically supported methods for service delivery.

Trevor Fry: Team Conflict

For this study we collected data at multiple time points from engineering and psychology students working on semester-long projects as part of their coursework at Florida Tech. Our analyses showed that team conflict reduced the extent that team members wanted to continue working together in the future (aka team viability), especially when conflicts occurred at later stages of their projects. Specifically, when conflicts occurred at later stages of the projects, teams were more likely to report reductions in psychological safety and team empowerment which ultimately reduced perceptions of team viability.

Because members of teams that no longer want to continue working together may be more likely to look for new opportunities and leave their current organization, these findings have important implications for management and organizations focused on improving attrition rates. Being able to effectively manage conflict and intervene on the consequences of that conflict should help to improve team viability and ultimately improve retention in the long term.

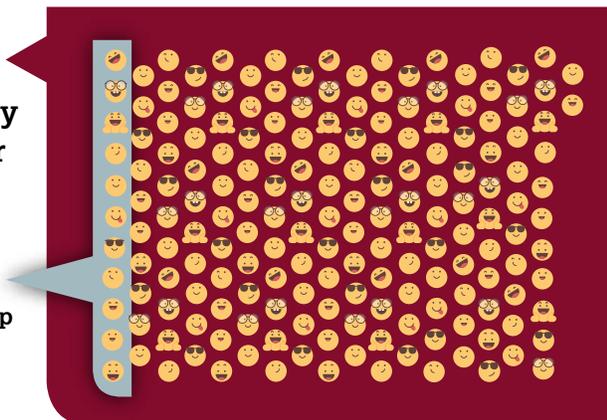
Thinking about why I chose to pursue research on what keeps teams working together really stems from my experience being on teams. Throughout my life I have been a member of numerous teams—from playing sports in high school, working on class projects in college and grad school and working on interdisciplinary teams as a consultant. Some of those teams were great and some were terrible. Some I enjoyed being a part of and others I didn't. When I reflect on my experiences and think about what may have caused some of those teams to fall apart the first thing that comes to my mind were the various conflicts that went unresolved. More than that, it always seemed like conflicts that came up at a critical point, like at the end of a close game or as a deadline approached, felt more detrimental. With this research I wanted to start to explore the impact of conflict in teams as it naturally emerges at different times of a team's activity. Interestingly, some of my intuitive predictions were supported by the research while other interesting and unexpected findings also emerged.

Trevor Fry is a doctoral student in the I/O program. He conducted this research under the direction of Dr. Jessica Wildones.

Fry, Trevor N., Nyein, Kyi Phyu, Caylor, Jesse, Duong, Ngoc, & Wildman, Jessica L. (2018, July). A temporal examination of conflict and viability in teams: Key mediators. Paper presented at the annual meeting of the Interdisciplinary Network for Group Research, Bethesda, MD.

181
children served by
The Scott Center

11 children were
helped with the
WISH Scholarship





The Psych



5 FACTS YOU DIDN'T KNOW ABOUT

Jose Martinez-Diaz

University Professor of Behavior Analysis

1

Jose was born in Cienfuegos, Cuba, in 1950 and immigrated with his sister to Miami, Florida, as a refugee in 1961. He was reunited with his parents in 1962 and became a naturalized American citizen in 1976.

2

Jose was an avid bicycler from childhood until his mid-30s. He used to ride 30 miles daily and up to 120 miles on Sundays, his one day off (as he always worked two jobs). See what he looked like as a young Ph.D. student in 1984 when he biked during a vacation from Ventura, California, to Coos Bay, Oregon.

3

Jose has had a passion for music and movies from childhood. He has more than 12,000 vinyl records, 45,000 CDs and 14,000 videos. They are all organized by genre and in alphabetical order. He listens to his music and watches his concerts, operas and movies in his state-of-the-art A/V room.

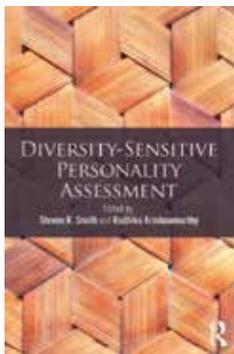
4

Jose loves sashimi and other types of sushi and will not turn down any invitations to go eat some!

5

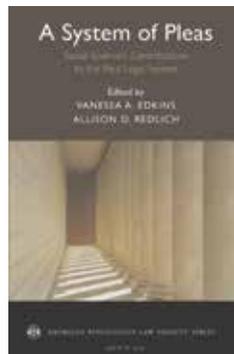
Jose is passionate about training behavior analysts all over the world. He has received several awards for his contributions to the field, including the Association of Professional Behavior Analysts' Jerry Shook Award for his contributions to professional credentialing in behavior analysis.

On the Bookshelf



Radhika Krishnamurthy

A comprehensive guide for clinicians to consider how various aspects of client diversity can impact assessment results, interpretation and feedback.



Vanessa Edkins

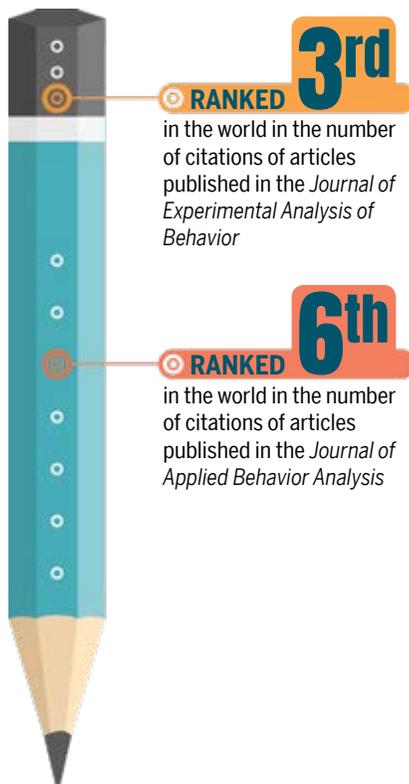
Explores the impact of plea bargaining on the American criminal justice system from an interdisciplinary perspective.



Nicholas Weatherly

A toolbox of techniques derived from applied behavior analysis for educators and leaders who are looking to move their coaching from haphazard to deliberate.

FLORIDA TECH BEHAVIOR ANALYSIS PROGRAMS RANK AMONG TOP IN WORLD FOR RESEARCH



The behavior analysis programs at Florida Tech have a reputation for producing high-quality research in both applied behavior analysis as well as the experimental analysis of behavior. Recently, that reputation became more formal as the Society for the Experimental Analysis of Behavior released a list of the most productive institutions worldwide.

The list shows that Florida Tech ranked third in the world in the number of citations of articles published in the *Journal of Experimental Analysis of Behavior*. Florida Tech ranks sixth in the world in the number of citations of articles published in the *Journal of Applied Behavior Analysis*.

These two journals are the flagship journals in the field of behavior analysis. This puts Florida Tech in the company of only a few universities worldwide in behavior analysis. Florida Tech's behavior analysis faculty study novel approaches to decreasing problem behavior associated with autism spectrum disorder, applications in organizational behavior management and applied gerontology, among other fascinating topics.

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