

Journey



**Florida Institute
of Technology**

High Tech with a Human Touch™

School of Psychology

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Scott Center for Autism Treatment Grand Opening and Dedication

Benjamin Steinberg, B.A., Second-Year Psy.D. Student

In spring 2008, we had the pleasure of reporting the groundbreaking for the Scott Center for Autism Treatment. This October we are happy to announce that this state-of-the-art facility is now open! The Scott Center has been taking clients in all aspects of its clinical services since September, but the dedication was held to much fanfare on Oct. 27, 2009. Housed in one 22,000-square-foot building are the Autism

Services, Behavioral Unit, Autism Diagnostic Services, Community Psychological Services, the Family Learning Program and PCIT (Parent-Child Interaction Therapy).

According to Fran Warkomski, Ed.D., executive director of the Scott Center, the center will provide families with a one-stop shop for autism diagnosis, intervention and counseling support. These multidisciplinary, comprehensive services are located all under one roof; this provides the multifaceted support that is necessary to offer treatment to the whole family.

Truly, the aspect of family is what makes the Scott Center so special. It was essentially planned by an advisory board made up of members of the community led by Dean Kenkel, in which

more than half of the members are parents and grandparents of children with autism. The advisory board provided the direction and scope prior to the building of the center.

Dr. Warkomski reports that it may be the only program in the country that has such a board. The advisory board was further involved in the planning and implementation of the treatments provided at the center. Furthermore, families who participate in the program get to see the treatment planning and implementation in action.

Aside from its state-of-the-art programs and services (including an outdoor play area complete with bike track, slides, swings and miniature golf course), the Scott Center is at the forefront of the technology it uses as part of treatment and training. This includes a large seminar room on the second floor that has a capture station set up so that video can be taken live and recorded. This station can also capture PowerPoints and transcripts that can be put on DVD. Additionally, all treatment rooms have cameras and observation rooms so that faculty and students can observe treatment sessions for training and feedback.

In the future, Dr. Warkomski says that they are looking forward to adding practice management software and electronic medical records. Future treatment programs provided by the Scott Center include a feeding program, toileting program, outreach and consultation, sibling workshops and family counseling sessions. This facility will also provide the Florida Tech faculty and graduate students with nearly endless research possibilities. ABA faculty and the staff at the Scott Center are also working on various grant submissions to obtain additional funding for research and treatment.

The staff at the Scott Center is truly dedicated to finding, using and sharing treatment techniques that really work. The lives touched and success stories are growing every day.



Cheryl Scott, Edward Scott and Mary Beth Kenkel at the dedication ceremony.

Florida Tech School of Psychology Bestowed 8 Doctorates

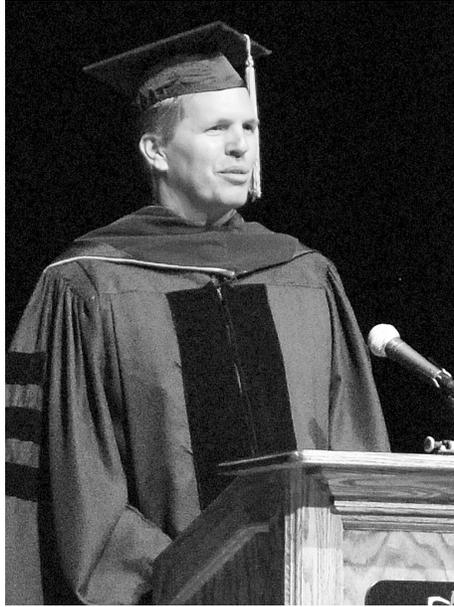
Kevin P. Mulligan, Psy.D., ABPP-CN, Clinical Psychology Program Chair

Florida Tech's School of Psychology graduated eight students with doctor of psychology degrees on Sept. 12, 2009. Scott M. Bea, Psy.D., the school's Alumnus of the Year recipient, gave the commencement address in the university's Gleason Performing Arts Center.

Dr. Bea received his Psy.D. in clinical psychology from Florida Institute of Technology in 1986 following his internship at the Cleveland VA Medical Center in Cleveland, Ohio. At the time, he was the first Psy.D. candidate that the Cleveland VA had ever accepted to their internship program. Scott received his B.A. in psychology from Cleveland State University in 1982.

Since his graduation and for the past 23 years, Dr. Bea has been a member of the department of psychiatry and psychology at Cleveland Clinic. Cleveland Clinic is a hospital with 15,000 employees on its main campus and over 35,000 within its entire health care system. It commonly is ranked as one of the top four hospitals in the country by *U.S. News and World Report*.

Currently, he is the director of psychotherapy training for the Adult Psychiatry Residency Training Program. He was voted their Teacher of the Year for 2005–06 and is the only non-physician to ever receive this award. He is an assistant professor in the Cleveland Clinic Lerner College of Medicine where he teaches communication skills as



Alumnus of the Year Scott M. Bea

well as training modules on adjustment to medical training, medical student self-care and neural plasticity. Dr. Bea is also a part of multidisciplinary teams in Cleveland Clinic's Arrhythmia Behavioral Health Clinic and Tinnitus Management Clinic. For some added fun, Dr. Bea routinely participates in televised appearances and media commentary through Cleveland Clinic News Service and Media Relations Department.



Back row, from left: Deborah Gambles, Donna Burrowes, Claire Blankemeier; Front row, from left: Don Respass, Jill Nicolino, Devina Bedsole, Kyle Goodwin; Not pictured: Ronald Daugherty

The 2009 Psy.D. graduates are Drs. Davina Ann Bedsole, Claire E. Blankemeier, Donna Marie Burrowes, Ronald James Daugherty, Deborah Denise Gambles, Kyle Joseph Goodwin, Jill Corine Nicolino and Donald Reeves Respass.

Forensic Psychology Program Assists in FBI Research

Vanessa Edkins, Ph.D., Assistant Professor, Forensic Psychology Undergraduate Program

Since spring of 2008, two of Florida Tech's forensic psychology faculty members have been actively involved in an innovative research project with the FBI's Behavioral Science Unit (BSU). Marshall Jones and Vanessa Edkins are assisting in research examining the global phenomenon of hostage-taking.

Government agencies are striving to understand the issue of hostage-taking by going right to the source—the hostage-takers. Trained agents will be interviewing hostage-takers to gain insight into their motivations and paradigms. The BSU, along with Florida Tech, will use the information gleaned from the subjects to create a behavioral-based

toolkit for government agencies involved in anti- and counter-hostage-taking missions. The ultimate goal is to be able to use this toolkit to inform prevention and mitigation as well as response and recovery tactics.

Florida Tech's forensic psychology program is playing an integral part in multiple areas of the project, including development of the interview protocol and administration procedures, assisting in interviewer training and analysis of the collected data. The university hosted the first annual Global Hostage-Taking Research conference in May of 2008 and the forensic psychology program is proud to have a recent graduate—Thaddeus Clancy—



currently working at the BSU as the Global Hostage-Taking Project Manager.

Faculty members involved believe that cultivating this relationship with the BSU will not only increase the profile of the forensic psychology program but Florida Tech as a whole.

The Center for Organizational Effectiveness at Florida Tech: Providing Opportunities for Students and Solutions for Organizations

Mary Margaret Sudduth and Lisa Moore, Second-Year I/O Doctoral Students

The Center for Organizational Effectiveness at Florida Tech, "The Center," is a self-sustaining, university-affiliated management consulting firm that cultivates student excellence through applied research and practicum opportunities. This firm focuses on creating customized solutions to facilitate organizational success while refining student professional development. Florida Tech I/O psychology graduate students, as well as promising undergraduates, join The Center each year. Florida Tech I/O psychology graduate student Amy Gammon explains, "I became involved in The Center to gain applied experience which utilizes the principles and concepts we learn in class." Under the guidance of our director, Associate Professor Lisa Steelman, The Center's student staff keeps very busy! Two current projects have achieved noteworthy milestones.

First, we are wrapping up development of a modular workshop on feedback and coaching skills for managers. Managers at all levels are increasingly expected to serve as coaches to their staff. Constructive feedback and directed coaching can tap and leverage each employee's contributions to overall business goals. We teach managers how to provide coaching to lackluster employees as well as developmental feedback and career advice to top performers. While numerous coaching techniques exist, this workshop presents the most effective (research-supported) strategies, as well as a context for application—of course we are talking about promoting a favorable feedback environment!

The second project is a timely response to the current economic environment. The Center



The Center Team Fall 2009
Front row, from left: Mary Margaret Sudduth, Lisa Steelman, Lisa Moore; Back row, from left: Katie Piccone, Amy Gammon, Betsy Grozman, Jaya Pathak, Shikha Arora, Maria Ricci Twitchell

staff has developed a survey that seeks to determine the roles that human resource professionals are playing in leading and implementing organizational change as Brevard County companies respond to the uncertain economic climate. This research initiative aims to benchmark organizational responses to the current economic conditions. Survey development and data analysis are two more areas where students involved in The Center gain applied research experience relevant to the workplace.

As no strangers to concurrent large projects, The Center staff looks to the future with fresh ideas to develop into marketable services catering to the constantly changing needs of our client organizations. Graduate student Marcela Miranda values the opportunity to grow as a professional in a diverse team setting with peers that are all strongly committed to project goals. Whether wrapping up current projects, or looking toward new opportunities, students at The Center are busy gaining research, consulting and professional development experience. Hard work has paid off!

I/O Student Named All American in Women's Cross Country

First year I/O graduate student Sara Trane can run fast. In addition to academics, Sara is a member of the Florida Tech varsity cross country team. Sara finished 18th at the NCAA Division II National Championship meet in November earning All American status (she's Swedish!). She is the first Florida Tech runner ever to achieve this status! Sara finished the women's 6k in a time of 21:29, just shy of her season-best time of 21:10 at the Sunshine State Conference Championships in October. Way to go Sara!



Implementing Parent-Child Interaction Therapy (PCIT) in a Community Setting to Build Healthy Families in Melbourne

Rebekah Travis, MSW, Second-Year Psy.D. Student

"Building healthy families" is the mission statement of the Building Blocks lab under the direction of Felipa Chavez, Ph.D., and the Parent-Child Interaction Therapy (PCIT) team. The team is currently engaged in innovative research and clinical interventions in order to strive toward reaching this goal in the Melbourne community.

Parent-Child Interaction Therapy (PCIT) was developed by Sheila Eyeberg and has shown to be a successful treatment of young children with conduct disorder and oppositional and defiant behaviors. The treatment is unique in its interactive and collaborative properties, as parents and children are in treatment together and receive live in-vivo coaching from the therapists. The goal of PCIT is to restructure the interactions between children and their caregivers, leading to the following: increased positive verbalizations between parent and child; the development of a nurturing secure relationship in the home; increased pro-social behavior and language skill competencies in the child; improvement of parental disciplinary strategies; and improved parental psychological functioning. PCIT has also been shown to be an effective treatment of child maltreatment, receiving the endorsement of the U.S. Department of Justice and being listed as a "best practice" for treating child abuse by the Chadwick Center for Children and Families Best Practices Project. The current study, Project Play, is in its second year of implementation. The first year of the study was partially funded by a grant from the Target Foundation geared toward programs that focus efforts in the prevention of community violence.

The PCIT team is interested in exploring the effects of implementing PCIT directly in the community, therefore it has partnered with a local organization, Club Esteem, which serves at-risk children and families in the Melbourne area.

Project Play assesses whether PCIT can be effectively implemented in a classroom setting, by teaching the PCIT skills to a teacher in the after-school program. The preliminary results of this research have been promising, with doctoral student Sarah Schewitz, M.S., finding that participating in a classroom where the teacher was using PCIT skills improved the parental ratings of the child's behavior while at home. Another doctoral student, Rachel Unger, is continuing this project, hoping to show that being in a PCIT classroom results in an improvement in the children's ratings of their affect. The PCIT team is also exploring the effectiveness of using PCIT in a group setting by currently teaching PCIT to families at Club Esteem in bi-weekly sessions. The initial feedback has been promising, with currently five families participating. Furthermore, the team is in the planning stages of another research project called "Families One Day at a Time" that is geared toward the use of PCIT with recovering families to investigate its utility in reducing recidivism by reducing parenting stress.



*Back row, from left: Rachel Unger, Rebekah Travis, Nikki Stypa, Dr. Chavez, Amber Hasty, Jessie Giglio; Front row, from left: Kimberly Ford, Amber Molina
Not Pictured: Briana Haut, Angel Manzano, Nailah Ford*

The hopes of the PCIT team are to effectively implement the treatment modality in the local community setting, thereby leading to improved outcomes and increased participation in treatment. There are plans to extend this PCIT intervention to other community afterschool programs as well. Other treatment modalities may fail to recognize the important role that extended kin networks and community supports have in African American culture. The PCIT team is hoping to utilize this strength of the African American community by collaborating and working directly within their local organizations in order to collectively build healthier families in our shared Melbourne community.

Florida Tech Forensic Psychology Goes to FBI's Behavior Science Unit in Quantico, VA

Tiffany Box, Forensic Psychology Junior

On Oct. 13, through a Forensic Psychology Special Topics class, I had the honor and rare opportunity to tour the FBI's Behavioral Science Unit (BSU). Florida Tech happens to be one of the only universities to get this opportunity. The BSU provided us with a brief view of what they do and how forensic psychology is implemented in the investigation and analysis of crimes. My

experience at the unit was an eye-opener because I saw the intense analysis and training that it takes to be a successful investigator in the FBI. The BSU is a separate and intricate part of many units in the FBI that work to prevent crimes and catch criminals. Their role is to provide research, training and consultation for law enforcement. The head of the BSU and two other agents gave us presentations about the

workings of the unit and then lead the group on a tour of the FBI Academy. The highlight of the tour was walking through Hogan's Alley, a mock town that the FBI has built specifically for field agent training.

All in all, the trip was fascinating and informative and provided a broader view of some of the career options open to forensic psychologists.

Internship Class Finding Research Results Applicable to the Real World

Julie S. Gross, Ph.D., Director, Undergraduate Psychology Internship

Undergraduate interns will be presenting their research findings when they participate in the School of Psychology Research Colloquium on April 23, 2010. It will showcase the projects of these internship students as well as faculty and graduate student research. Two interns will be awarded the first ever Dean's Grant to encourage sophistication in research and to support the student's national involvement with publishing and conferences.

These students include Tiffani Bishop and Allison Keonig who are analyzing findings to help our local police reduce crime and monitor sexual offenders. Michael Lucido is working with the Memory Disorder Clinic to demonstrate the relationship between forms of dementia and the limited insight into abilities lost by the patient. Michelle Perez is working with the Public Defender's Office and Brevard County Jail to demonstrate the impact of medical and community resources on successful transition from the jail back into the community. Nicole Leitch is looking for evidence that skills targeted in treatment of children with autism spectrum disorders supports acquiring new skills that were not the focus of intervention at the Scott Center for Autism Treatment.

This is the third semester of the new undergraduate internship sequence created in agreement with new accreditation requirements. These internships provide students the opportunity to see the relevance and impact research can have in a real setting. Our first group of students interned in summer and fall at the Family Learning Program, the Scott Center for Autism Treatment, the Memory Disorder Clinic, Brevard Police

Testing Center, Circles of Care, Melbourne Police Department, the Center for Organizational Effectiveness, Devereux, K Parks Consulting and the Brevard Public Defender's Office.

The internship has exposed students to the field and work experiences they hope to be able to do when they have finished their degrees. Forensic Psychology Senior Jonathan Baker is working on a project related to the therapeutic alliance with professionals working with offenders. "I was granted internship at the Family Learning Program and have had a real-world clinical experience which I could not trade for classroom hours," says Baker. The students have reported experiences such as observing treatment sessions, educating clients, accompanying police on interviews of probationers, presenting project findings at management meetings and attending trials.

The sites have had the opportunity to have interns work on projects to demonstrate the efficacy of their programs. "The whole process of having interns has far exceeded my expectations in terms of the preparation the students have and their motivation, diligence and enthusiasm," stated Dr. Paula Wolfeich, Director of the Family Learning Program.

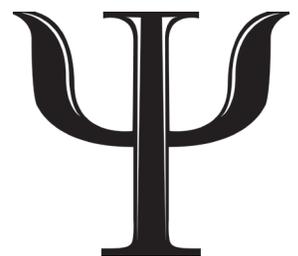
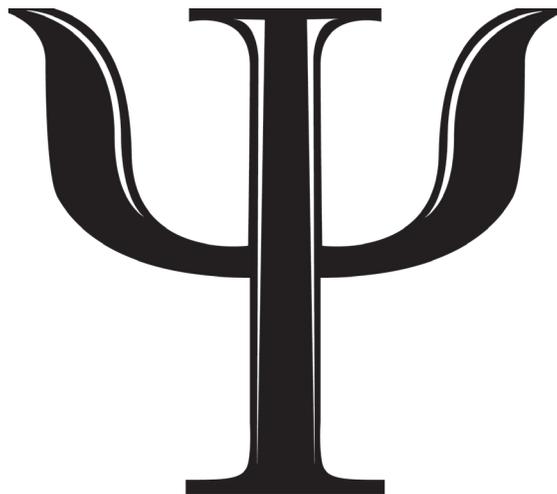
The students apply to their site in the first few weeks of the internship planning semester.



From left: John Novak, Dr. Gross, Michelle Perez

The experiences during internship are particularly helpful as students are making career decisions. "I wasn't fully convinced of the concentration I chose for my major. When the internship planning period initially started, I was not really sure if I would be able to complete the project. But the internship showed me a glimpse of what is involved with being actively a part of industrial/organizational psychology and gave me experience in research. Now I am hoping that this project will be accepted as a part of a symposium at the Society for Industrial-Organizational Psychology conference!" says Matt Martin, senior in the industrial/organizational concentration.

We look forward to sharing their findings at the April 23, 2010, School of Psychology Research Colloquium and hope you will attend



I/O Psychology Has New Program Chair

Mary Margaret Sudduth and Maria Ricci Twitchell, Second-Year I/O Students

Big moves are happening in the I/O program. After 12 years of running the I/O program, Rich Griffith has stepped down from the chair position to focus on the international expansion of the program. Filling this position will be Lisa Steelman, an associate professor for the I/O program and the director of The Center for Organizational Effectiveness.

Under the direction of Richard Griffith, the I/O program has grown remarkably from 10 students into a group of 50 graduate students, making this the third largest program in the country. To better meet the growing body of students' demands, two new faculty members joined in 2006, adding expertise in emotion regulation and in motivation and personality. Through its rapid growth, the I/O program has reached major milestones in the field that have led to its national recognition. A study sponsored by the Society of Industrial and Organizational Psychology (SIOP) has ranked both the Ph.D. and the master's program in the top 10 graduate programs in the nation. Rich's pervasive "work hard, be cool" attitude earned the program the number one rank in

culture, by creating a collaborative environment that fosters relationships and stresses excellence in both applied work and research. During his tenure, Dr. Griffith instituted the Ph.D. program (in 1998) and aligned the curriculum with the SIOP guidelines to reflect a focus on both research and application. The I/O program now is a major contributor to the field of I/O psychology. The program (faculty and students) has produced over 100 submissions to the SIOP conference and over 40 publications and book chapters just in the last four years.

To continue to push the program to new heights, the psychology department has selected Dr. Lisa Steelman as the successor. Dr. Steelman's expertise of more than 15 years, as both a consultant and an academic, will significantly contribute to the development of the program. At Florida Tech, Lisa has demonstrated excellence in teaching courses, working with graduate students on theses and dissertations, leading the Feedback Team, and directing The Center for Organizational Effectiveness. Her leadership as the director



Rich Griffith



Lisa Steelman

of the I/O consulting firm, The Center, had led to providing services to local organizations such as Harris, while providing students with valuable consulting expertise. Lisa's development of The Center not only provides applied experiences for graduate students, but also maintains the program's reputation for excellence in training and research. Dr. Steelman has an ambitious agenda to the continuing growth of the I/O program, including the continued expansion of The Center and the structuring of the cross-cultural concentration of the I/O program.

New Undergraduate Chairperson Dr. Susanne Bahr

Benjamin Steinberg, B.A., Second-Year Psy.D. Student

This semester, the School of Psychology is excited to announce that Susanne Bahr, Ph.D., will be taking over from William Gabrenya, Ph.D., program chair of the undergraduate program. Dr. Gabrenya has been a faculty member in the School of Psychology for nearly 30 years and program chair for 19 of those years. During that time, the undergrad program has developed from a single major with fewer than 60 students to three majors and seven concentrations serving 150 students. Alongside the development of the undergrad program, Dr. Gabrenya led the department's foray into modern information technology with the purchase of 10 Macintosh computers in 1985 to the development of its Web sites in the 1990s and its information systems in the 2000s. His best experience remains meeting up with former students who say, "Oh, NOW I understand what you meant ..."

Dr. Bahr has been a member of the Florida Tech faculty since 2007. Aside from being the undergraduate program chairperson, she is a

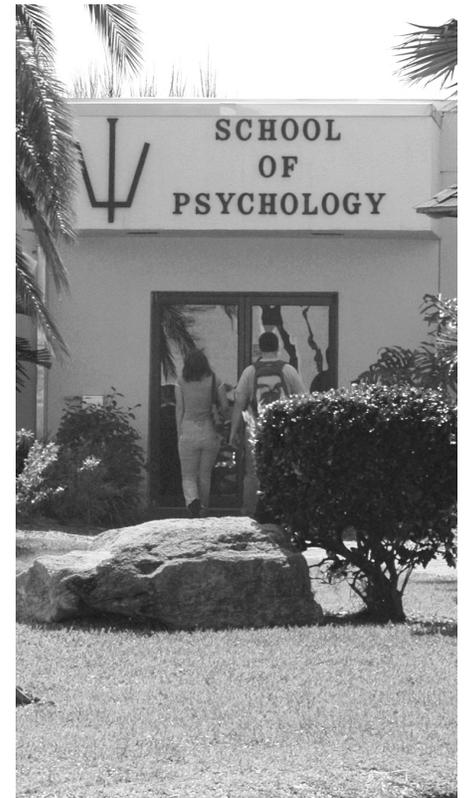


William Gabrenya



Susanne Bahr

member of the graduate faculty in industrial/organizational psychology and director of the Cognition Applied Research Lab (LAB). She also supports the research committee of the East Central Florida Memory Clinic. During her time as program chair, Dr. Bahr hopes to continue the great work that Dr. Gabrenya started.



The Golden Anniversary Campaign for Florida Tech Surpasses Goal

Lisa Steelman, Ph.D., Chair, I/O Psychology Program

Florida Tech closed out its Golden Anniversary by announcing that the goal of raising \$50 million during the Capital Campaign was achieved and surpassed. Through the generous support of many, Florida Tech raised nearly \$59.5 million, which will dramatically enhance the university's resources in all areas from scholarships to bricks and mortar facilities.

Special thanks go out to those who supported the School of Psychology and our alumni donors. We deeply appreciate your gifts to Florida Tech, as well as the gifts you continue to give to your profession. You all make us proud.

Of special note, a gift from Mr. Edward Scott and his wife Cheryl provided the initial funding for the Scott Center for Autism Treatment at Florida Tech opening this fall (see related story). The Scott Center is dedicated to treating those affected by autism, helping them to become as skilled and self-reliant as possible. The center provides services for individuals with autism spectrum disorders, training for parents, teachers and other professionals, and research on effective treatments for autism.

Juanita Brooks '82 Psy.D. has generously provided a legacy gift to WFIT to underwrite the program Democracy Now, a Pacifica news program hosted by Amy Goodman.

Her gift ensures that news programs such as Democracy Now will continue to be funded at WFIT and that listeners will continue to enjoy the quality programming we have come to expect from WFIT.

Thanks also to those contributing to our School of Psychology endowment fund, as well as our scholarship funds: the Frank M. Webbe Psychology Scholarship, the Carol Philpot Family Psychology Fellowship, the Juanita N. Baker Fellowship, and the Elizabeth B. Wolf/Charles D. Corman Scholarship.

An Introduction to the Coggies: Dr. Susanne Bahr's Research Lab

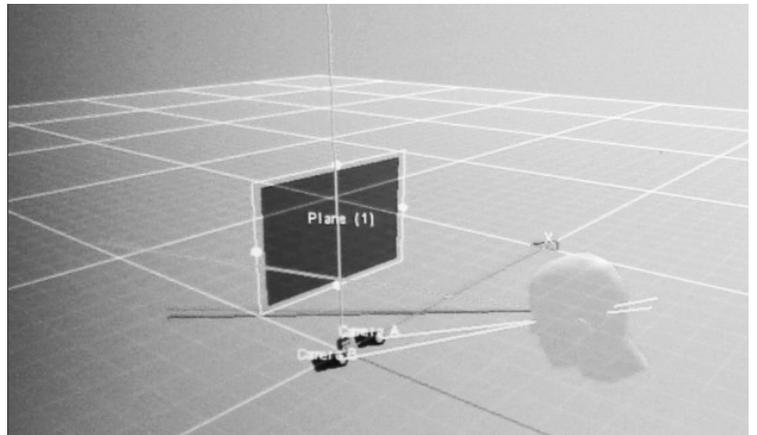
Susanne Bahr, Ph.D., Chair, Undergraduate Psychology Program

The Florida Tech Cognition Applied Research Lab (CARL) is a human-computer interaction (HCI) laboratory with a research focus on Perception Afforded Cognition and Cognitive Tools. Our list of current and future research projects includes: Security decisions and attention to pop-ups, complex Knowledge Visualizations, Mapshock, Aging and HCI. Our mission is to enhance the qualities of life, learning and work by thinking smarter.

CARL is home of the seven Coggies, undergraduate and graduate students from psychology and computer sciences. Our members are Jason Metz, Shikha Arora, Sarah Sowle, Lacey Osteen, Ashley Catlin and Molly Forman. The oldest coggie is Dr. Gisela Susanne Bahr, associate professor in experimental cognition, who founded CARL in 2007. Since then CARL has obtained headtracking eyetracking technology that allows the measurement of human gaze in human computer interaction. Recently CARL was featured in *Florida Today*. For more info on CARL, please go to <http://research.fit.edu/carl/index.php>. For more info on Eyetracking, please go to www.seeingmachines.com/product/facelab.

Right: Headtracking Interface

Below: Coggies at Residence Hall Halloween 2009



Student Life in Germany, Taiwan and Cameroon: Around the World with Dr. Gabrenya

William Gabrenya, Ph.D., Psychology Faculty Member

I like cross-cultural psychology because it allows me to work at the intersection of psychology, anthropology and sociology—intellectually fertile territory, for sure, but also confusing and ambiguous. The best way, maybe the only way, to make sense of culture is to periodically immerse oneself in other cultural and linguistic settings, so to culturalists, the American academic tradition of granting sabbaticals every seventh year is ... wonderful. I took advantage of my 2008–09 sabbatical to escape suburbia and live overseas, and here is what I discovered.

In the Land of Milch und Schokolade

I lived in charming Bremen, Germany, in the autumn and early winter of 2008, where I taught at Jacobs University under a fellowship awarded by an agency of the German government. Jacobs University is Germany's first comprehensive private university and is a virtual twin of Florida Tech in certain ways (e.g., half the students are engineering majors and it has a great psychology department). I taught cross-cultural theory and methods courses to highly talented and motivated students from Germany, Pakistan, Nepal, Lithuania, Uzbekistan, the USA, Canada, India, Hong Kong, Romania, Kyrgyzstan, Bulgaria, Netherlands, Vietnam and Turkey. My students were fluent in two to five languages, and we conducted classes exclusively in English. The whole of Jacobs University is by design intellectually and culturally diverse; for example, all psychology programs are

interdisciplinary blends with social science fields. It is a perfect setting for cross-cultural psychology.

At Jacobs University students take 18–27 credit hours per semester under the newly standardized three-year European baccalaureate system. But students in Germany have a different lifestyle than American students: education through the Ph.D. is inexpensive, and they live in a country that provides its citizens modern social benefits such as universal health care, strong labor protections, superior infrastructure and delicious chocolate.



Culture and Cognition class at Jacobs University Bremen: 17 students (a few missing in photo), 9 countries.

Hongshao Niuroumiantang and Self-Cultivation

I left the North Sea Winter in January 2009 for subtropical Taiwan to teach a cross-cultural psychology class at Chung-Yuan University. The students in my class had been selected for their interest in the area and command of English. Although not as culturally experienced as my multinational Jacobs U students, Taiwanese students live in a society at the crossroads of Chinese, Japanese and Western cultures. As keen as they are to learn about America and take courses from visiting faculty, their lens on the world is multifaceted and America appears in just one facet.

Taiwanese students study very hard but benefit from a highly supportive milieu. As any advanced industrial society, Taiwan provides universal health care; university education is nearly free; and the culture is fundamentally committed to education as a legacy of the Confucian concept of “self-cultivation.” And they have amazing, inexpensive food—a bowl of delicious red-cooked beef noodle soup is never far—and they don’t need an automobile to get there.

Cassava Casserole, Corruption, Resilience

While Europe and North America are oases of democracy and wealth and Taiwan is among the “Five Little Dragons” of East Asian industrial development, Cameroon, West Africa, is one of the poorest and most corrupt nations. In my position as Secretary-General of the International Association for Cross-Cultural Psychology, I helped organize and attended our regional conference at the University of Buea in the Anglophone region of Cameroon just prior to returning to Florida Tech.



University of Buea students show off their tribal costumes and dances at conference closing ceremony.

It is a long story.

About 30 Westerners and 100 Africans, mostly graduate students, attended the conference. Five of us taught workshops on cross-cultural research methods and theory in facilities that readers might find difficult to imagine. But we discovered the students, who are for the most part destitute, to be warm, intellectually curious, engaging young people; eager to learn, curious about the West and hoping to get here as soon as possible. Their resilience in the face of the hardships they encounter in daily life, the corruption, the difficulty of affording a university education, the university's scarce resources and the appalling living conditions, is at once inspiring and tragic.

Following the conference, a small group of Western participants journeyed inland with a local anthropologist where, due to a collapsed road and rumors of bandits on the highway, we were invited by a regional tribal king to stay in his compound with his 39 wives and uncountable children. More on that in another story...



Multicultural obelisk marking the front gate of Jacobs University Bremen

Faculty Kudos

- Fortney, T., **Baker, J. N.** & Levenson, J. S. (2009). A Look in the Mirror: Sexual Abuse Professionals' Perceptions about Sex Offenders. *Journal of Victims & Offenders*, Volume 4, Issue 1, 2009, Pages 42 - 57.
- Baker, J.N.** (2009). Fairburn's Oxford Cognitive Behavior Therapy-Enhanced Treatment Manual. A review of Cognitive Behavior Therapy and Eating Disorders by Christopher G. Fairburn (2008). *PsycCRITIQUES-Contemporary Psychology*: American Psychological Association review of books, 54, 10.
- Baker, J.N. & Wolfeich, P.M.** (2009). Problem Solved! Review of the DVD, Problem-solving therapy by Arthur M. Nezu and Christine Maguth Nezu (2008). *PsycCRITIQUES-Contemporary Psychology*: American Psychological Association review of books, 54, 3.
- Converse, P. D.,** & Oswald, F. L. (2009). Specifying Correlations and Mean Differences in Monte Carlo Simulations. Presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Converse, P. D., Steinhauser, E., & Pathak, J.** (2009). Individual Differences in Reactions to Goal-Performance Discrepancies over Time. Presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Gotlib, T., & Converse, P. D.** (2009). Item Desirability Ratings and Forced-Choice Personality Measure Effectiveness. Presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Pathak, J., Converse, P. D., & Kostic, E.** (2009). Forced-Choice Personality Measures: Implications for Score Inflation and Applicant Reactions. Presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Steinhauser, E., & Converse, P. D.** (2009). Self-Regulation and Asymmetric Hemispheric Activation: The Regulatory Activation Effect. Presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Converse, P. D.** (2009). Response Rates for Mixed-Mode Surveys Using Mail and Email/Web. Invited presentation at the 1st International Workshop on Internet Surveys, Daejeon, South Korea.
- Converse, P. D., Steinhauser, E., & Pathak, J.** (in press). Individual differences in reactions to goal-performance discrepancies over time. *Personality and Individual Differences*.
- Pat Converse** was appointed to the editorial board of *Journal of Business and Psychology*.
- Bill Gabrenya** received a grant from the Chiang-Ching Kuo Foundation for Scholarly Exchange for his research project, "Modernity and Child-Rearing Values: Longitudinal Effects of Family, Occupational Experience, and Zeitgeist" with collaborators Wen-Ying Lin and Chih-Wei Hue.
- Gabrenya, W. K. Jr.,** van Meurs, N., & Fischer, R. (2009). YouTube, the Internet and IACCP: Opportunities and challenges of cross-cultural psychology. In A. Gari & K. Mylonas (Eds.). Q.E.D. *From Herodotus' Ethnographic Journeys to Cross-Cultural Research*. Athens, Greece: Pedio.
- Bill Gabrenya** presented the workshops "What is Cross-Cultural Psychology" and "Scientific Writing in APA Style" at the 4th Africa Region Conference of the International Association for Cross-Cultural Psychology.
- Gabrenya, W. K. Jr.** (2009, August). IACCP, the universe, and everything. Paper presented at the 4th Africa Region Conference of the International Association for Cross-Cultural Psychology.
- Bill Gabrenya** presented "How to do behavioral science research" at the Brevard Rules high school science research fair.
- Griffith, R. L. & Peterson, M. H.** (2009, April). Uncovering the nature of applicant faking behavior: A theoretical examination. Symposium conducted at the 24th Annual Conference for the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Griffith, R. L., Peterson, M. H., Isaacson, J., Quist, J. S., & Gammon, A.** (2009, April). A person specific theory of applicant faking behavior. In, R. L. Griffith & M. H. Peterson (Chairs), Uncovering the nature of applicant faking behavior: A theoretical examination. Symposium conducted at the 24th Annual Conference for the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Isaacson, J., Peterson, M., Turner, S., Griffith, R., & Kung, Mei-Chuan** (2009, April). Investigating response distortion in selection settings: Evaluating subgroup differences. Paper presented at the 24th Annual Conference for the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Quist, J.S., Merlini, P., & Griffith, R.** (2009, April). Self-Deceptive Enhancement: Isolating the unconscious motivation behind response elevation. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Krishnamurthy, R.,** Arbis, P., & Acklin, M. (2009, March). Linking training and practice in personality assessment. Roundtable discussion presented at the annual meeting of the Society for Personality Assessment, Chicago, IL.
- Krishnamurthy, R.,** Cummings, T., Goodwin, K. J., & Day, D. O. (2009, March). Convergent and discriminant validity of the MMPI-2-RF scales in child custody and criminal samples. In R. Krishnamurthy (Chair), Forensic applications. Paper presented at the annual meeting of the Society for Personality Assessment, Chicago, IL.
- Krishnamurthy, R.,** & Smith, S. (Co-discussants). (2009, March). Assessment research interest group. Session held at the annual meeting of the Society for Personality Assessment, Chicago, IL.
- Radhika Krishnamurthy** has become certified as a diplomate of the American Board of Assessment Psychology (ABAP) and fellow of the American Academy of Assessment Psychology after successfully completing the ABAP exam in March. ABAP is the only international certification board for doctoral-level psychologists with specialized expertise in psychological testing and assessment.
- Radhika Krishnamurthy** has been elected 2011–2013 president of the national/international Society for Personality Assessment (SPA). She begins her two-year term as president-elect in September 2009.
- Krishnamurthy, R.** (2009, August). International applications of psychological assessment. In L. H. Collins (chair), International perspectives on the practice of clinical psychology. Symposium presented

at the 117th convention of the American Psychological Association, Toronto, Canada.

Richard, E. M. & Diefendorff, J. M. (Chairs). The fit between emotional demands and emotional abilities. Symposium to be conducted at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Moeser, E., Steelman, L.A., & MacDonald, D. (April, 2009). Effects of Perceived Discrimination on Work-Family Conflict for Army Personnel. Poster session presented at the meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Masztal, J.J., **Stelman, L.A.,** Pashturro, G. & Pierce, H. (April, 2009). Employees validate multidimensionality of engagement: Trait and state facets supported. Poster session presented at the meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Pathak, J., & Steelman, L.A. (April, 2009). Influence on individual differences on work to family enrichment. S. Culbertson & M. Mills (Chairs), Exploring Allies, Enemies, and (Lack of) Boundaries in Work-Family Interactions. Symposium conducted at the meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Parks, K.M., & Steelman, L.A. (April, 2009). Getting workers to work out: An application of translational research. In P. Chen & A. Smith, (Chairs), Closing the gap between research discovery and service delivery. Symposium conducted at the meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Grozman, E.M., Steelman, L.A., & Masztal, J.J. (April, 2009). Frequency of feedback seeking: Impact of motives and feedback environment. Poster session presented at the meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Frank Webbe was appointed by Governor Charlie Crist to the Florida Alzheimer's Disease Advisory Committee.

Webbe, F. M. (August, 2009). School-Sponsored Sport Participation Relates to Better Academic Performance. Presented at the 117th annual meeting of the American Psychological Association, Toronto, ON.

Webbe, F., Laird, R., Srinivasan, V., Harvey, A., & Bruce, G. (August, 2009). Promoting Communication Between Caregiver- Patient Dyads and Physicians Through In-Home Monitoring. Workshop presented at the Florida Conference on Aging, St. Petersburg Beach, FL.

Webbe, F., Bayan, R., Srinivasan, V., & Mulligan, K. (August, 2009). Advantages of Using the Montreal Cognitive Assessment in Memory Screening for Community Dwelling Elders. Presented at the Florida Conference on Aging, St. Petersburg Beach, FL.

David Wilder was appointed to the editorial board of the journal *Behavioral Interventions*.

Wilder, D., Harris, C., Casella, S., Wine, B., & Postma, N. Further evaluation of the accuracy of managerial prediction of employee preference. *Journal of Organizational Behavior Management*.

Petscher, E., Gutierrez, A., & **Wilder, D.** Applied behavior analysis as a treatment for Disruptive Behavior Disorder. In F. Columbus (Ed.), *Disruptive Behaviors: Causes, Diagnoses, and Interventions*. Hauppauge, NY: Nova Science Publishers.

Pan-Skadden, J., **Wilder, D.,** Severtson, E., Donaldson, J., Postma, N., & Beavers, G. (2009, May). The use of behavioral skills training to teach children to solicit assistance when lost. In K. Beck (Chair), Improving safety in the community. Symposium presented at the 35th annual meeting of the Association for Behavior Analysis, International, Phoenix, AZ.

Casella, A., Kondash, J., & **Wilder, D.** (2009, May). The use of task clarification and equipment modification to increase safe performance of therapists at an autism treatment facility. In T. Weil (Chair), Application of organizational behavior management techniques with staff in human service settings. Symposium presented at the 35th annual meeting of the Association for Behavior Analysis, International, Phoenix, AZ.

Postma, N., **Wilder, D. A.,** Casella, S., Kolas, A., & Rosa, A. (2009, May). Improving security procedures in a university residence hall through training, feedback, and contingent access to money. In D. Wilder (Chair), Recent research on Behavior Based Safety and Organizational Behavior Management. Symposium presented at the 35th annual



Special Delivery

Dr. Erin Richard of the I/O program, her husband Kyle and their baby Riley Katherine. She was born October 30 and is both a Halloween baby and already a proud Florida Tech Panther.

meeting of the Association for Behavior Analysis, International, Phoenix, AZ.

Wine, B., **Wilder, D. A.,** Postma, N., Casella, S., & Harris-Fortune, C. (2009, May). Accuracy of managerial prediction of employee preference: A follow-up analysis. In D. Wilder (Chair), Recent research on Behavior Based Safety and Organizational Behavior Management. Symposium presented at the 35th annual meeting of the Association for Behavior Analysis, International, Phoenix, AZ.

Wilder, D., Allison, J., Nicholson, K., Abellon, O., and Saulnier, R. Further evaluation of antecedent interventions on compliance: The effects of 'rationales' to increase compliance among preschoolers. *Journal of Applied Behavior Analysis*.

Casella, S., **Wilder, D.,** Neidert, P., Rey, C., Compton, M., & Chong, I. The effects of response effort on safe performance by therapists at an autism treatment facility. *Journal of Applied Behavior Analysis*.

Alumni Updates

2001

Tiffini Morris, Psy.D., Clinical

My name is Tiffini Morris, and I was a member of the class of 2001—maiden name was Sheldon. I am a graduate of the School of Psychology Psy.D. program. I am very pleased to announce the birth of our son Jordin "Ryley" Morris born October 1, 2009 at 11:43 p.m. weighing 8 lbs. 2 oz. and 21 in. long. He is joined at home by a very proud big brother Aidyn, age 2.

2005

Lisa A. Casey, M.S., I/O

Hard to believe it has been over five years since graduation—life is busier than ever! I hope life has been good to my classmates and faculty since then! I have been working at Northrop Grumman Corporation in Melbourne as a Human Resources Business Partner for nearly four years now. It is both a challenging and exciting career, and I am enjoying all of the diverse functions I perform. Thanks to the I/O staff for all they taught me and all that I am able to apply to my job. Having a psychology background has been a huge asset!



As my classmates may remember (as may Rich and Lisa), there were a few times where I had to bring my daughter Shannon to evening classes where she sat quietly and listened to the lecture and doing her 'elementary school' homework. Today, she is nearly 16, (6" taller than her mother—I think I am the only one surprised by this), in high school and ready to drive a car—hard to believe. She is a terrific daughter and I am a lucky mom!!

More recently, we adopted a toy Yorkie puppy we named Scarlet, and I took Shannon on her first cruise. I also find myself contemplating returning to Florida Tech for my Ph.D. in I/O—that would be the icing on the cake! I hope all of you are well and enjoying all of your adventures since graduation—I think of you often!

2007

Rachel Butler, Psy.D., Clinical

I graduated the Clinical Psych Psy.D. program in 2007. I got married in 2007 and moved to London. I am currently teaching undergraduate psych courses at Richmond American International University of London (Human Sexuality, Theories of Personality, Intro to Psych and Psychopathology). I am also doing therapy with students at the University of Reading. I am working on licensure here at the moment (no easy task), travelling tons, and we may be relocating to the UAE in the new year!



2008

Sarah Casella, M.S., ABA

Since graduation I have moved to Michigan to pursue my doctorate from Western Michigan University. I am currently working under Ron Van Houten doing traffic and pedestrian research. I am also currently employed by Dr. Jose Martinez-Diaz's company, ABA Technologies, Inc. I work remotely from Michigan to complete my tasks. Not much to update since I graduated four months ago, but it's something!

2009

Ronald J. Daugherty, Psy.D., Clinical

I completed my internship at the Bay Pines VA Healthcare System and secured a job with the Substance Abuse Treatment Program where I had completed one of my rotations. I am currently helping to develop an intensive outpatient treatment program for veterans who need a little more structure and help than traditional outpatient treatment can provide. Once the IOP is up and running, I plan on studying for the EPPP ... not looking forward to that process! Anyway, hope everyone is doing well and look forward to hearing from the Florida Tech gang!



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Where are they now?

Do you know a former alum who has said to you "I don't ever get a copy of *Journey*." Or "I wonder why so-and-so doesn't write to me from Florida Tech anymore." Well—maybe they are among the missing. Each semester when we send out *Journey*, we receive a multitude of address updates and a goodly number of "return to sender—address unknown." If you know someone who may not have let us know of their recent move, or recent change in e-mail—call them, e-mail them, contact them in some way and ask them to get in touch with us. We are always interested in hearing what our alumni are up to, where they are headed and what wonderful accomplishments they are making. Let us hear from you. We want to expand our alumni update section. Send your information any time throughout the year, not just when you hear from us about the next issue of *Journey*.

Take care, be well and keep in touch. Send your updates to jmccray@fit.edu.

P.S. Your pictures are a welcome addition, please include yourself in the pictures of your children and pets ... after all ... we went to school with you!

Please renew my support for the coming year.

I continue to fully support the Florida Tech School of Psychology's goal of providing graduate research assistantships and resource support for training and research in the department's important programs.

I give my annual support to Florida Tech's School of Psychology for the coming year in the amount of: \$50 \$75 \$100 Other \$ _____

Please make check payable to Florida Tech School of Psychology Endowment Fund and return with this renewal invoice in the enclosed envelope, or mail to:

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