

Journey



**Florida Institute
of Technology**

High Tech with a Human Touch™

School of Psychology
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Looking Forward, Looking Back

Mary Beth Kenkel, Ph.D., Dean, College of Psychology and Liberal Arts

As the title of this newsletter so richly conveys, all of us who are or have been in the School of Psychology have undertaken a journey. We are interested not only in the final destination but also in all that can be discovered during the journey itself—new knowledge about the world and ourselves, new experiences that stretch us as individuals, and new people who enrich our lives. As I complete my 10th year as dean at Florida Tech, I pause for a moment to look back on the first part of my journey here and reflect on what we have learned and accomplished. That reflection guides me as I then look forward to the next phase of the journey and map out the anticipated mile markers and high points on the road ahead.

What has happened in the School of Psychology in the last 10 years? In brief, we have quadrupled our enrollment, added five new undergraduate and three new graduate programs, doubled our faculty, added a world-class center for autism treatment, expanded our reach through the Orlando campus and the highly successful online programs, achieved major gains in research productivity and impact, and greatly expanded our community outreach through a number of service, training and applied research programs. We have continually evaluated and re-tuned our academic programs so that they provide students with the competencies they need to excel in their future careers. We also have built an organizational culture which values student learning and success, collegiality and productivity.

What does our future hold? While pictures in the crystal ball are often fuzzy, there are some very clear images that appear for our future:

- We have launched the campaign for a *new building for the School of Psychology*. We are well on our way to making this image a reality and hope to involve each and every one of you in this quest. There is more to come (including pictures) on this campaign in a future issue of *Journey*.
- We already have taken some steps to prepare our students for the global society in which we all will be living and working with *greater internationalization of our programs*. The international concentration in the Industrial/



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Organization Psychology program is the most visible evidence of that emphasis on the global society. But students from all the psychology programs will need a global understanding and intercultural skills. So much more will be done in this arena.

- Our expanding list of programs and concentrations respond to the growing and emerging needs of our society. In the near horizon, that includes emphases on such areas as child advocacy, integrated behavioral health, PTSD, global business needs, homeland security, human-computer interaction, autism spectrum disorders, mental health of the elderly and more. There is so much that psychology can contribute in addressing societal needs.

In this issue of *Journey*, we have asked several alumni of the School of Psychology to also look back and look forward and let us know how their education and training prepared them for their present careers and their anticipated future activities. As you will read, they believe that Florida Tech prepared them well for their current professional activities and provided them with strong foundations for developing new practice niches and strategies to thrive in a changing world.

Thanks, all, for being on the School of Psychology's journey. Many more adventures and achievements are on the road ahead.

Florida Tech Alumni and Students: In Their Own Words

Benjamin S. Steinberg, M.S., Third-Year Clinical Psychology Student

In each issue of *Journey*, we include alumni updates. Alumni updates give former Florida Tech School of Psychology students the opportunity to let the readers know what they have been up to since graduating from their program. It goes without saying that the alumni are the reason that the Florida Tech School of Psychology is successful. Without their incredible contributions to the psychology profession, the School of Psychology would not be the thriving and bustling institution that it is today. *Journey* would like to celebrate the contributions of the alumni and let them describe their most influential educational experiences. Additionally, we report on activities and honors of current students knowing that these are our outstanding alumni of the future.

Sandra R. Wise, Psy.D. (1995)

Sandra Wise was recommended by Richard Elmore, Ph.D., for her "cutting edge" work with "Equine-Assisted Psychotherapy and Learning."

Equine-Assisted Psychotherapy utilizes horses to facilitate the learning or psychotherapy process with no riding involved. Due to the fact that they are animals of prey, horses are supremely sensitive to their environment and to humans, who are, indeed, predators. Equine activities are incorporated into traditional psychotherapy models (Cognitive-Behavior Therapy, psychodynamic, etc.). The horse and the client/horse interaction merely serve as catalysts and metaphors. There are also parts of our program that, indeed, are quite innovative (I've never seen them used in this way before), but that are receiving rave reviews—those are the programs, which we have fashioned specifically to enhance psychotherapy skills through an equine-assisted model in which a horse serves as the client. In these workshops, the participant can assess the effectiveness of their own non-verbal clinical skills.

How did your experience shape you into the professional you are now?

When I entered the Clinical Psychology Doctoral Program at Florida Tech in 1991, I was already "non-traditional," in that I was 45 years old. I had previously worked as a master's-level mental health professional in two prison systems: The Federal Bureau of Prisons facility in Montgomery, Ala., and the Lorton facility in Washington, D.C. Working with inmates certainly equips you well to deal with very resistant clients. Given that history, the timing of my enrollment at Florida Tech was very fortuitous, in that The Family Learning Program under Dr. Juanita Baker was just being implemented, and I was fortunate enough to "get in on the ground floor"—working as one of the initial co-therapists for the sex offender treatment group.

I had also spent 26 years immersed in military life, being married to an Air Force pilot. Since

my husband served in command and leadership positions for over 12 years, I was also privileged to be able to counsel and offer guidance to young military wives and families. We moved 17 times in 26 years. I actually started at Florida Tech a year before my husband retired from his position at the Pentagon as the Chief of the Air Force Liaison Office to the U.S. Senate.

These life experiences are ample training to prepare one to work with veterans and military families. Consequently, I jumped on board Dr. Richard Elmore's Vet Team and also did a research project involving 78 veterans in treatment. My ties to the military and to veterans are strong and drive my desire to bring more vets into the wonderful world of Equine-Assisted Psychotherapy. The veterans who have participated in our program to date have been overwhelmingly enthusiastic and supportive, reporting that it is so much easier for them to "open-up" when the setting is outdoors and involves these beautiful animals.

What was your favorite part of the program you were in?

The courses in clinical hypnosis were particularly impactful for me. When I conducted my first hypnosis session with a hospitalized patient, I knew this valuable training would add to my arsenal of tools.

Were there any faculty you worked with that you really connected with and how did that influence what you are doing now?

I have used—repeatedly—Dr. Baker's catch phrase of "set yourself up for success" and also her explanation of the concept of "content verses process." She was a very dedicated professor.



Sandra Wise

And, of course, Dr. Elmore, who strengthened my belief in the power of metaphor and introduced me to clinical hypnosis. After my licensure, we formed a private practice in a lovely office in Melbourne Harbor, specializing in couples' and marital therapy and eventually sex therapy. Dr. Elmore even acknowledges that it was my annoying persistence, which finally won him over in formulating the couples' therapy practicum experience at Florida Tech. And, of course, I was allowed to be the first student enrolled in that program! Our couples work flowed from systems theory and I have employed that model ever since. I, of course, do my equine-assisted psychotherapy work in part upon the foundation of that model, in that there is a relationship between the animal and the human that is, indeed, a system. Just imagine all the permutations in terms of the number of interactive systems when you have two horses and two therapists in the round pen doing co-therapy

for couples! Lots of meaty stuff to explore and learn about your own non-verbal therapeutic skills! I have used systems theory in horse training also, when working with a horse and the owner/rider.

What kind of research did you work on and are you still working on something similar?

As noted above, my research involved military veterans in treatment for PTSD. I have remained involved with veterans and currently offer equine-assisted psychotherapy for this population and other trauma victims. Although I am not currently conducting research, I would welcome the opportunity to work with any graduate student who might be interested in doing so, utilizing equine-assisted psychotherapy as the treatment modality. Other populations that your students work with are also candidates for this treatment model. Abuse and domestic violence victims, children with autism, and couples and families in treatment are all possible candidates for research with equine-assisted therapy models, and I would welcome the opportunity to provide your students with the vehicle to experience this model and conduct research.

How has your work at Florida Tech enabled you to contribute something innovative to our field?

I always wondered if there might be a way to offer some experiences, which would make that transition from classroom course work to working with actual clients a little easier for students. I also recognized that it is very difficult to formulate teaching models that focus exclusively on non-verbal skills, which we all know are so very important in communication, but seem to take a back seat in training. Since working with horses, I suddenly realized that I had at my fingertips the perfect "first client"—a horse! You don't have to worry about what you are going to say, you get to focus exclusively on non-verbals, and the animal gives direct, accurate, non-judgmental feedback regarding the effectiveness of your communications.

Shannon Gunter, M.S., BCBA (2008)

Shannon Gunter was recommended by Mark Harvey, Ph.D., for developing "a very successful community-focused agency to serve children with disabilities in the Ocala area."

How did your experience shape you into the professional you are now?

I graduated from Florida Tech in 2008 finishing a Master of Science in Applied Behavior Analysis. Prior to ever starting at Florida Tech, I had been working with children with developmental disabilities since I was 15 years old. It was a field that I absolutely loved and was looking for a way to better help these individuals. I had explored basic psychology, but psychology wasn't the answer to helping these individuals become successful in their own environments and able to function with maximum independence. I was almost 20 years old before I had heard anything about this program called applied behavior analysis. As I finished up degree after degree and certification after certification trying to learn as much as I could about working with children and adults with developmental disabilities, I finally had the opportunity to apply to Florida Tech's graduate program. I was ecstatic when I found out I was accepted. Once I was in the program, the classes just made sense to me.

Were there any faculty you worked with that you really connected with and how did that influence what you are doing now?

Never in my life had I been such a dedicated student and I found myself learning from some of the most knowledgeable people in the field such as Dr. Jose Martinez Diaz, Dr. Patrick McGreevy, Dr. Eb Blakely, and Drs. Mark & Celeste Harvey. I couldn't help but brag about the program and I couldn't have asked for better guidance during my graduate career. Although all of my instructors provided fantastic advice and were more than willing to sit down with students whenever they needed, Dr. Mark Harvey was probably the biggest influence on me. He was never afraid to think outside of the box and present knew ideas that challenged the literature. Working mainly with Medicaid Waiver cases at the time and spending a lot of time at IEP meetings, Dr. Harvey offered advice and research on ABA in school and classroom

settings, IEP laws and suggested readings that helped me to better advise parents prior to meeting with school administrators. Still to this day, I find myself quoting him. Any time I ever felt the "how could I ever do something like that" feeling, his response was simply "why not" and he was right.

How has your work at Florida Tech enabled you to contribute something innovative to our field?

Just after graduating from Florida Tech, I started my own company in Ocala, Fla., called Step-by-Step Success, LLC. We began with simple social skills groups and a few private cases. As the name became more familiar to the area, we began offering a "Parents Night Out" fully inspired by Dr. Mark Harvey. Now almost 2 1/2 years later, we are providers with most major insurance companies, provide community outings, social skills development programs, have developed Ocala's first ABA-based Early Intervention Center, work in collaboration with CMS and Early Steps, and are in the process of setting up an ABA-based school in January 2012. Florida Tech has had a huge impact on my life and has helped me fulfill a dream. So now when people ask, "do you really think you can do that," my response is simply "why not!"



Shannon Gunter

Alumni Updates

1985

Barbara Feinberg, Psy.D.

I graduated from the Psy.D. program at Florida Tech in 1985. I absolutely loved my experience at Florida Tech! I reminisce about dinners with the gang at Rocco's pizza, pool parties at the house where I was renting a room (poverty stricken graduate student days!), and long walks on the beach with my buddies from the program. My research was on the qualities that enhance procrastination. I use my findings often, as I have developed an "anti-procrastination program" that defies the very supports for putting off what could be done pronto. My favorite teacher was Frank Webbe. Not only did I thoroughly enjoy the subject matter he covered (Physiology), but he always had a smile and volunteered words of encouragement. I am presently living in Tampa and have been in private practice for close to 25 years. Although my practice offers support for the general population, specialty areas include reproductive support (infertility support and evaluations for egg donors, surrogates and "intended parents") as well as evaluations for learning disabilities and ADHD. I provide psychotherapy for adults, teens and children. I have a beautiful 8-year-old daughter who is an absolute delight.



1999

Amy Denley, Psy.D.

I've recently moved to Hawaii with my husband's job in the Coast Guard. I'm taking some professional time off to play on the beach with my little girls, ages 3 and 7. As we move from state to state every few years, I have a collection of licenses and a very choppy vitae! But we're having a good time and embracing life in beautiful Hawaii for now.

As I've traveled and worked in several states, I've been thankful for the education I received at Florida Tech and so appreciative of the investment of so many of my professors. Compared to many of the colleagues I've met along the way, I feel that my education prepared me particularly well in the areas of assessment, group dynamics and case conceptualization skills, not to mention—just overall professionalism. It's been a long time now but I still remember it all like it was yesterday! Warmest "aloha" to the entire faculty and staff and my ole' buddies from the Class of '99!

2000

Jodi R. Owen, Psy.D.

I am going on my 10th year as Clinical Director at Capital Area Counseling Services in Pierre, S.D. I am on the APA Council of Representatives and was recently elected to APA Committee on Rural Health, and really enjoy the politics and the people I've met along the way. In November, I accepted a Direct Commission at Captain rank with the SD Army National Guard in the 730th Area Support Medical Command. Being the only psychologist in the SDANG proves challenging and very exciting. On the hobby side, I'm looking forward to summer and doing lots of boating and motorcycling. I and two friends are riding to D.C. for Rolling Thunder over Memorial Day weekend ... that's been on my "bucket list" for a long time so am excited about that.



2002

Katherine Billiot, Psy.D.

I am currently in private practice in Ormond Beach, Fla. In the nine years since I've graduated, a lot has happened. Kevin and I have two wonderful kids, Kiki (age 5) and Kai (just turned 1). Business is booming at the Medical Psychology Center. Since getting out of the Navy at the end of 2005, my practice has expanded beyond my expectations. I have a master's-level counselor, who has been with me for almost five years, an office manager, a receptionist, a psychometrist and a psychologist who has been on board for a little over a year now. In March, we'll be welcoming our latest addition, a psychiatrist who will be working part time. We are so happy to have her on the team here.



I know that coming to Florida Tech with a master's degree afforded me the opportunity to engage in more practicum experiences. As such, I was able to connect with many of the faculty members on a level that was also greater than expected. The training in neuropsychology from Drs. Peake and Webbe provides the "bread and butter" of my practice and is also what sets me apart from other psychologists in town. Dr. Krishnamurthy certainly raised the standard of report writing to a level that far exceeds that of my colleagues in my local community, and of course Dr. Elmore helped to enrich my ability to connect with my patients and treat them with advanced techniques such as ego state therapy, EMDR and hypnosis. Dr. Baker deeply implanted the subconscious voice that tells me to always remember the children of the patients I serve and to remember that my patients were once children themselves. I feel that my training at Florida Tech was top notch. Sometimes private practice is tough, particularly with little kids at home. Having worked for one of the biggest "agencies" in the world (the U.S. Navy), despite all its perks and benefits, I've chosen to be my own boss and plan to keep it that way! The first three years out of service were frightening, but in that time, I've definitely come to feel more seasoned as a psychologist and more certain that my practice (and income) are more stable. It's been a very exciting and fulfilling nine years.

Anne Marie DePaul-Haddock, M.S., I/O Psychology

Anne Marie is a 2002 graduate and has returned to Florida Tech to pursue a Ph.D. in Industrial/Organizational Psychology. She worked in the field of human resources and organizational development for 15 years within a broad range of industries—ITT Technical Institute, Intersil Corporation and Ready Pac Foods Inc. Her most recent position was vice president of human resources for an \$850M food processing company in Southern California. Currently she enjoys serving as an instructor for the Florida Tech online program and as a consultant for a variety of companies nationwide. Anne Marie lives in Columbus, Ohio, with her husband, Greg, and 4-year-old son, Bryce Robert. Anne Marie most appreciated working on projects with fellow students and learning from their experiences. Dr. Art Gutman inspired Anne Marie to pursue her degree and career in Industrial/Organizational Psychology while creating and implementing a selection tool for technicians at Harris Corporation. Anne Marie is extremely grateful and excited to have the opportunity to return to Florida Tech and experience the positive culture, faculty support and high-caliber staff and students once again.

Stacey Baron, Psy.D.

Well, I am still doing pretty much the same thing. I work part time in my own practice, Thrive Under 5, with my business partner, Pam Haefner, LCSW, in the Northern Virginia area (Leesburg to be exact). The focus of the practice is on women and children. Our tag line is From Pre-Birth thru Preschool with the belief that if you get children and their families started on the right foot it's all good from there! The pre-birth part starts with my part of the practice, which focuses on hypnosis for fertility and I am also a certified Hypno-Birthing trainer, training couples in hypnosis for birth. I had all three of my children with my homegrown version a la Dr. Richard T. Elmore so I was sold and had to become a trainer! My partner and I both see women with post-partum issues be it depression, anxiety, etc. I have seen women with a history of post-partum psychosis as well. My partner, Pam, then takes over with the little ones and their families for toileting issues, etc. Then I come back in during the elementary school years for testing and therapy. We do also see adolescents. Part time is the perfect fit for me as my children are still so young: Aidan, 8, Kyra, 6 and Holden, 4. My husband Tim also started his own recruiting business last year so that has been hectic as well. I sublet my office space to get the rent paid.

As for my experience at Florida Tech, I will never forget being in Dr. Elmore's class my first year and he asked us to draw therapy. Just about everyone drew some kind of pictorial representation (i.e., a compass) and I drew two people sitting and talking and dubbed it literal therapy. That was a real eye-opener for me. I easily related to professors, like Dr. Baker, who taught cognitive behavioral therapy but Dr. Elmore challenged me to think differently. That has been the most difficult part of coming into my own as a therapist but it helped me immensely and obviously I use it as part of my everyday practice. Of course my testing skills are top notch due to Dr. K! The first testing I did on post-doc blew my supervisor away! In the end I was very well prepared and the Psy.D. program gave me so much opportunity to come out with some great clinical skills. The challenging part now is the business end which I am not sure any program can fully prepare you for ... the taxes, the business licenses, the accounting, etc. Figuring that out I think requires its own doctoral degree. In the end, I am very happy with and grateful for my Florida Tech education ... thank you.

2006
Megan Parsons (née Scherrer), M.S., Applied Behavior Analysis

I am currently working for a large health care company as their special projects consultant. I have been with the company for 4 1/2 years. In October of 2010, I got married. My husband and I live in Plymouth, Mich., with our 2-year-old boxer, Lexi. In January of 2011, I launched my own professional organizing company, called Manage My Mess. I continue to work full time for the health care company as I move forward with Manage My Mess. My Florida Tech experience in organizational behavior management has helped me in my current career as a special projects consultant as well as helped me prepare for my professional organizing career. I loved having the option to take classes at the Orlando Graduate Campus as well as classes on the main campus. While at Florida Tech, I worked on behavioral safety as well as performance management research and even though I am not conducting research in those areas directly at the moment, I definitely use my research skills on a daily basis.

2007
Amanda Fixsen, M.S., Applied Behavior Analysis, OBM Track

Since graduating in 2007, I have been working on my Ph.D. in social work and social research at Portland State University in Portland, Ore. The time I spent at Florida Tech allowed me to be a part of many research projects and learn a lot about research in general. I have been excited about research ever since and will (hopefully) graduate with my Ph.D. in the fall of 2011. I now conduct research on the organizational factors that influence the implementation of school-based mentoring programs and have been grateful to partner with Big Brothers Big Sisters for my dissertation work. I live in Eugene, Ore., where I am finishing my dissertation work, and where my fiancé is doing his doctoral studies in education, methodology, policy and leadership at the University of Oregon. We will be married this summer.

Sara Gilbert (née Savage), M.S., BCBA, Applied Behavior Analysis

I moved to Knoxville, Tenn., in February 2008, married in June 2009, and we are expecting our first child in May 2011. I started my own private practice in March 2010 in Knoxville, working as a BA with children diagnosed with autism. I credit a lot of what I learned as a combination of the wonderful professors at the Orlando campus and the hands-on experience I learned working at Quest Kids, where I was also able to work closely with Eb Blakely and other current and past students of Florida Tech. My favorite part of the program was being engrossed in ABA through classes and working at Quest Kids and having such a wonderful group of people to bounce ideas off of. I worked the closest with Eb Blakely and I always thought he was the best professor I've ever had. I am truly fluent in the skills I have learned working with Eb because of his teaching style, which makes me feel very knowledgeable and able to clearly explain the principles and concepts to parents I work with on a daily basis. He made sure all of his students knew how to correctly write a good behavior program/FA. I have continued to use this same format, and I have had many 'thank yous' from the insurance companies for the information and data included in my reports. If it wasn't for Eb, I wouldn't have had that outline to follow. While I was in the program, I did the capstone project, but I am not working on any research at this time. Instead, I implement others' research into my everyday therapy.

2010
Patrice Reid, Ph.D., I/O Psychology

I am a research scientist and acting director of research, simulation and learning at the Defense Equal Opportunity Management Institute (DEOMI) at Patrick Air Force Base in Melbourne, under the auspices of the Defense Language Office (DLO) in Arlington, Va. I am primarily responsible for the execution of research initiatives and the development of projects related to cross-cultural proficiency and regional expertise, emotional intelligence, and cultural diversity in the Department of Defense. I am also responsible for the design and evaluation of psychometric research, as well as providing expert advice and assistance in support of contracted research tasks. Hence, I am still working on research areas that I had explored during my enrollment at Florida Tech. My experience at Florida Tech was one I will always remember. I made quite a few friends in and outside of the I/O program whom I still talk to as well as work with. My overall experience at Florida Tech helped to shape my professional career, as well as having worked with Dr. Erin Richard, my dissertation adviser.

Getting Our Hands Dirty: Consulting Through The Center

Rich Griffith, Ph.D., Industrial/Organizational Psychology Faculty

This semester a group of eight students in the Industrial/Organizational (I/O) psychology program have been busy delivering training content developed for the Harris Corporation. The team is currently conducting two training courses: Business Communications and Advanced Presentations at locations in Melbourne, Virginia and New York. This opportunity makes the training students receive at Florida Tech come alive as they see how training is delivered and evaluated in the real world, all while earning a little extra money.

Second year graduate student Casey Cook shared a little bit about his experience: "When I first learned of the opportunity to participate with Dr. Griffith and the Center for Organizational Effectiveness as a student co-facilitator, I was very excited. As a co-facilitator of the Advanced Presentations training program, I had the opportunity to experience business travel (along with all of its ups and downs), to get one-on-one face time with one of my professors, and to get real-world hands-on experience as a young Industrial/Organizational professional that simply cannot be taught in the classroom through a lecture. As a result of having the opportunity to work with the Center and Harris, I was able to develop my professional acumen and build work experience in the Industrial/Organizational field. I feel that this was instrumental in my obtaining an internship with a company very similar to Harris and also prepared me with knowledge of how these types of companies feel from the inside before I even walked through the door. I would highly recommend any student who is interested in getting to see consulting in action, obtaining Industrial/Organizational psychology work experience, and making a few bucks on the side to participate in this awesome opportunity that our grade-A faculty has created for us with Harris."



From left: Temitayo Lawal, Richard Griffith, Christen Lockamy, Margaret Sudduth

Michelle Thackray, a first-year graduate student in the program added: "My training experience with Harris has enriched my education here at Florida Tech in a variety of ways. It has provided me with practical knowledge that will give me a competitive edge when applying for a position to begin my professional career. It has taught me how to establish and maintain a professionally friendly demeanor with clients over time. I also found this experience advantageous by providing a realistic preview of what to expect as a consultant. One of the most valuable lessons I learned from my experiences with Harris involved an unforeseeable travel glitch. I was able to see Rich adapt to the dilemma without losing face all while keeping the clients best interest in mind. I am friendly with students from other Industrial/Organizational programs around the country and unfortunately none of them have been able to participate in this type of unique experience. Striking a balance between

theory and practice is what attracted me to this program from the start and I am thrilled that the program is living up to my expectations."

Students begin their experiences as co-facilitators, but then are trained as primary consultants who are 100% responsible for the scheduling of the training, delivery of the training and solving problems as they pop up. The most valuable experiences come from interfacing with clients and learning how to help them solve their problems. This kind of client management experience isn't something you can get in other programs around the country. Our efforts to realistically train Industrial/Organizational students are one of the factors that separate us from the pack.

Keep an eye on the Center as we develop more training for Harris this year including cross cultural competence training as well as training for Expats and Repats assigned abroad!

BASA and SPM Host Annual Conference

Daniel DeRosa, president of the Behavior Analysis Students Association and vice president of the Society for Performance Management, graduate student in the behavior analysis program

This past February 4–5, the Behavior Analysis Students Association (BASA) and the Society for Performance Management (SPM) hosted their annual conference. The purpose of the event, titled *A Conversation about Punishment: Three Perspectives*, was to initiate a dialogue about the disadvantages and the advantages of punishment procedures. For this discussion, BASA and SPM brought together three speakers with differing views on the use of punishment interventions. This was the first conference held by the student organizations addressing punishment.

Attendance at this year's conference was the highest ever, reaching an estimated 210 Florida Tech students, parents and professionals from around the region. For the first time in the five-year history of the conference series, the event was broadcast live over the Internet allowing approximately 50 additional audience members to view and participate in the discussion. With the process for streaming over the Internet established, drawing an on-site audience from all over Florida and a web audience from Boston to California, this conference series is well on its way to becoming one of the premiere events in the region. "It was wonderful to wake up to Merrill Winston," reported Cindy Sundberg of San Francisco. Dr. Merrill Winston, in the first session of the day, spoke about how punishment is neither inherently good nor inherently bad. He also brought a healthy dose of sarcasm, pop culture references and well-placed colorful language to kick off the conference.

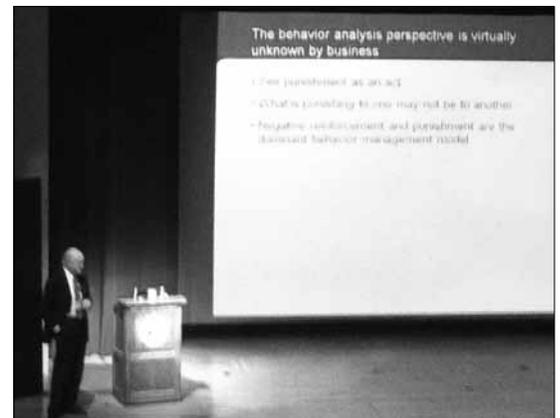
Dr. Matthew Israel, founder and executive director of the Judge Rotenberg Educational Center (JRC), followed in the second session. The JRC treats students who exhibit severe behavior problems, often using a contingent electric skin shock as a punishment procedure. Sharing graphs of the progress of clients and pictures of the JRC, Israel invited a former student to share his time in front of the audience. Brian Avery, a former student of the JRC who received skin shock, spoke eloquently about his experience at the center.

The third speaker of the day, Dr. Aubrey Daniels, spoke about the tendency of supervisors to rely on punishment as their default management strategy in the workplace. Daniels quickly won the crowd over with his easy speaking style and anecdotes illustrating his points.

The final session of the day was a panel discussion in which the three speakers fielded questions from both the Gleason Center audience and those watching on the web. At the conclusion of the panel session, the discussion continued inside the Scott Center for Autism Treatment after a brief tour of the building. Twenty-five audience members joined Dr. Israel and behavior analysis faculty member Dr. David Wilder in a discussion about the need for assessment in treatment.



Dr. Matthew Israel speaks to the audience.



Dr. Aubrey Daniels on stage at the Gleason Performing Arts Center.

Faculty Emerita Establishes Psychology Endowment, Funds WFIT Psychology Science Minute

Press Release

Faculty Emerita Juanita Baker, professor of psychology, who retired in 2007, has fully funded the Psychology Science Endowment in the School of Psychology. The endowment, begun with her \$25,000 donation, will support a weekly broadcast on WFIT 89.5 FM radio, to be called the Psychology Science Minute. The "minute" will begin in late spring.

The endowment's mission is to inform the public about the science of psychology, the value and importance of psychological research and its applicability to people's lives. This will be accomplished by developing and airing on WFIT brief reports on psychological

research that has important implications for people's lives and well-being. Some of the minutes will highlight the research of Florida Tech faculty members by focusing on their research, interest areas and expertise.

The endowment will provide funding for a psychology student or graduate to do the background research and write-up of the minutes, as well as design and update a linked Psychology Science Minute website.

Dr. Baker joined the School of Psychology in 1984 and conducted research and taught courses related to her work as the director of the Family Learning Program. The program

treats children and adolescents who are victims of caretaker sexual abuse, their non-offending caregivers, siblings and their offenders.

Upon Baker's retirement Paula Wolfeitch, Ph.D., took over this program, which not only provides a needed community service, but also gives psychology doctoral students a depth of field experience working with children, parents, offenders and community agencies.



Juanita Baker

Florida Tech School of Psychology Faculty and Students Visit Tallahassee

Kristi Van Sickle, Psy.D., Assistant Professor in Community Health, Executive Director, Brevard Healthcare Forum

Clinical psychology students Laura White, Denard Yearwood, Anne Schmiege and School of Psychology faculty Dr. Kristi Van Sickle visited Florida Senator Thad Altman (R-24) and other members of the Brevard County legislative delegation in Tallahassee as part of the Florida Psychological Association's Legislative Day on March 9. Students who participated in this event gained experience in legislative advocacy on behalf of the profession and of mental/behavioral health consumers, as well as first-hand knowledge about the importance of psychologists' involvement in the process.

Pictured from left: Laura White, first-year Psy.D. student; Denard Yearwood, first-year Psy.D. student; Senator Thad Altman; Dr. Kristi Van Sickle; Anne Schmiege, fourth year Psy.D. student



Arthur Gutman is SIOP Fellow

Lisa Steelman, Ph.D., Chair, Industrial/Organizational Psychology Program

Arthur Gutman, professor of Industrial/Organizational psychology was recently elected to Fellow status by the Society for Industrial/Organizational Psychology (SIOP). SIOP is Division 14 of the American Psychological Association and is the premier professional association for Industrial/Organizational psychologists. Fellow status is conferred on members who have made a significant contribution to the field of Industrial/Organizational psychology.



Art Gutman

Art is recognized for his program development, teaching and mentoring, scholarship, and consultation. Art was one of the founders of the Industrial/Organizational psychology program at Florida Tech. Beyond contributing to the development of scores of professional Industrial/Organizational psychologists, Art conducts research and writes prolifically in the area of Equal Employment Law. A small sampling of his work includes his book EEO Law and Personnel Practices (now in its 3rd edition), numerous book chapters, the quarterly TIP column "On the Legal Front," SIOP Conference workshops, and expert consultation in federal court cases. Most recently, he has been retained by DCI Consulting to write monthly alerts on key court cases, legislation, and EEOC and OFCCP activities and regulations.

Another Success for Evening of Hope

Colleen Middlebrooks, Outreach Coordinator

The third annual Evening of Hope fundraiser, which benefits the Scott Center for Autism Treatment, was held at the home of Ed and Cheryl Scott in Merritt Island this year. It raised over \$190,000 through sponsorships, a live auction and a Rolex Raffle, which was generously donated by Kempf's Jewelers. Over 260 people attended.



Scott Center Staff Ali Wiegand, Dr. Fran Warkomski, Sam Clegg and Jessica Sparling.

Congratulations School of Psychology Students

Lauren King Receives Dissertation Grant

Radhika Krishnamurthy, Psy.D., ABAP, Professor, Clinical Psychology

Third-year Psy.D. student Lauren A. King received a \$500 dissertation grant from the Society for Personality Assessment. SPA is an international professional organization established in 1938, which is dedicated to developing methods of personality assessment, advancing research on their effectiveness and promoting high-quality personality assessment practice. The Society makes awards up to \$500 to support dissertation research in the area of personality assessment. Requirements for the grant include approval by the student's dissertation committee before applying for the award, student affiliate membership in SPA and sponsorship of the proposal by an SPA member. Lauren's application was sponsored by Dr. Radhika Krishnamurthy. As expected of grant recipients, Lauren will present the results of her research at the 2012 SPA annual meeting in Chicago.



From left: Tiffany Cummings, Trevor Taylor, Dr. Radhika Krishnamurthy, Aaron Privett, Lauren King

Trisha Ross Wins Joan Bixby Award

Benjamin S. Steinberg, M.S., Third-Year Clinical Psy.D. Student

Each year, the Joan Bixby Award recognizes a Florida Tech student, staff and faculty member (male or female) who enhances the climate for women's participation and development on Florida Tech's campus. As part of this initiative, the Florida Tech Alumni Association in partnership with the Women's Business Center (WBC) at Florida Tech, Barnes & Noble, the Brevard County Woman newspaper and Brevard Business and Professional Women (BPW) present the award annually during the National Women's History Month in March.

This March, Trisha Ross, a third-year clinical psychology doctoral student, was awarded the Bixby award in the "student category" at a Women's History Month luncheon. This award comes as a result of her hard work on her doctoral research project titled, Training in Women's Issues: An Examination of Clinical Psychology Training Programs. Her research will involve conducting a national survey of clinical psychology programs to examine the degree to which their diversity curriculum addresses training in women's issues. Trisha's doctoral research project is an extension of the hard work and abiding interest she has for women's issues. She has been actively involved in this work since she was an undergraduate at Emory University and has made it the focus of many aspects of the work she has accomplished as a doctoral student.



2011 Joan Bixby Award Winners: Dr. Deborah Carstens, John Reynolds and Trisha Ross

Spring Honors Convocation 2011

Sophomore: Edgar Prieto

Junior: Christopher Morris

Senior: Elisabeth Beasley, Michael Fogg, Candace Hamiel, Chanae Jamison, Bonnie Lee Klein, Bethanie Stephens, Erica Twomey

Graduate: Allyson Ross, Rana Moukarzel, S. Corinne Russell, Erica Johnson, Amy Gammon, James Gallo, Laura DeMarzo

Clinical Psychology Awards

The Elizabeth B. Wolf Outstanding Clinical Student Award

Apryl Alexander

Certificate of Merit

Jessie Giglio

Psy.D. Research Award

Anisha Talati

Congratulations to the clinical students who were matched to internship sites

Apryl Alexander

Patton State Hospital, Patton, CA

Roxanne Bayan

VA Medical Center–Miami, Miami, FL

Chad Breznay

Northeast Florida State Hospital, MacClenny, FL

Monica Cline

Cherokee Health Systems, Knoxville, TN

Laura DeMarzo

Mendota Mental Health Institute, Madison, WI

Nicole Gassman

University of Houston, Houston, TX

Jessie Giglio

Astor Services for Child & Families Poughkeepsie, NY

Krista Hansen

Spring Grove Hospital Center, Catonsville, MD

Jennifer Jimenez

Georgia Southern University, Statesboro, GA

Joanna Kopec

Appalachian Regional Healthcare, Hazard, KY

Meghan Nash

University of Maine, Orono, ME

Rachel Oppenheimer

Lewisville Independent School District Lewisville, TX

Louis Orr

North Florida/South Georgia VA Health System, Gainesville, FL

Maria Rheume

Nova Southeastern University Psychological Services Center, Fort Lauderdale, FL

Matias Rodriguez

Lincoln Medical & Mental Health Center Bronx, NY

Anna Schmiege

W.J.B. Dorn VA Medical Center, Columbia, SC

Maria Silva

Lincoln Medical & Mental Health Center Bronx, NY

Anisha Talati

NAPA State Hospital, Napa, CA

Stephanie Tiedemann

University of Alabama at Birmingham Birmingham, AL

Psychology Research Colloquium

Erin Richard, Ph.D., Psychology Faculty

The Psychology Research Colloquium was held on March 25, 2011, in the Hartley Room. Conference-style presentations were given by faculty and students, and research posters were on display throughout the day. The event was attended by faculty, staff, students and community members. The purpose of the yearly colloquium is to showcase research being conducted in the School of Psychology to the rest of the university and to the outside community. Continuing education credits were also offered for the event.

The Colloquium began with a welcome from Dr. Erin Richard, chair of the Psychology Research Committee. Dr. Julie Gross, director of undergraduate internships, then discussed undergraduate research being conducted as part of the new internship program. This undergraduate research was displayed at the Colloquium in 23 undergraduate research posters. The last two presentations of the day were given by the winners of the Dean's Award for Student Research. This year's winners were Lindsey Lee (Graduate Student Award) and Nailah Ford-Burrell (Undergraduate Student Award). The students were awarded a certificate along with a stipend to support travel to a regional or national conference to present their research.

The Colloquium was sponsored by the Psychology Research Committee, whose members include Meagan Gregory, Julie Gross, Celeste Harvey, Erin Richard (Chair) and David Wilder.



Nailah Ford-Burrell (recipient of the Dean's Award for Undergraduate Research) and her faculty adviser, Dr. Patrick Converse.



Dr. Lisa Steelman, left, presents the Dean's Award for Graduate Student Research to Lindsey Lee, center, for her project done under the direction of Dr. Vanessa Edkins, right. Graduate student Bharati Belwalkar (not pictured) also contributed to the project.

Diversity Committee Participates in International Festival

Alexa Weinberg, M.A., Second-Year Clinical Psy.D. Student

The School of Psychology's Diversity Committee once again participated in the International Festival. Our theme's objective, "The Words We Speak," was to create a booth illuminating the evolution and origins of common English words. The diverse origins of words enabled visitors to understand the meaningful connection between cultures. The materials consisted of three boards containing index cards that had English words on top and underneath were the origins of the English word. For example, the word "robot" comes from the Czech word meaning "worker." In addition to the board, a trivia game was created where participants attempted to match the word with its origin. Winners received a choice of international treats. As always, the Diversity Committee enjoyed another successful experience at the International Festival and we look forward to next year.



From left: Rebecca Cavazos, Corinne Russell, Natalie Fala, Maria Sverdllova, Alexa Weinberg, Dr. Radhika Krishnamurthy

Faculty Kudos

In June 2010, Associate Professor **Gisela Susanne Bahr** was appointed the Executive CTR Head of the Collaborative International Research Centre for Universal Access (CIRCUA).

Forman, M., Moukarzel, R., **Bahr, G.S.**, (2011). "Similarity and Empathy of Virtual World Users regarding their Avatars". Paper presented at the 2011 Student Conference on Human Factors and Applied Psychology (HFAP) at Embry-Riddle Aeronautical University.

Gracey, H., Mayron, L., **Bahr, G.S.**, (2011). "Cyber Risks to Secure and Private Universal Access". Chapter to appear in 2011 "Springer Lecture Notes Computer Sciences" (book series.)

Metz, J., & **Bahr, G.S.** (2011). Therapy with Facially Injured Clients: A Study of Memory, Evaluation, and Exposure Effects. Journal article accepted by *Psychological Services* published by the American Psychological Association.

Betz, A.M. (April, 2011) How to get a drivers to change their behavior and increase safe driving behaviors. Presented at annual national conference for NAFA: Fleet Management Association, Charlotte, NC.

Betz, A., Higbee, T., Kelley, K.N., Sellers, T.P., & Pollard, J.S. (In press) A comparison of the effects of scripts and script fading procedures, and extinction on the response variability of manding with children with autism. *Journal of Applied Behavior Analysis*.

Betz, A.M. & Fisher, W.W. (in press). Functional Analysis: History and Methods. In W.W. Fisher, C. C. Piazza, & H. S. Roane (Eds.). *Handbook of Applied Behavior Analysis*. New York, NY: Guilford Press.

Converse, P.D., Pathak, J., & Haddock, A.M. (2011). A Longitudinal Study of Self-Control and Career Success. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Converse, P.D. (2011). In P.D. Converse (Chair), Detecting Deception: Techniques for Assessing Applicant Faking on Personality Measures. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Piccone, K., & **Converse, P.D.** (2011). Effects of Self-Efficacy and Goal Setting Conditions on Goal Regulation. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Piccone, K., **Converse, P.D.**, Lockamy, C., Miloslavic, S., Mysiak, K., & Pathak, J. (2011). Social Context and Self-Regulation over Time. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, C.

Piccone, K., Zickar, M.J., Gammon, A., & Sudduth, M.M. (2011). Now for something completely different: Faking, difference scores and IRT. In **P.D. Converse** (Chair), Detecting Deception: Techniques for Assessing Applicant Faking on Personality Measures. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Belwalkar, B., Lee, L., & **Edkins, V.** (2011). Demonstrating discrimination's toll: The impact on juror decision making. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Gammon, A., **Griffith, R.L.**, & Kung, M. (2011, April). How Do Real Applicants Who Are Fakers Compare to Nonfakers? Interactive poster presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Griffith, R.L. & Donovan, J. (2011, April) Applicant Faking in Personality Testing. Community of interest presentation at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Griffith, R.L., Heggstad, E., MacCann, C., Ziegler, M., Naemi, B., Ellingson, J., & Kyllonen, P. (2011, April). Can Faking Ever Be Overcome in High-Stakes Testing? Debate conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Griffith, R.L., Erker, S., Hake, M., Hanges, P., Kozusznik, B., Ryan, A. M., Peiro-Silla, J. (2011, April). In **R.L. Griffith** (Chair), The Age of Internationalization: Developing an International I-O Curriculum. Panel discussion conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Griffith, R.L., & Hurd, J. (2011, April). Busted? Resume Fraud, the Background Investigation, and Best Practices. Roundtable discussion presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Lee, L. & **Griffith, R.L.** (2011, April). "Little White Lies?" Establishing a Baseline of Applicant Dissimulation. Interactive poster presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Peterson, M. H., **Griffith, R. L.**, **Converse, P. D.**, & Gammon, A. (2011). Using Within-Subjects Designs to Detect Applicant Faking. In **P.D. Converse** (Chair), Detecting Deception: Techniques for Assessing Applicant Faking on Personality Measures. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Tryba, B. A., Pita, M. D., Cook, C. A., Lee, L. M., **Griffith, R. L.**, & Jenkins, M. (2011, April). Faking at the individual level: How many people "fake bad?" Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Grozman, E., Haddock, A. M., Lee, L., Moore, L., Gammon, A., McFadden, M., Blandford, J. & **Gutman, A.** (2011, April). An Empirical Assessment of Post-Burlington Claims of Retaliation in Employment. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Hedge, J. Green, A., **Gutman, A.**, Klehe, U., Paullin, C. & Foster Thompson, L. (2011, April). Understanding the Impact of an Aging Workforce on Employees/Organizations. Panel discussion at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

McDaniel, M., **Gutman, A.**, Copus, D., Outtz, J. & Sharf, J. (2011, April). Abolish the Uniform Guidelines. Panel discussion conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

The clinical psychology doctoral students awarded **Dr. Thom Harrell** the Outstanding Clinical Psychology Faculty Member Award for 2011.

Cummings, T.L., **Krishnamurthy, R.**, Privett, A. R., & Day, D. O. (2011, March). A comparison of high-point scales on the MMPI-2 Clinical scale and Restructured Clinical (RC) scale profiles. In J. H. Kamphuis (Chair), MMPI-2 and MMPI-2-RF research. Paper presented at the annual meeting of the Society for Personality Assessment, Boston, MA.

King, L. A., **Krishnamurthy, R.**, Taylor, T. D., & Day, D. O. (2011, March). An examination of single-scale elevations and codetypes on MMPI-2 K-corrected and non-K-corrected profiles. In J. H. Kamphuis (Chair), MMPI-2 and MMPI-2-RF research. Paper presented at the annual meeting of the Society for Personality Assessment, Boston, MA.

Krishnamurthy, R. (2011, March). Personality assessment in primary and integrated care. In R. E. McGrath (Chair), The future of psychological assessment. Roundtable discussion presented at the annual meeting of the Society for Personality Assessment, Boston, MA.

Krishnamurthy, R., Armstrong, J., & Berant, E. (2011, March). In R. J. Ganellen (Chair), Secrets, double binds, and the limits of knowing. Case discussion presented at the annual meeting of the Society for Personality Assessment, Boston, MA.

Krishnamurthy, R. (2011, March). Integrating parent report with child/adolescent self-report in personality and behavioral assessment. In V. R. Brabender (Chair), Bringing it all together: Integrating personality assessment data. Symposium presented at the annual meeting of the Society for Personality Assessment, Boston, MA.

Papers presented by the personality assessment team at the annual School of Psychology Research Colloquium, in the session entitled "Personality Assessment Research for Practical Purposes":

Cummings, T.L., Privett, A. R., **Krishnamurthy, R.**, & Day, D. O. (2011, March). MMPI-2 Clinical and Restructured Clinical (RC) scale profile comparison: Analysis and implications.

King, L. A., Taylor, T. D., **Krishnamurthy, R.**, & Day, D. O. (2011, March). Interpretive implications of differences between MMPI-2 K-corrected and non-K-corrected profile highpoints.

Krishnamurthy, R. (2011, March). Guidelines for clinical practice from personality assessment research.

Maria Lavooy attended the Southeastern Psychological Association (SEPA) annual meeting in March, which was held in Jacksonville, FL. Served as chair of programming for Psi Chi, The International Honor Society in Psychology, presided over the PsiChi/SEPA Invited Address as well as three symposia, and served as the undergraduate and graduate research awards chair.

Maria Lavooy attended the American Psychological Association's Business Meetings in Washington D.C. in the capacity of Psi Chi Liaison to the Board of Scientific Affairs.

Joshua Pritchard was appointed Chair of Archival Committee for BF Skinner Foundation and received the ACIT Grant: Bringing Science-Based Teaching Techniques into an Online World.

Erin Richard was interviewed by the Society for Industrial and Organizational Psychology about the recent conference presentation: "Misperception of Emotion in Email: Effects of Gender and Status," by Liz Steinhauser, Erin Richard, Chaunette Small, and Bianca Trejo. This research was identified among the 2011 conference presentations as an item of broad interest to SIOP members and the community. It will be featured in an article on the SIOP website.

McFadden, M. & **Richard, E. M.** (2011, April). Cultural and individual differences influencing reactions to business request emails. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Richard, E. M., **Converse, P.D.**, & Steinhauser, E. (2011, April). Emotional display rule deviance as self-regulatory failure. In E. Richard (Chair), Emotional Display Rule Deviance: Antecedents and Consequences. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Richard, E. M., Reid, P., Bogle, C., Miranda, M., & Reverdiu, G. (2011, April). BIS and BAS sensitivity as predictors of flight training performance. Interactive poster session presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Steinhauser, E., **Richard, E. M.**, Small, C., & Trejo, B. (2011, April). Misperception of emotion in email: Effects of gender and status. Interactive poster session presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

A, N., Li, X., Kung, M.C., & **Steelman, L.A.** (2011, April). Cultural differences in seeking success and failure feedback. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Bogle, C.A., & **Steelman, L.A.** (2011, April). An integrative model of the feedback environment. In A. Gabriel A. & P.E. Levy (Chairs), Organizational Feedback: Encouraging it, Seeking it, and Using it! Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Steinhauser, E., van Driel, M., Peterson, M., McDonald, D. (2011, April). Relationship among branch of military service, equal opportunity climate. In B. Trejo, K. Parks (Chairs), Illusion of inclusion and importance of equity and diversity climate. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Sudduth, M.M., & **Steelman, L.A.** (2011, April). Age and feedback: A case for individual differences over generation. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Wilder, D., Myers, K., Fischetti, A., Leon, Y., Nicholson, K. & Allison, J. (manuscript accepted for publication). An analysis of modifications to the three-step guided compliance procedure necessary to achieve compliance among preschool children. *Journal of Applied Behavior Analysis*.

Stephen Young, 3rd year I/O student, has received the e-learning teacher of the year award for 2011.



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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 email—call them, email 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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