

Journey



**Florida Institute
of Technology**
High Tech with a Human Touch™

School of Psychology
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The School of Psychology's 50th Anniversary Celebration Was a Success!

Ashley Franklin, M.S., fourth-year Clinical Psy.D. student

The School of Psychology celebrated Florida Tech's 50th birthday February 6–7, 2009, with its biggest alumni event ever! The event was a success thanks to the countless months and hours of meticulous planning by faculty, staff and student assistants. Of course, what made the event most successful and special was the attendance of many of our wonderful alumni, some of whom travelled great distances to join

us in our celebration. The clinical class of '83 had the most alumni in attendance, but many other classes and programs were represented throughout the weekend. Some of the clinical alumni in attendance were **Dawn Tepperman, '82; Robert Adams, '83; Barbara Mara, '83; Allan Creager, '83; Andrea Deratany, '83; Dennis Pelon, '83; Barbara Warren, '85; Sara Howze (Baldwin), '86; Steve Wise, '90; Nancy Cruce, '91; Aratha Dixon (Franklin), '00; Cori Calkins, '02; Theresa Picciocchi, '03; Angela Steep, '03; James Ferro, '06; Cynthia Metz (Nold), '04; and Susan Young, '04.** Some of the ABA alumni in attendance included **Chad Kinney, '07; Thomas Freeman, '00; Maura Reedy, '08; and Selena Roe-Jordan, '07.** In attendance from the I/O program was **Mavis Kung, '02** and from the undergraduate program were **Nadia Heshmati, '90 and Cynthia Kristi Catalfamo (Wortham), '03.**

The festivities began the evening of Friday, February 6, with a lovely reception in the Hartley room. This event featured various hors d'oeuvres, catching-up among our faculty and alumni, and a professional harp player who set the mood with plenty of angelic music.

The morning of February 7 began with breakfast and continued with four successful and informative Continuing Education workshops, provided free to our alumni. Topics of the workshops included "Legal and Ethical Lessons Learned in Practice," presented by **Drs. Art Gutman, Jose Martinez-Diaz and Todd R. Poch;** "Assessment Across the Disciplines in Psychology," presented by **Drs. David Wilder, Richard Griffith and Radhika Krishnamurthy;** "Technology, Psychology and the Aging Population," presented by **Drs. G. Susanne Bahr and Frank Webbe;** and "Iraqi Veterans: A Continuum of Issues at Home and Work," presented by **Drs. Kevin Mulligan and Lisa Steelman.** For lunch, a fabulous barbeque feast was bestowed upon our alumni, staff and faculty.

At the end of the CEU presentations, our guests relaxed at the beautiful Pantherium and listened to the groovy sounds of "Slacktones," a surf band flown directly from California by the School of Psychology specifically for the celebration. After a refreshing refrain, alumni and guests rejoined us for a formal banquet where they wined, dined and danced the night away. There was a live D.J. and ballroom dancers on hand to add to the entertainment. As a special part of the evening, alumni were presented with the unique and special opportunity to bid on historic and personal items donated by faculty and staff. The planning was lead by **Dr. G. Susanne Bahr** who was assisted by faculty members **Drs. Paula Wolfteich, Lisa Steelman and Kristi Van Sickle,** as well as staff member **Debora Masters** and students **Sarah Arnett, Ashley Franklin and Liz Trame.** Naturally our very own Dean, **Dr. Mary Beth Kenkel,** also filled many important roles before and during the event. The 50th Anniversary was a success and we look forward to seeing our alumni again at future events!



Theresa Picciocchi, Psy.D., Susan Young, Psy.D., Michael Busse, Psy.D., Jill Herman, Psy.D.,



Mary Burke (ABA), Lynn Gourley, ABA, Trish Rich, ABA, Debra (Jacoby) Sloane, Psy.D.



Promoting Communication Between Caregiver-Patient Dyads and their Physicians through In-Home Monitoring

Frank Webbe, Ph.D., Psychology Faculty Member

The School of Psychology and the East Central Florida Memory Clinic have recently received a contract from Florida's Department of Elder Affairs to conduct a study that aims to increase communication between family caregivers of patients with Alzheimer's disease and their doctors.

Family caregivers often lead a lonely existence. The burden of caregiving competes with other activities, including communication with physicians and other health care professionals. Indeed, at a time when greater communication is necessary due to the progressive and morbid advance of the family member's disease, it becomes harder and harder to find time even to call a physician, let alone keep appointments in person. More insidiously, as caregivers commit more and more of themselves to this demanding role, their own health and well being becomes greatly compromised. There are a variety of approaches that have the possibility for ameliorating this situation, and that carry also the hope of improving the quality of life and quality of care both for caregiver and patient. One approach aims to introduce assistive technology into the home to help increase communication between the caregiver and the physician for the benefit of both caregivers and their family-member patients. Unfortunately, all too often the advent of technology brings with it an unintended added burden. A second approach is more traditional but more labor intensive. This involves introducing human assistance into the caregiver-patient home to bridge the gap between the caregiver and the treating health-care professionals. Both approaches

aim to improve communication between the caregiver-patient dyad and family and professionals. Although, previous research has shown that elder caregivers will accept and use technology that has the potential to facilitate their caregiving activities and also lessen their burden, it is also true that the process of adapting to the technology also increases burden. Allowing human observers and assistants into their home also may increase stress so the two approaches are not reciprocal in this respect.

Dr. Annie Becker from the College of Business and I have shown previously with our PocketPC "Buddy" technology that caregivers will enter information on a PocketPC regarding their patient's behavior and their own mood and daily events. One ultimate goal of that effort is to link the caregiver in the home with the physician and other health care professionals. We are interested in furthering this research in linking caregiver and patient with treating physicians and other health care professionals.

Participating in this project are faculty from the Applied Behavior Analysis (ABA) program, **Drs. Celeste Harvey, Guy Bruce, and Frank Webbe**, as well as ABA and Clinical students. Drs. Rosemary Laird and Visa Srinivasan, geriatricians affiliated with the Health First Aging Institute and the East Central Florida Memory Clinic will assist in determining the behaviors and events to be tracked in the homes of their patients, and direct the interventions.

In the first phase, four caregiver-patient dyads have volunteered to assist in proving the concept for this approach. They have agreed

to allow our staff to observe and record the target behaviors in the home. We will conduct interval recording during several weeks in which different times of day, and different events of interest are targeted in a counter-balanced fashion. In this way we fully expect to measure patient behaviors and events of interest. Caregiver monitoring is more complex. Unlike the patients, the caregivers' behavior may be affected by the presence of the observers, at least for a time. Therefore, we will also use self-report interviews and daily surveys and cross-reference the direct observation and self-report for reliability. In this stage of the program, the observers will share their data with the physicians on a regular basis—daily at first, and then somewhat less frequently. We will also document physician response to the report of behaviors and events from the homes, since this response represents the critical bridge for closing the loop of care. We anticipate that critical, two-way communications will occur and that patient care will be improved significantly. Moreover, we anticipate that as patient behavior moderates in the direction of intended change, caregiver stress will ease and burden will decrease.

Ultimately, we hope that this demonstration project will validate the application of ABA methodology for ameliorating stress and burden on elderly, family caregivers. In addition to improving the quality of life of caregiver, patient, and extended family members, by keeping Alzheimer patients longer in a home environment, a significant economic burden also is lifted from the family and society.

Great News about Florida Tech's Behavior Analysis Program

Jose A. Martinez-Diaz, Ph.D., Chair, ABA Department, Janet Becker and Whitney Lewis, ABA graduate students

M.S. Programs at the Main Campus and Orlando Graduate Center Accredited by the Association for Behavior Analysis International (ABAI)

In the summer of 2008, after an intensive two-year process, a team visited Florida Tech from ABAI to evaluate our Applied Behavior Analysis (ABA) M.S. degree programs for accreditation. In order to receive accreditation, we had to demonstrate that we met accreditation standards for at least five years. The ABAI team members were

extremely complimentary of our program during their exit review, and after review of the findings and documentation by the ABAI Accreditation Council, they informed us that our program met all the accreditation standards. Thus, the M.S. degree programs at both the main campus and at the Orlando Center received full accreditation for the full five year maximum!

Doctoral Program in Behavior Analysis to Begin Fall 2009 Semester

At the end of January, the Florida Tech Board of Trustees approved the proposed Ph.D. program in Behavior Analysis and gave us a green flag to begin accepting students for the Fall term of 2009! The university administration fully supports this program and sees it as one of their top priorities in Florida Tech's new five-year plan. The program was designed to meet the increasing need for Ph.D.-level faculty to staff the many

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Great News about Florida Tech's Behavior Analysis Program

new Master's programs in ABA developing across the nation. As of now, there are only seven Ph.D. programs in the United States with an emphasis in Behavior Analysis. The main emphasis of our Ph.D. program will be research, but we will also prepare our students for teaching, supervision, and consultation. Only individuals with an M.S. or M.A. in behavior analysis will be accepted,

though our own M.S. students may petition to be accepted into the Ph.D. program. Florida Tech ABA or OBM alumni should be able to complete the program in two years. However, students will be expected to devote at least 40 hours per week to the program at our main campus. Doctoral students will gain experience through work and research at our new Scott Center for Autism Treatment,

which should open before Fall 2009. Doctoral students will also teach undergraduate classes and supervise undergraduate and graduate students. The new program will accept three to five students per year for the first five years. We do hope many of our alumni will want to come back!

Raising Psychological Awareness Inside and Outside of the Courtroom

John Roberts, M.S., third-year Clinical Psy.D. student

"I wasn't in the right state-of-mind your honor. I honestly believe that if I was in the right state-of-mind, that incident would never have happened the way it did. I've been in prison for over seven years now, and if there is such a thing as rehabilitation, I have experienced it. I'm aware of how my disorders [Bipolar, PTSD, substance abuse] affect my thoughts, actions, and responses towards others. Now, I stand here before you, a changed man who wants to have some of my life back so that I can be a positive member in society."

This scene took place in a courtroom in Boulder, Colorado in January, 2009. The defendant was Baruch Bachofer; a man who, seven years prior, was involved in a shootout with police that involved no injuries or fatalities. Baruch was found guilty of several charges; the worst of which was felony menacing (a lesser charge than assault). Twenty minutes after Baruch's statement, the judge sentenced the defendant to the maximum penalty of 42 years, despite having the opportunity to weigh the psychological factors of the case and show some leniency.

Baruch suffered from PTSD and Bipolar Disorder, and had been bingeing on massive amounts of methamphetamines when a SWAT team descended on his fortified trailer to arrest him for an incorrectly issued warrant. For years, his PTSD had developed to the point where he was hypervigilant about his environment and paranoid of others' motives. Divorce from his wife, loss of regular contact with his children, and loss of his home sent Baruch into a downward spiral of depression, anxiety and drug abuse. His turbulent life circumstances aggravated his psychological symptoms and he responded with the continued use of illicit drugs in an attempt to self-medicate. When the police arrived at his door that day, Baruch was in an unhealthy, unsafe and combative state of mind.

Florida Tech faculty member, **Dr. Todd Poch**, was hired by the Boulder, Colorado's Public Defender's office to evaluate Baruch and later, to testify as an expert witness. After completing the evaluation and meeting with the Public Defender, they decided as a team that Baruch's mental condition at the time of the crime was a significant contributing and mitigating factor in the events that occurred on the day of the crime. Between examination and cross-examination, Dr. Poch explained to the courtroom how PTSD impacts people who have been subjected to traumatic events, how individuals with PTSD often self-medicate with illicit substances, and how these illicit substances can actually exacerbate symptoms of PTSD. A clear connection was drawn between the DMS-IV-TR diagnosis for PTSD and the symptoms observed in Baruch leading up to the day of the crime.

Rather than challenge the impact of mental illness on Baruch's actions, the District Attorney's strategy was simple and straightforward: they would have police officers who were involved in the shootout request the judge hand down the maximum sentence afforded. Despite the fact that not a single person was physically harmed during the incident, one officer who was present during the standoff made a statement saying, "sentencing this man to anything less than the maximum would send the message that it is okay to kill police officers."

Just prior to sentencing Baruch, the judge stated

that she believed Dr. Poch's diagnoses were correct, but she did not use them when deciding the sentence. As future psychologists, we have a responsibility to advocate for the mentally ill. This mental health advocacy should extend to our judicial system as well as to the general public. An important part of advocacy is raising public awareness regarding mental illness so that lay people will be equipped with knowledge about the effects of mental illness and better able to make informed decisions as a result. One such organization on Florida Tech's campus that works towards this goal is a newly developed chapter of *Active Minds*. Being proactive within the communities that each of us is currently or will one day be working in is something we should all spend time thinking about and participating in so as to ensure equal rights and treatment for those with mental illness.



Florida Tech Coordinates Conference on Organizational Behavior Management

Sarah Schewitz, M.S., third-year Clinical Psy.D. student

The Organizational Behavior Management (OBM) Network presented its 2009 Behavioral Leadership Conference, *Leading during Tough Times* on February 19 and 20. The aim of the conference, which took place at Florida's Hilton Cocoa Beach Oceanfront Hotel, was to provide guidance on behavioral leadership. **David Wilder, Ph.D.**, Florida Institute of Technology psychology professor, was conference coordinator.

Today's global economic challenges are enormous. Long-established multibillion-dollar companies are crumbling, corporate leaders are under intense scrutiny and the global economy appears to be on the brink of collapse. Despite stunning challenges, business leaders who navigate these waters successfully understand that now more than ever they must remain close to their customers, employees and shareholders, and provide them with clear direction.

"To do this well they must understand that there is a science behind motivating people and managing performance. The science, called *Applied Behavior Analysis (ABA)*, explains much of what people do and don't do," said Wilder.

The 2009 OBM Network conference explored such critical issues as improving employee performance, learning how to apply behavior management methodologies for better results in all areas of business, and understanding how organizational behavior management can positively impact a company's culture. Conference speakers were among the world's leading experts in behavioral approaches to leadership, safety and management. They included: **Leslie Braksick, Ph.D.**, chairman and co-founder of The Continuous Learning Group, Inc. (CLG); **Aubrey Daniels, Ph.D.**, founder of Aubrey Daniels International; **Scott Geller, Ph.D.**, founding partner and co-owner of Safety Performance Solutions and Virginia Tech psychology professor; **Howard Lees**, managing director of Hollin Consulting Ltd.; **Terry McSween, Ph.D.**, founder and president of Quality Safety Edge; **Bruce Faulkner**, founder and director of 3 Simple Rules; and **Steve Roberts, Ph.D.**, Safety Performance Solutions.

Psy.D. Internships 2009-2010

Congratulations to all the clinical students who were matched to internship sites this year!

Almamarina Robles – Federal Correctional Institution in Tallahassee, Fla.

Julia Hadricky – University of South Florida Counseling Center in Tampa, Fla.

Katherine Gifford – Henry Ford Medical Center in Detroit, Mich.

Christine Salinas – Emory University School of Medicine/Grady Health System in Atlanta, Ga.

Haya Soya – Hampton VA Medical Center in Hampton, Va.

Ashley Franklin – Eisenhower Army Medical Center in Augusta, Ga.

Kristi Clarke – Florida State University Multidisciplinary Center in Tallahassee, Fla.

Elizabeth Burns – Northeast Florida State Hospital in Macclenny, Fla.

Sarah Arnett – Florida International University Counseling Center in Miami, Fla.

An Introduction to the South Brevard Society for Human Resource Management—Student Chapter

Patrice Reid, M.S., fourth-year I/O student, Michael McFadden, M.S., second-year I/O student, and Lisa A. Steelman, Ph.D., I/O Faculty Member

The Industrial-Organizational program is extremely pleased to announce the formation of a student chapter of the Society for Human Resource Management (SHRM)! With the support of the South Brevard Society for Human Resource Management and chapter advisor, Dr. Lisa Steelman, the student chapter was officially chartered in the fall of 2008. The Society for Human Resource Management is the largest international organization of human resource professionals in the world and we are pleased to be affiliated with both the national organization and the local professional chapter.

This alliance has numerous benefits for the I/O students at Florida Tech. The program committee will be bringing in speakers from a wide range of HR-related areas including: employment law, assessment and selection, training and development, compensation,

and employee relations to discuss the hottest issues their company's HR department is facing. Our first speaker discussed the nature of the 21st century job search including having an electronic résumé, using job boards and networking. Our second speaker talked about a wide variety of employment law issues currently impacting organizations. Professionally, the chapter's programs and networking will help to facilitate student internship opportunities and the acquisition of the always sought after but sometimes elusive field data.

Current and former students in the I/O program worked very hard to form this chapter which will not only benefit them but will provide professional development opportunities for generations to come. This student chapter of SHRM will increase the program's outreach and connection with the local professional HR and business community.

At present, the executive team consists of the president, Patrice Reid; vice president, Michael McFadden; secretary, Elizabeth Grozman; and treasurer, Charlene Bogle.

The connection between Florida Tech's I/O Psychology program and SHRM is a natural one. The ability to integrate the science of I/O Psychology into professional business practices and ensure its relevance to the HR and business communities are just some of the benefits which can arise from such a partnership. SHRM's stated goal of ensuring the field of HR is recognized for its contribution to business success is closely aligned with the objectives of I/O Psychology which seeks to make the science accessible to HR professionals and enhance the visibility of I/O Psychology as a profession.

The Florida Tech School of Psychology Welcomes Dr. Fran Warkomski

Fran Warkomski, Executive Director, Scott Center for Autism Treatment

Ed.D. Educational Leadership and Policy Studies, Temple University, 1997

M. S. Audiology, Bloomsburg University, 1975

B.S. Speech Pathology, East Stroudsburg University, 1972

Dr. Fran Warkomski is the new Executive Director of the Scott Center for Autism Treatment at the Florida Institute of Technology. Dr. Warkomski has been working in the field of special education for over 30 years as a speech and language clinician and supervisor at the district, regional and state level. She has degrees in speech/language pathology, audiology and educational leadership. Formerly, Dr. Warkomski was the state director of special education with the Pennsylvania

Department of Education as well as the Director of the PA Training and Technical Assistance Network (PaTTAN), the statewide professional development network of the Department of Education. In that capacity, she was instrumental in developing several programs in autism to serve the needs of families in the Commonwealth; including a distance learning program in Applied Behavior Analysis with Penn State University, a national autism conference, an autism credential program for teachers, and demonstration and model classrooms implementing Verbal



Behavior and the Competent Learner Model. Dr. Warkomski also implemented several other statewide programs including the Governor's Institute for Reading Partnerships, a week long training for building teams of general and special educators and administrators to review data and implement instructional interventions for student success, Response to Intervention, school wide effective behavior support, auditory verbal certification for teachers of the hearing impaired, short term loan/lending library in assistive technology, and an alternate dispute resolution program. Dr. Warkomski has two daughters and is trying to convince them to move from the Pennsylvania cold to the Florida sun. In her spare time she planned on playing golf but so far has not found any spare time.

Applicant Response Behavior Research 2009

Rich Griffith, Ph.D., Chair, I/O Psychology Program

Our research team has been busy this year, and we expect to stay that way for the rest of 2009. We are continuing with our student data collection, and our research partnership with Select International is going strong. We are currently collecting applicant personality data. This data has allowed us to estimate the prevalence of faking behavior during the job application process, and determine some of the antecedents that lead to the behavior. Our data is suggesting that not only is there a lot of faking going on (30% of applicants significantly raise their scores); but that when the fakers are hired there is some reason for concern. In the study, applicant faking was significantly correlated with

counterproductive work behaviors. The implications are that if you use a personality measure you are likely to hire a faker, and these fakers may engage in behaviors that are detrimental to the organization. This line of research has led us to developing a person-specific theory of applicant behavior which we'll be presenting at a SIOP symposium we are chairing this year. In this symposium we will be presenting our views regarding the different individual profiles which may lead to applicant faking. While the behavior of faking may

be similar, there may be many determinants, and many outcomes. While one form of faking may be beneficial, others may lead to negative consequences for the organization. In addition, we are working with LexisNexis to examine the frequency of résumé falsification, and developing a benchmarking study to assess the overall frequency of applicant deception across types of selection procedures. Keep an eye out for our research this year at SIOP!



From left to right, front row: Dr. Rich Griffith, Ashley Benda, Dan Divine, Ellie Martin, Amy Gammon, Maria Ricci-Twitchell, Paul Merlini. From left to right, back row: Stephanie Turner, Mitch Peterson, Josh Isaacson, Lindsey Lee. Team members not pictured: Katie Piccone and Josh Quist.

Faculty-Alumnus Connection Leads to Two Projects with Melbourne Police Department

Erin Richard, Ph.D., I/O Psychology faculty member

Last spring, the Melbourne Police Department (MPD), decided to conduct a large-scale survey of Melbourne citizens regarding their perceptions of the MPD. When Florida Tech alumnus and MPD Crime Analyst **Maureen Sossa** (see story below) heard about the project, she remembered that one of her former professors, **Dr. Erin Richard**, had some expertise in survey research. Dr. Richard is a member of the Industrial-Organizational I/O Psychology faculty at Florida Tech and conducts applied research within organizations. Maureen introduced Dr. Richard to Detective Marty Miller, who is in charge of the project and Dr. Richard was hired by the MPD as a consultant.

The Citizen Satisfaction Survey will be sent to a random sample of 1,000 Melbourne citizens. Citizens will be asked to provide their overall opinion of the effectiveness of the MPD. Additionally, citizens will be asked more targeted questions regarding their concerns over specific types of crime. Dr. Richard will prepare a report of the findings, and the MPD will use this information to allocate resources across the community.

The connection with the MPD also provided another research opportunity for Dr. Richard and one of her graduate students. Dr. Richard's Emotions in the Workplace Research Team conducts research on high-stakes jobs and the strategies employees use to regulate their emotions on the job. **Patrice Reid**, a doctoral student in the I/O program and a member of Dr. Richard's research team, was planning to conduct an independent research project with Dr. Richard. The new connection with the MPD gave them an excellent opportunity to conduct research with police officers and police dispatchers—two populations of employees who regularly experience high stress and burnout.

Ms. Reid and Dr. Richard are currently conducting research with these MPD employees to gain a better understanding of the strategies they use to deal with the stress of their jobs. The research project uses an interesting research technique called experience sampling methodology. Participants (in this case, police officers and dispatchers) are provided

with a handheld computer that has been programmed especially for the research. The handheld computer surveys the employees throughout the day to assess their current stress levels and the strategies they have recently used to cope with stress. By tracking participants over several work days, Ms. Reid and Dr. Richard hope to gain information about which strategies are most useful and whether the utility of certain strategies differs across circumstances. For example, using social support to cope with stress may be quite useful for some employees. However, the strategy may not be as useful for those employees who perceive low social support from their family, friends or coworkers.

The information gained from this research project could be used for training employees within high-stress, high-stakes jobs (e.g., police officers, fire fighters, emergency medical technicians) to more effectively deal with stress. By doing so, the researchers hope to reduce burnout and turnover in these positions.

Alumni Spotlight—Florida Tech Graduate Helping Melbourne Police Apprehend Criminals

Maureen Sossa, B.A., Florida Tech alumnus

When I was accepted into the undergraduate Forensic Psychology program at Florida Tech back in January of 2006, I would have never dreamed that I would soon begin my career as the Crime Analyst for the Melbourne Police Department (MPD). I recently celebrated my first anniversary at MPD and look forward to many more years with this excellent agency.

Crime Analysis is one of the many avenues that a student can take with a Forensic Psychology Bachelor's degree. It combines statistics and mathematics with crime data to forecast trends and patterns. It does not include any type of Forensic Science, visiting violent crime scenes, or even conducting investigations, as often is the misconception. As the Crime Analyst for the MPD, I read dozens of reports daily to keep up with the overall picture of what's going on in the city. The main types of reports I concentrate on include burglaries (both to vehicles and to structures), robberies and shots fired. I also read reports of criminal mischief, thefts, burglary alarms, disturbances, suspicious incidents and field interviews because they

can all provide helpful information regarding the main crimes I focus on. When reading the reports, I look for trends or patterns in the reports. It is similar to putting pieces of a puzzle together. I can generally relate crimes together by analyzing similarities in location, the time of day the incident occurred, the day of the week the incident occurred, the suspect description, the method of entry, similarities in targeted items, signatures in behavior (such as leaving an interior door locked, leaving behind a clue, or taking a certain item, etc.), or any other pertinent information that can link the crimes together. Once there is significant evidence that there is a pattern between incidents, the fun part begins! I then take the similar incidents and plug the information into a formula to forecast the probability of the next hit, based upon the data of the present trend. I then pass the information out to patrol and detectives so they can catch the criminal in action!

As a crime analyst, my job function also includes creating many weekly, monthly, quarterly and annual reports to keep the

department and the public up to speed with what is going on in the city. These reports are often included in presentations to command staff as well as council members and the public at meetings. The weekly reports generally help us to better allocate resources in targeting current issues and trends.

Crime Analysis can also spill into the Investigative Analysis realm, in which the analyst helps link crimes with suspects, disseminate information to other law enforcement agencies and find leads for investigators. I also work with gang intelligence in which the Intel Detective and I keep the officers informed of gang members and their associations, whereabouts and other important information to keep them safe.

Working in Crime Analysis has been extremely rewarding. I am able to see the effects of my work in the detection and apprehension of criminals within the city. There is no greater reward than to be able to protect and serve the citizens of Melbourne by getting to do what I absolutely love each and every day!

Alumni Spotlight—Jim Misko, Psy.D., '88



Jim Misko

from Ivy League schools, talked positively about their graduate experience. So they were probably rolling their eyes when I described our clinically-experienced professors, multiple specialty tracks, wide variety of clinical practicums, and the interpersonal support we received from educators and administrative staff alike. But the truth is that the Florida Tech interns were clearly better prepared—both skill-wise and attitudinally—to begin our roles as professionals, advocates and community leaders.

Although I won't bore you with the details of my 20-year (ouch!) post-graduate development, I would like to share a bit as to how things have evolved professionally. Currently, I am the Chair for the Academy of Certified Brain Injury Specialists (www.ACBIS.pro). Started by the Brain Injury Association of America (BIAA) in 1996, the original mission of ACBIS was to provide entry-level education and certification to employees in post-acute rehabilitation facilities across the US. With nearly 4,000 certificants in over seven countries, ACBIS is now expanding its efforts and will soon start offering certifications to other professionals (e.g., attorneys, physicians, etc.) all with the aim of raising the standard of care for brain injury survivors. In addition, ACBIS is piloting a program that would allow graduate students to obtain a provisional certification. Florida Tech was invited, along with a small number of other universities, to participate in this pilot which might begin as early as Fall 2009. I am also privileged to be a board member of the Brain Injury Association of America. BIAA has become the primary advocacy association for survivors of brain injury and, with a multimillion dollar budget, is able to exert significant pressure in the halls of Congress on behalf of survivors and rehabilitation professionals. Indeed, BIAA was the only brain injury association asked to provide input for President Obama's health care initiative. A number of neuropsychologists are represented on the board and both ACBIS and BIAA are always looking for other interested professionals to participate in their efforts.

What a pleasure it is to be afforded the opportunity to write about the excellent graduate education I received from Florida Tech! Rather than a too-polished letter which, given my level of appreciation, might sound suspiciously like a paid endorsement, I will just speak candidly.

Although I lacked the maturity to adequately appreciate my Florida Tech experience while still in school, perspective started to come as early as the internship year. Very few of the other interns, some

Besides the advocacy work, one other interesting project keeping me busy has to do with neuroplasticity or the brain's regenerative potential. A few years ago, my company started a non-profit foundation to support community integration for individuals with disabilities and related research. Teaming up with Dr. Erin Bigler, Director of the Brigham Young University's Brain Imaging and Behavior Laboratory, and Dr. David Ress, Director of the Imaging Resource Center at the University of Texas, the CORE Foundation is coordinating a \$2 million project which will look at the brain's response to a lengthy period of post-acute rehabilitation. Using three Tesla MRIs (about eight times the strength of a typical hospital-based MRI), polysomnograms (sleep analyses), and neuropsychological testing, we hope to provide solid evidence for the adult brain's potential to regenerate after a brain injury. Given the insurance industry's reluctance to fund brain injury rehabilitation, positive results would go a long way towards improving access to care and, potentially, revolutionizing treatment for brain injury survivors.

So there you have it—national advocacy leader, primary investigator for large research projects (from a Psy.D. school no less), business owner, and most importantly, happily married with two beautiful children—all ultimately stemming from the foundation I received at Florida Tech (except the marriage that is). Given that Florida Tech does not have the endowment of a Harvard or Yale, I sincerely hope that we alumni can use our clinical and business experience to support the School of Psychology. Maybe enough of us have overlapping specialties, (hello all you family practice, industrialists, cross-culturalists and neuropsychologists out there), such that we can provide occasional one-day conferences as fundraisers. Whatever the fundraising idea, the School of Psychology has my gratitude and support; I hope it has yours as well.



Jennifer, Jacob, Jim and Nicholas (above) Misko

The Diversity Corner: Cultural Melting Pots and Cultural Mosaics

John Roberts, M.S., third-year Clinical Psy.D. student

Over the past few months the School of Psychology's Diversity Committee has been focusing a significant amount of time exploring cultural organization within various countries. Two examples of these cultural structures include "melting pot" and "mosaic." The United States considers itself a cultural melting pot; meaning that the various cultures established here are willing to share their beliefs and customs with people of other cultures and vice versa. This mixture of various traditions, culinary arts, and spiritual practices blend together and combine to create another culture entirely that has components of all the other cultures that are a part of it. Canada, in contrast, considers itself to be a cultural mosaic. Traditionally, a mosaic is a work of art comprised of many different colors, but the colors do not meld into one another. Thus, a mosaic culture is one in which different cultures live next to one another, but stick rigidly to their own traditions and ideals and are not influenced by one another. For example, many Canadian cities have distinct

areas for different ethnicities. There are neighborhoods full of Germans and neighborhoods full of French citizens, but they do not blend with one another in any way. The main difference is that in a mosaic culture, the various ethnicities are quite rigid with regard to their cultural traditions, and much less likely to explore and combine with other cultures whereas in a melting pot culture, ethnicities share certain aspects of one another's cultures.

At the International Festival this past February, the SOP Diversity Community hosted a booth for the 3rd year in a row. Our theme this year focused on diversity within the United States and featured an interactive map for festival attendees to share their place of origin and their culture with everyone else. We also displayed information about diversity within the United States and served fondue to compliment the melting pot theme. Another event, Diversity-Out-Loud, took place on April 10, 2009. The discussion, titled "Melting Pots and Mosaics: Blending Heritage or Preserving

It?" was open to all Florida Tech students, faculty, and the general public. The discussion was led by Florida Tech professor Dr. Gordon Patterson and followed the format of an open forum allowing a candid discussion on trends of cultural development in various countries. Students on a panel presented their positions and students from the audience also participated by sharing opinions and sparking debates. As always, it was a lively conversation!



Front row from left to right: Ben Steinberg, Nicole Gassman, Dr. Radhika Krishnamurthy, Blaise Amendolace. Back row from left to right: Megan Nash, John Roberts, Matias Rodriguez, Corinne Russell.

Psychology Undergraduate Interns: Ready for Life and Career after Graduation

Julie Gross, Ph.D., Undergraduate Faculty Member

Did you ever wish you could have improved management feedback or, detect crime patterns in neighborhoods when you were an undergraduate?



Julie Gross, Ph.D.

Our psychology undergraduate students are now conducting projects like these during internships!

Florida Tech's School of Psychology has started piloting a three course internship sequence in line with the quality enhancement accreditation requirements of the Southern Association of Colleges and Schools (SACS). Internships will now include a Scholarly Inquiry Project that involves data collection at the internship site and data evaluation by students. These projects will be completed and presented in the third semester at the School of Psychology Research Colloquium.

By requiring this project as a component of the internship experience, students will have the opportunity to be more directly involved

in the research that supports psychology as a field, and change the lives of the people we assist. It will also be evident to the students that applying findings of research at their internship sites can improve the functioning of these settings. This will utilize what we know as a science, to improve the community in which we reside. This program endeavors to provide a service to sites, by dedicating student time, under the guidance of a faculty mentor. Dr. Paula Wolfteich, Director of the Family Learning Program, states, "Having undergraduate interns allows us as a treatment program to pilot different clinical projects, because these students will have the time and energy to research and design treatment curriculum therapists working directly with families don't have the opportunity to do. This can only help refine our services, increase effectiveness and improve client satisfaction.

The benefit to students is immense. In addition to providing training opportunities and exposure to various work environments at the internship sites, the student's position of responsibility in completing the study and measuring its impact will increase their employment potential in a difficult economy.

Michelle Perez is a junior in the Clinical concentration, who is planning to go to law school and has applied for an internship with the Public Defender's office. "Thanks to this internship I will have the opportunity to work in the legal field while still working with psychology, which is exactly the chance I need to advance my career." In addition to observing legal proceedings, projects available at that site include improving services to assist mentally ill defendants and measuring the impact of drug treatment diversion programs on offending rates.

The school of psychology hopes to contribute to the community and, with strong faculty leadership, improve the science and knowledge base in the field. Students will present their findings at a colloquium after the last class of the sequence. Faculty and graduate students will also present current research. Community members and site personnel will be invited to attend the colloquium. It is anticipated that these presentations will continue to inspire additional projects and pilot programs at internship sites, in order to continually develop and expand the program.

Alumni Updates

1984

Deborah C. Silver, Psy.D., Clinical

Currently, I serve as Director of the Silver Psychology Center in Ft. Myers, Fla., along with my husband Dr. Robert Silver. I have lived in Ft. Myers for 30 years. We have a 24-year-old son who is in his second year of obtaining his Pharm.D. degree. Our daughter is 18 and attends Hillsborough Community College. The Silver Psychology Center consists of six psychologists and three Marriage and Family therapists. Recently I had two articles published, the first entitled "Practice Note: Divorce Mediation with Challenging Patients" appeared in the summer 2008 issue of *Conflict Mediation Quarterly*. The second article entitled "Child Custody Evaluations: Help or Hindrance?" was published in the *Journal of Forensic Psychology Practice* in 2008. I have also been active in presentations to professional groups. In November 2008, I did a seminar on "Cooperative Divorce" along with Judge Hugh Starnes and attorney Shelly Finman for the Indian River Bar Association. Prior to that I gave a workshop on the topic "Managing Your Practice without Managed Care" for the Florida Psychological Association in July 2008. In addition, I have given presentations for the Association of Family and Conciliatory Courts, for the Florida Chapter of that Association, for the Lakeland Bar Association, for the Florida Conference of Circuit Judges Education Program, for the Florida Dispute Resolution Conference, the Marion County Bar Association-Family Law Division and for the Allen County Indiana Bar Association. I currently serve as a Board Member of the Florida Chapter of the Association of Family and Conciliatory Courts.

Eric A. Zillmer, Psy.D., Clinical

On Monday, November 10, 2008, the History Channel aired nationally a special show on The Brain. Nine "acts" were featured including Act 3, "The Brain and Sports." For this segment, The History Channel visited Drexel athletics for two days in February of 2008. The crew filmed and examined how the brain prepares for athletic competition around a Drexel men's basketball game. This is one of the first broadcasts that examine this interaction of brain anatomy, cognition and athletic performance. I also have a new Web site (www.ericzillmer.com). Check it out and please stay in touch.

1985

J.B. Francks, Psy.D., Clinical (written by Barbara Feinberg, Psy.D., class of '85)

I am sad to report that Dr. J.B. Francks, class of 1985, Psy.D. program, passed away on January 4, 2009. He was a brilliant, generous, genuine and warm person who touched countless people with his kindness. He will be sorely missed by many.

1989

Debra (Kaplan) Sloane, Psy.D., Clinical

Dr. Sloane graduated in 1989 and is a Licensed Psychologist and a Board Certified Behavior Analyst. She works with college age young adults with Asperger's Syndrome and Learning Differences providing individual and group therapy, teaching classes on human relationships/sexuality and supervising a peer social mentoring program facilitating social competencies and social thinking (theory of mind) concepts. She also has a private practice specializing in diagnosis and



consultation for Autism Spectrum Disorders. She enjoys her two boys, 15 and 11. She still resides in the Melbourne area! She keeps busy with friends, family, exercising (recently ran her first 3K race), and going to the movies and theatre. You can find her on facebook!

1991

Maureen Windle, Psy.D., Clinical

I became Clinical Associate Director of Counseling and Wellness Services at University of North Carolina at Chapel Hill on March 1, 2008. I live in Chapel Hill, N.C., with my husband, Douglas Cary, and my two Manx cats.

1995

Delbert Marsh, B.S., Psychology

This year's vacation was a trip to Florida to spend time with family and take a cruise. We're really getting the hang of this "all-inclusive" vacation thing...not needing to worry about cooking or finding a restaurant all the time does make things much more relaxing—just ask Kate! And of course it wouldn't be a family trip without a trip to the ER...in this case twice! First Milan (her first Disney experience marred with a fever and an ear infection), and later Nicholas who'd settled into early stages of pneumonia. All's well that ended well though. Summer brought a trip to Russia for Kate and kids and plenty of home projects for me. Milana is a six-year-old first grader this year and doing well and loving school. How many other kids cry when they hear they're getting a snow day off school? Nicholas started three-year-old preschool this year on Tuesdays and Thursdays and loves that. After last year's layoffs at Intel, our group shifted to a self-funded model (we charge internal clients for services and pay for our existence). It actually puts us in a good position right now, because not only are we completely paying for ourselves, but also bringing in enough to fund OTHER groups so are considered an asset to the organization (a good place to be in a bad economy). This pretty much catches you up and brings me to a close. Warmest wishes and prayers to everyone.

1997

Fabianna Laby, Psy.D., Clinical

I am living in Austin, Texas with my husband, Ron, and our three kids, Dahlia, Eli and Rina. I am currently in part-time independent practice which gives me the flexibility to volunteer in my kids' classrooms. While not exclusively, the bulk of my practice is with couples with



a recent focus (by chance not design) on recovering from infidelity. I have a new interest in helping couples divorce with dignity, respect, and successful parenting practices. I am networking with family law attorneys to build this part of my practice. I continue to develop my bilingual practice. I am also supervising doctoral practicum students from the Counseling Psychology program at the University of Texas. In October, I organized a multidisciplinary workshop for women interested in healthy aging from a holistic viewpoint. Please get in touch! My e-mail address is fabipsyd@sbcglobal.net.

1998

Elizabeth N. Huddleston, Psy.D., Clinical

Greetings from Broughton Hospital and the beautiful mountains of Western North Carolina! I hope this finds all of you well. I wanted to share with you all the latest news from the "satellite office of Florida Tech" here in Morganton!! First, Christine Cooper and Michelle Prell have just successfully completed their predoctoral internship at Broughton, and I am pleased to announce they have both accepted jobs here as psychologists in our Adult Admissions division! They will join **Dr. Gina Salisbury** ('07) in that division. Jill Nicolino has also started her internship year, so I am happy that our tradition of outstanding Florida Tech students as interns is proceeding forward! :-)

It is with mixed emotions that I tell you that I am leaving Broughton Hospital after 11 wonderful years here. I have accepted a job at the Asheville VA Medical Center, where I will be the Local Recovery Coordinator, coordinating services for vets returning from Iraq and Afghanistan. I have decided that it is time for a new and different challenge, and Wendy and I have always wanted to live in Asheville, so this is a new adventure for me! I am pleased to announce that the person replacing me as Internship Training Director is another Florida Tech graduate: **Robert Moseley** ('00). Dr. Moseley has also been named the Chief Psychologist of our new 50-bed Forensic unit that will be opened in the coming months. They are still interviewing for the position of Psychology Department Director, so that is still an unknown!

2000

Jodi R. Owen, Psy.D., Clinical

I am Clinical Director at Capital Area Counseling Services in Pierre, S.D. We just sustained the coldest blast in recent history and looking forward to spring!

Lynn Morrison Williams, Psy.D., Clinical

I currently live with my husband, Jim, a retired aerospace engineer, on the barrier island in Vero Beach, Fla., which is where I grew up. I have a private practice, Mind Health, on the barrier island. I am also getting my ABPP in Clinical Health Psychology. My daughter, her husband, and my two-year-old grandson live one street away and I adore being a grandparent. In addition, I am the Health Column writer for a new barrier island newspaper called VeroBeach32963. I am very busy, but would not have it any other way. My education at Florida Tech has served me well in so many areas of my life.

2001

Diana Goetz Crepeau, M.S., Industrial/Organizational Psychology

Since graduating in 2001, I got married (we celebrated our six year wedding anniversary in November 2008) and moved to Colorado Springs, Colo. I have worked in human resources, have taught psychology courses, and my husband and I started our own business, a small boutique hotel, which we renovated and continue to operate (www.hotelsanayre.com). Besides the hotel, I recently began working as the Human Resource Director at HealthSouth Rehabilitation Hospital in Colorado Springs. Since moving, we have had the opportunity to enjoy many of the fun activities that Colorado has to offer including hiking and skiing, and hanging out with our now 14-year-old lab mix, Tristan (aka: Mr.T). If you are ever in the mood for an "Out West" vacation, look us up!

2002

Kristy Miller Forare, Psy.D., Clinical

Hello everyone! Life for the Forare family is an interesting experience to say the least. Our family has grown since the last time I wrote. Josh and I now have



three beautiful children, who all work together to keep us on our toes. Our oldest daughter, Emma, is now six years old and started kindergarten this year (sniffle, sniffle). She's very spunky, creative and strong willed. Aaron, our three-year-old son, is all boy and loves his trucks. He is Mommy's little devil and can get away with a lot with his sweet little grin. Our newest addition, Lila Kathryn Forare, was born on April 18, 2008 and is now nine months old. She is our blonde-haired, blue-eyed angel and she has the whole family wrapped around her little finger. We are still living in Deland and I continue to work part-time at the UCF Counseling Center in Orlando two days a week. I love my work and my amazing colleagues there! Every once in awhile I get to meet other Florida Tech alums as it seems the UCF staff is always growing. My latest development on the professional front is that I am trying to start a small private practice in Deland and am enjoying (cringe) the trials of applying to various insurance panels. For now, I'm keeping my fingers crossed that it all goes well! I hope everyone else is doing well and ready for the new year!

Stacy Larson Baron, Psy.D., Clinical

There are still just five of us...no more on the way. Aidan is somewhat enjoying first grade. He is performing great but I think there are other things he would rather be doing. Kyra is still in preschool at St. James and loves it. Still a social butterfly, she has many friends and constantly asks for a play date. Holden is our most gregarious and he really loves the limelight. He loves to make his siblings laugh and will stop during his jokes, look at his audience for assessment and then continue. He's a hoot. Tim is with the same company, working from home in the sitting room off the master bedroom. His world is very small! I let him out occasionally for food and companionship! Kidding of course. Tim and I both work out with a training group and enjoy that...good for everyone that mom and dad get some good exercise in! We both just signed up for the 10-mile Cherry Blossom run. Tim has yet to run this distance but I did one 20K and one half marathon this year so I am ready! My practice is up to three clients...that is up one from last year for anyone who is counting. I did have a few clients for the HypnoBirthing (natural childbirth instruction) part of my practice and I really liked it. I hope to do a lot more of that in 2009. We hope all is well in your part of the world!

2003

Mike Foertsch, Psy.D., Clinical

Having given up on working for Medicare mills and seeing clients privately for \$55/session through insurance whenever they show up, I am now employed as an auto mechanic and see out-of-pocket clients

at night. Thank God I learned the trade of my father and grandfather before him. Now all my dreams are coming true. Only six years out of Florida Tech, I will soon be moving into my own double-wide and replacing the car I've been driving for 15 years. I am also a lot of help to friends and family when anyone is feeling down. Most of all, I love the title doctor. It makes me feel very important.

2005

Amanda Winger, M.S., Industrial/Organizational Psychology

I recently moved back to my "home" state of Georgia. I am living in Atlanta and I started a new job at Gallup in December as a consulting specialist in their consulting division. I mainly work with employee engagement of our external clients. Before this, I was working for a consulting firm based out of Chicago named I/O Solutions. While working there, I specialized in developing public safety personnel selection tests and assessments. Although I loved living in Chicago, I am happy to be back home and I am really enjoying my new work.

2006

Elizabeth Layton, Psy.D., Clinical

It has been almost one year since I have been licensed now. I am currently working at Circles of Care in Melbourne and Rockledge. I do a lot of assessment with children and adults, as well as individual and family therapy. Also, I run an addictions group for the individuals with severe mental illness who attend the life management program. Also, I recently bought a house in Satellite Beach and I am getting married in August of this year. That is all my news so far. Good luck to all the doctoral students!

Andrea Whitaker, M.S., Applied Behavioral Analysis

I graduated from Florida Tech in December of 2006. Since graduating, I've worked as a clinical Behavior Analyst in Orlando with typically developing children and adolescents in home and school. Currently, I work as a Behavior Analyst in St. Augustine for a collection of group homes that service older adults and the elderly with dual diagnoses.

Mindy Craft (McCullough), Psy.D., Clinical

I'm finally taking the time to write a quick update from the Craft family in Kentucky! Dave and I are doing great and welcomed Drew Mason Craft to the world on April 10, 2008. It's hard to believe he is 10 months old today! I LOVE being a mommy and consider that my full-time job these days. I do continue to work part-time as a Licensed Psychologist at NorthKey Community Care in Williamstown, Ky., and was thrilled they allowed me to come back three days a week after my extended maternity leave. Currently, I see mostly adolescents and adults, and this year I started supervising a few post-docs which I'm thoroughly enjoying. Life is busy, but wonderful. I hope everyone is doing well...I miss my Florida Tech family!



Ronda Jordan, Psy.D.

Hello everyone! I am so happy to share that in addition to being a psychologist I am now also a Mommy! My boyfriend Lamar and I had a baby boy New Year's Day! He was born at 12:59 in the afternoon

and was 7 lbs. and 20 inches long! He is beautiful. For now, our family plans are to stay in Gainesville where I have been a psychologist for the VA here for the past two years! I continue to love my work and can't wait to begin incorporating working fulltime and being a mom into one busy lifestyle.

2007

Marshall Feaman, M.S. in Applied Behavioral Analysis

I have enjoyed great success this past year with Chevron. Working as a leadership coach, I now partner with more than a dozen supervisors from different facets of the organization. This past year I worked with my team to roll out several new projects that allow us to track the safety, environmental, financial, and production results of our action plans. This past year we had a record number of safety celebrations (must go at least 60 days without any incident), world class achievement in environmental stewardship, increased production in my clients' areas, and a confirmed savings of over \$1 million from our projects alone. This next year my goals are more ambitious as each department has been challenged to reduce expenses and do more with less. Today's economic climate is very challenging; however, I am thrilled to be part of a company that is 100 percent committed to its "people, partnerships, and performance," as stated in our company vision. On a personal note, my brother has been stationed at the Marine base in Oahu. He will be calling Oahu home for the next three years. I have already planned a trip to visit him this week to share in his misfortune! I look forward to reading about the rest of you and wish everyone the very best in the coming year.

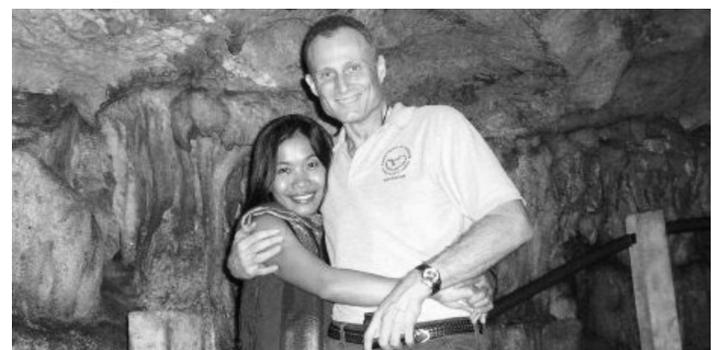
Amy Rowe, Psy.D., Clinical

Things here have been busy. I am running the second largest mental health clinic in the Air Force. I enjoy my job as a psychologist, administrator and officer in the military. It is incredibly busy, but I wouldn't have it any other way. My husband Jed returned from Iraq on the 18th of January and we welcomed our first child, a little boy on the 27th of January. We are adjusting to parenthood and loving every moment we spend with our little man. Attached is a photo of Aiden Maddox at four days old.



J. Peter Leeds, Ph.D., Industrial/Organizational Psychology

I am publishing my dissertation into a monograph with VDM publishing. The title is Deception and Egoistic Behavior: The Socially Desirable Response (ISBN 978-3-639-09080-2 1). It was accepted for publication on October 3, 2008. Also, I just got back from a vacation to the island of Bohol in the Philippines. The pic is one of me and my girlfriend Analyn splunking.





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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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