

## PSYCHOLOGY MOURNS DR. NAMBURY RAJU

“Nam was a *great* man ~ a great scholar, mentor, and friend, who would be embarrassed to hear us sing his praises,” Psychology Director Dr. M. Ellen Mitchell remembers. “When I think of Nam, many words come to mind but the three that keep reverberating in my head are: integrity, intellect, and passion. These are the things from which his greatness flowed.”

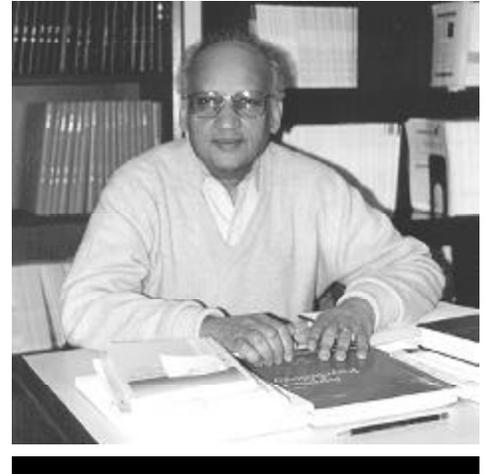
The faculty, students, and alumni of the Institute of Psychology and the IIT community have been deeply saddened with the death of Dr. Nambury Raju, Distinguished Professor of Industrial Organizational Psychology. Dr. Raju died of a heart attack during a stress test Thursday, Oct. 27, at Rush University Medical Center.

Dr. Raju graduated with a Ph.D. from IIT in 1974 and then worked for Science Research Associates (SRA) from 1961–78. Nam joined the IIT psychology faculty in 1978 as an Assistant Professor and was promoted to Associate Professor and Full Professor on the basis of his superlative work in the area of psychometric theory – a combination of psychology, statistics and mathematics - and test development. In 1993 he went to Georgia Tech as Full Professor of Psychology. In 1996, he returned to IIT, where he was named Distinguished Professor and Senior Scientific Advisor of the Center for Research and Service.

“We all know about his great intellect and his professional stature - Nam was, without

dispute, a world class researcher ~ his work changed measurement and is a legacy that will extend far into the future - he was a clear focused thinker who gave generously of his time and whose door was always open,” says Dr. Mitchell, “Nam’s brilliance was reflected in and on his students - he was a gifted teacher whose classes on difficult subjects were most highly regarded - no small achievement. His students adored him, in part because he adored them. He was an inspiration.”

Dr. Raju’s work contributed substantially to the development of methods to evaluate and reduce bias in tests used in employment and educational settings. He was a prolific writer and highly involved in the profession: the author of over 150 publications and presentations, member of more than 8 professional organizations, and editor or reviewer for more than 24 professional journals. He served on the Department of Defense Advisory Committee on Military Personnel Testing from 1989–92, and on the National Academy of Sciences Committee charged with evaluating the National Assessment of Educational



Nambury S. Raju, Ph.D.  
Distinguished Professor of I/O Psychology  
1937-2005

Progress from 1996 to 1998. “He was a lifelong learner,” says his wife of 40 years, Marijke. “He was known for his work. That’s what he wanted.”

The excellence of Dr. Raju’s work was recognized by the American Psychological Association Division of Evaluation and Measurement and the Society of Industrial and Organizational Psychologists, where he was honored as Fellow. He received the Outstanding Achievement Award from the IIT I/O graduate students and the Lewis College Excellence in Teaching award.

Dr. Raju supervised over 35 doctoral dissertations and 20 masters theses and was held in the highest personal and professional regard by all for his warm heart, strong



Inside this issue:

Rehab Program welcomes Dr. Pat Corrigan page 13

Psych Celebrates 80/10 Anniversaries page 5

Donor Establishes Pounian Endowment page 9

New Advisory Board for Center page 11

PsychLink is published by the Institute of Psychology

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# Update from Bryan Dunn - Chairman of the Board

The Board of Overseers joins Psychology in sending our deepest sympathy to the Raju family for the loss of Nam. It is a fitting tribute that the I/O Faculty Endowment will be renamed to honor him. The family requests that donations be directed to this fund, the I/O Faculty Endowment. The Board is dedicated to working to fully endow the fund.

The Psychology Board of Overseers has been actively refocusing. We are committed to concentrating our advisory efforts to assure that we can have, as a group, the greatest impact. One very important outcome of our extensive meetings, conversations and development of strategies for positioning the Institute of Psychology is the emergence of George Langlois, Ph.D. as Vice Chairman of the Board. George spent many hours working in tandem with individual Board members and marketing consultant Raj Gupta. This work focused on the positioning of Psychology and effectiveness of the Overseers. Raj, who is an adjunct professor at the Kellogg School of Management with 25 years

of experience in creating value through improving sales, marketing and customer focus for businesses worldwide, is helping us to optimize our work on undergraduate enrollment.

The following four objectives were identified by the Board as a result of this process:

- Increase undergraduate recruiting results
- Facilitate and increase alumni engagement through development of a stand-alone Psychology alumni association
- Increase gifts generated through fundraising efforts
- Improve visibility and clarify identity of the Institute

Following a great deal of serious consideration and evaluation of the challenges facing Psychology, the Board agreed to concentrate its collective energies primarily on the objective of improving undergraduate



recruitment. The Board established an ambitious goal of doubling undergraduate admissions in the next year.

The work associated with this objective will necessitate the formation of a network of supportive alumni, willing to participate in

and assist our recruitment efforts. Our alumni are an important and critical voice in new student recruitment. The Board has created an alumni relations committee that will formulate a plan to leverage this talent. We will need to deeply understand our competition and more sharply define our pool of prospective students.

The occasion of Psychology's 80/10 anniversaries presents us with the perfect framework in which to expand our presence. The Board will concentrate on developing a message that promotes our undergraduate program as a destination, rather than an afterthought. There is a renaissance occurring at IIT and Chicago; we would like to extend this to Psychology by connecting the energy inside the Institute to our outside audiences.

Watch and listen for our appeal for you to get involved with Psychology. We will outline ways for you to help us ensure the stature and growth of this excellent program. An investment by our graduates will be the most critical piece in meeting our recruitment objectives. We are depending on your involvement to assure the Institute's continuing success.



We are pleased to announce that George M. Langlois, Ph.D. has accepted the position of Vice Chair of the Psychology Board of Overseers. George is President of Organizational Strategies, Inc. (OSI), a management

consulting firm specializing in strategic planning, employee opinion surveys, executive assessment and coaching. Prior to OSI he was President of Organizational Effectiveness Consultants (OEC), a nation-wide management consulting firm, for seven years. His clients have included Motorola, United Airlines,

Capitol One, TVA, and Bridgestone-Firestone.

Dr. Langlois earned his B.A. in Psychology from St. Anselm College in Manchester N.H. and Ph.D. in Industrial/Organizational Psychology from the Illinois Institute of Technology. He has been a speaker at national and local conferences and has conducted numerous workshops and seminars for both profit and not-for-profit organizations. George has taught graduate and undergraduate courses at Loyola and Northwestern Universities. He is actively involved in many civic, cultural and charitable groups and also serves on the board of Access Community Health Network.

# PSYCHOLOGY MOURNS DR. NAMBURY RAJU

(cont. from page 1)

intellect, and unflagging integrity. Dr. Mitchell remarks, “His passion for his work was palpable to all of us, his students, his colleagues, and of course his family. His students were, I think, a place where his intellect, his passion, his heart, melded together. With Nam it seemed that his family, his work, his students were all part of the same space.”

“If he were here, Nam might gently remind me that if I want to talk about greatness, it should be empirically based,” says Dr. Mitchell with a smile. During the weeks following Dr. Raju’s death, the halls of Psychology were filled with shock and great sadness. “His many publications, his book, and the success of those who worked with him attest to his success and stature as a scholar. He developed formulas for assessing the reliability within item response theory and methods for assessing measurement equivalence, and closed-form expressions for use in Differential item functioning research. Who among us can claim to have a mathematical formula that holds our name? Internationally recognized, it is unquestionable that he achieved greatness in his field of measurement and that his success contributed to the flourishing of others. Contributing to the flourishing of others may, in this case, be the measure of the man.”

During a memorial service at the Institute of Psychology, faculty and students shared memories of Dr. Raju’s walk to the vending machine, for his coveted cup of coffee, and of his jar of found pennies – each one a blessing, Nam was fond of saying, and collected to remind him of how many blessings life brought to him. His current students and those who

are now successful professionals and academics in their own right, cited the innumerable times he opened his home and his heart to them. Scores of them named him as both mentor and inspiration. “He made us believe in ourselves, and showed us that we could do more than we ever thought possible,” was heard time and again. Dr. Roya Ayman, I/O Program Director, notes, “For 22 years I consulted with Nam daily and he graciously and generously provided

“With Nam’s death, we lost a piece of our bedrock - someone on whom we could depend wholly to be there, to speak with wisdom, act with integrity and be directed by a great heart.”

- Dr. M. Ellen Mitchell

me with guidance. Every day when I came on campus I checked to see if he was in his office. Now, I still look at his door but he is not there. He will be with me always and his sage advice will guide me as I look ahead.” Ayman adds a thought that is in everyone’s heart, “He is dearly missed.”

“To be with Nam was to feel his joy for learning and investigation, for teaching and helping students to also become great. It was his caring and passion that inspired those of us around him and about which we feel such a loss,” Ellen said in her remarks at the memorial service for Nam. More than 200 people attended the funeral service for Dr. Raju, including Psychology alumni from around the country. A group of 90 people congregated the following week for a memorial service on campus.

“Dr. Raju was a truly integrated person,” remarks Dr. Michael Young, Professor Clinical Psychology. “As I listen to everyone talk about his academic life, his professional life, his personal life and his family life, I am struck by the inter-rater reliability of everyone’s comments. He was a very centered person, very much the same person in these different contexts. That says a great deal about his integrity as a human being.”

In addition to his wife, Marijke, Dr. Raju is survived by two daughters, Indira Hanley and Saroja, his son-in-law Kevin, two grandchildren, a brother, Rama, and sister, Sita.

As a testament to Dr. Raju’s integral role in the development of the Industrial Organizational Psychology program at IIT, the I/O Faculty Endowment will be re-named in his memory. It was intended that Dr. Raju would hold the first appointment to the I/O endowed chair. “It is a fitting tribute that this endowment will now bear Nam’s name into perpetuity and reflect his commitment to excellence in the field of psychometrics,” says Dr. Bruce Fisher, Director of the Center for Research and Service.

The Raju family has asked that memorial gifts for Dr. Raju be directed to the I/O Faculty Endowment, IIT Institute of Psychology, 252LS, 3101 S. Dearborn, Chicago, IL 60616.

# From the Director – Dr. M. Ellen Mitchell

It is always challenging to look at ourselves with a clear critical eye. A milestone, like the 10<sup>th</sup> anniversary of the Institute of Psychology, is a natural time for reflection and analysis of where we have been, where we want to go, and what it will take to get there. We are very fortunate to have the intellectual contribution of a Board of Overseers, comprised of nationally recognized leaders in this process. It is not a coincidence that we are the only Psychology program with this invaluable resource, and that we are making strong headway in national rankings and international reputation.

In spite of the many successes of our programs and the growth of the Institute, one of our greatest difficulties continues to be the recruitment of undergraduate Psychology majors. While our admission rate reflects patterns of the university as a whole, and our current undergraduate population is only 49, Psychology has the capacity to admit an additional 50 students per semester, with our current faculty and facilities. Our problem is not just that Psychology, as a major, is sometimes lost in this technological university, but that we have, to some degree, failed in encouraging prospective students, their counselors and high school Psychology teachers, to feel like being a student at the Institute of Psychology is an opportunity to be part of something new, growing and inspired.

We have made a concerted effort to answer the first questions we hear from people outside the program, “Why study Psychology at IIT, and what is so special about studying Psychology there?”

With input from our Overseers, we have asked that question of ourselves, and have worked hard at formulating a considered, critical and constructive answer. Why? There are a number of quick responses: small class sizes, superior mentorship, opportunities for independent research, nationally recognized graduate programs, world class professors, science-based curriculum and personalized programs of study.

We can condense all of these into a quick phrase to answer that first question, “Why Psychology at IIT?” *“Because we offer a customized experience at a nationally recognized Institute.”*

A Bachelors degree from the Institute of Psychology is an excellent basis for pursuing advanced degrees in Psychology. For students interested in a career in law or medicine, we can customize the program so that they are well prepared to apply to graduate school. Even for students who are unsure of what career path they want to take, psychology is an excellent major because graduates have learned important skills that translate into all kinds of jobs.

When we examine the education offered at the Institute of Psychology, we are very confident that students can’t get the type of focused, personalized attention they do here. Actually, we believe that prospective students can’t get it *anywhere else*, and that at the Institute of Psychology, our students get more educational value for their dollar.

We have a wonderful program in the Institute of Psychology; our task is to package and promote it in a way that capitalizes upon the successes of our past decade and help continue to develop a vibrant, flourishing and high-achieving student body. The new Web site is one step in that communication process. We are also looking carefully at the letters and materials that we send to high school counselors, AP Psychology teachers, students and their parents.

In addition to celebrating our 80/10 Anniversary, the coming year will be one of immense challenge of working to refine our marketing message. While you are participating in the many Anniversary events in the months to come, think about what being part of the Institute of Psychology has meant in your life and career. If you’d like to share those thoughts to help us build a strong marketing message, we welcome you to contact the Psychology office at 312.567.3500, or [psychology@iit.edu](mailto:psychology@iit.edu).



## Frequently Asked Questions

### What can you do with an undergraduate degree in Psychology?

Our alumni have a strong record of employment success and acceptance to graduate school. People with a bachelor’s degree in Psychology obtain jobs like admissions counselor, market researcher, childcare worker, fund raiser, and customer relations professional, to name a few. A degree in Psychology is also a great foundation for graduate education in psychology, law, business or medical school.

### What makes studying Psychology at IIT different from majoring in Psychology at a liberal arts college?

We think that being an Institute is an advantage; we know that we have a unique blend of programs. Our students think that the best features of our program are:

- Quality of the teaching and one-on-one time with professors, even in the first year
- Small classes
- Research and internship opportunities for undergraduates
- Hands-on advising and mentoring of all students by full-time faculty
- Diverse and interesting students who gather in our funky campus center

# Institute of Psychology Launches Anniversary Celebration



In the coming year IIT's Institute of Psychology will host a series of events to commemorate two significant milestones: 10 years as an Institute and 80 years of awarding psychology degrees at IIT. In addition, the Rehabilitation Psychology program celebrates a 40<sup>th</sup> anniversary this year.



Psychology experiment, ca. 1962

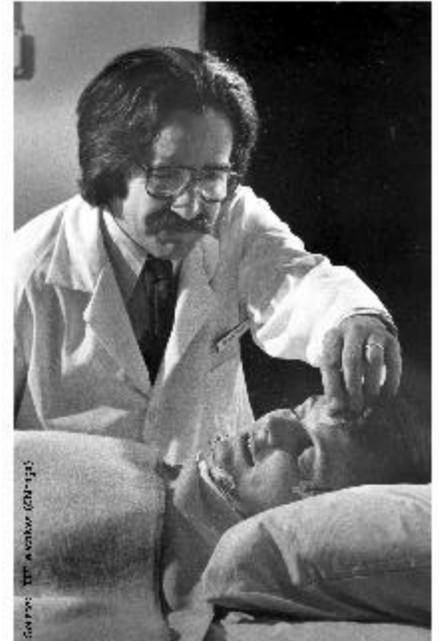
"We are proud of the remarkable individuals and world-class work that has been part of the Institute's history," says M. Ellen Mitchell, Director. "This is our opportunity to focus on the foundation that began 80 years ago in Lewis University, the core expertise we exhibit in the present, and our exciting future within core areas and emerging interdisciplinary partnerships."

Psychology's celebration of 80/10 Anniversary activities will include a fall 2005 kick-off of its lecture series with the Liz Ryan *Thought Leaders* event in December, an updated and interactive Web site, a gala event planned for fall 2006, and other activities. A project to collect and write a comprehensive historical retrospective of Psychology at IIT will be featured prominently on the Anniversary Web site. The anniversary will be an opportunity for the Institute to reconnect with its alumni, as well as to reinvigorate efforts to expand program support for its academic programs, Rehabilitation and Industrial/Organizational Psychology endowments, and student and faculty research.

"One of the most important things we will be celebrating is the opportunity we were given to thrive, and the strides we made in the past decade," Ellen says.



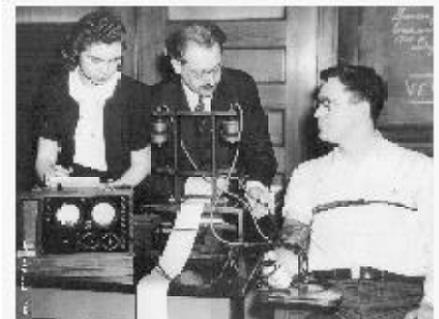
Psychology experiment, May 1955



Dr. Don Tepas, Psychology

The Institute's first decade has seen achievement across Psychology's disciplines. Its Rehabilitation Program and Industrial/Organizational Psychology Program are each ranked among the top 13 and top 10 in the nation by Princeton Reviews' Gourman Report and U.S. News and World Report, respectively. Award-winning research, new certificate programs, and a thriving consultation center, further position the Institute for continued success.

Historical photos used with permission from the IIT Archives, Paul V. Galvin Library



Dr. Boder conducts experiment

# New Marketing Message for Undergraduate Recruiting

For the last month, Jack Spani, Associate Director, Psychology Admissions, has been working closely with a professional consultant to help shape and focus the Institute's message to high school students. Psychology has solidified the marketing message about who we are and what we offer to students. This will not change the way Psychology recruits prospective students, it changes the way we tell people our programs. One of the important outcomes of the work with the consultant is a streamlined message to assist in recruiting efforts, which is shared below.

Psychology alumni and friends are an important first line of contact with teachers and guidance counselors. Alumni who know teenagers can help spread the word about Psychology and direct people to Jack Spani at 312.567.8945 or [spanij@iit.edu](mailto:spanij@iit.edu) or [psychology@iit.edu](mailto:psychology@iit.edu) for more information.



## Frequently Asked Questions (continued)

### What do you mean when you say you teach the “science” of Psychology?

Psychology is a profession with many different paths that are informed by scientific research. Our students have research opportunities and learn to be critical thinkers who can tell the difference between hype and fact. We award a B.S. degree, as opposed to a B.A.

### What is a customized program of study?

We encourage and support our students to develop their professional goals and we tailor their program to achieve those unique individual educational and professional goals. We are able to do this because we are small. Students who wish to pursue forensics, medicine, or human relations, to name a few examples, are positioned for those careers in the planning of their degree program.

### What exactly is an “Institute?”

An Institute is like a college with multiple programs rather than departments. We are part of Illinois Institute of Technology, which is a private university. Supported by research faculty and a prominent Board of Overseers, we award B.S., M.S. and Ph.D.'s, degrees in Psychology, Rehabilitation counseling, Industrial Organizational Psychology, Personnel and Human Resource Development, and Clinical Psychology.

### Is it difficult to get into the Institute of Psychology?

We are considered a competitive school. We hand pick our psychology students and evaluate each application fully; the university requires a minimum ACT/SAT of 24/1150 (respectively) and a GPA of 3.0/4.0 for admission.

### Are you accredited and nationally ranked?

IIT is accredited, and graduate programs of the Institute of Psychology have additional accreditation. Respectively, our graduate programs in Rehabilitation Counseling and Industrial/Organizational are ranked 5<sup>th</sup> and 13<sup>th</sup>. The same faculty who helped us earn our national rankings teach our undergraduate students.

### Why go to a “Tech” university for psychology?

Technology drives lifestyle and people give technology its meaning. What better place is there to learn about these most important matters?

### What is the size of the University?

The total student enrollment at IIT is approximately 6,337, with over 1,983 undergraduates and 200 graduate and undergraduate students in the Institute of Psychology.

## Why study psychology at Illinois Institute of Technology?

Simple, you can get a *customized* educational experience at a nationally recognized Institute.

A customized experience in which you can:

**Share your passions with a faculty mentor.** Your first year you will spend a bit of time crystallizing your hopes and plans with the aid of our talented faculty. After you have focused your goals, you can select a new faculty mentor whose interests match your own.

**Engage in meaningful discussions with other smart people.** We purposely keep our classes small so that you can really learn from and interact with some of the best Ph.D. professors in the country.

**Expand your education** with a variety of independent research opportunities. Every undergraduate student is guaranteed to participate in or run an actual research project before you graduate. That's real-world, practical experience that will help you start your career, and/or get into the graduate college of your choice.

**Accelerate your professional advancement** by opting to completing a Dual Degree Program in our nationally ranked Rehabilitation Counseling Program (Ranked #5 in the nation) or our Industrial/Organizational Psychology Program (Ranked #13).

What a medical school is to a university, the Institute of Psychology is to IIT. Supported by a professionally accomplished Board, we are a full-fledged Institute complete with world-renowned faculty and groundbreaking research. We offer a select group of *handpicked* students the environment to grow and explore a myriad of opportunities. We invite you to discover more about the exciting possibilities.

# Neuropsychology Career Choice for Alum

Her family is full of attorneys, so no one would have guessed that she would be a psychologist, says Maureen Lacy, Ph.D. with an engaging smile. "It's not that I was expected to be a lawyer too; there was just no consideration that I would be anything else. This is not what I thought I would be doing, but I love my job. I love the cultural diversity of the client base here, and I never see the same thing day to day."

Dr. Lacy is a clinical neuropsychologist and Director of Psychology Training at the University of Chicago Medical Center. Her interests are in rehabilitation and examination of the cognitive aspects of neurological and medical conditions. "I love the pure science of neuropsychology, which is the specialization that focuses on the biological, injury, and disease related relationship of the brain and behavior," she says. Maureen holds clinics two days per week, seeing patients with a wide variety of issues, conducting diagnostics and developing individualized treatment plans. She

also heads the university externship program, which provides comprehensive training for advanced psychology graduate students.

The University of Chicago, where she has about 14 colleagues in neuropsychology, is small compared to other Ivy League university hospitals, notes Maureen. The size of the department allows for a great deal of collaboration and research within the hospital. Her current research projects include the cognitive aspects of increased intracranial pressure, cognition and neuro-oncology, and intervention for epilepsy.

Before Maureen went to the University of Chicago, she worked at Cook County Jail, where the task was to stabilize and treat chronic mentally ill offenders. The job was frustrating, she says, because of problems inherent in the system. "Offenders were released, given a quarter and dropped on the street. We would see them back in a matter of months. Since I've left, much needed after-care programs have been established," she says.



When she was a clinical psychology student, Maureen received 15 offers, from around the nation, for internships, which she interprets as affirmation of the reputation of the Institute of Psychology. "The strength of the Institute is really in the individual attention that is part of everyone's education here. My class was a close-knit group and that was what I was looking for in graduate school. I also knew that I wanted to be in Chicago; I grew up here and have always felt drawn to the great neighborhoods."

## Frequently Asked Questions (continued)

### IIT is in Chicago ~ how safe is the campus?

IIT is located in Bronzeville, just 10 minutes south of downtown Chicago. Bronzeville and Bridgeport (just west of campus) are two of the fastest changing, trendiest neighborhoods in the city, with large populations of students, young professionals and artists. Full-time, academy trained public safety officers patrol the campus 24 hours a day in marked patrol cars, and on bicycles and foot patrol. Our campus is ranked as the 2<sup>nd</sup> safest campus in all of Illinois and is the safest in the city.

### Will I be able to pursue my extracurricular activities and sports at IIT?

There are more than 140 clubs and special interest groups on campus. The sports center has men's and women's basketball, cross-country, swimming/diving, and soccer as well as men's baseball and women's volleyball and there are 10 teams at IIT as well as several intramural and club sports. We have fraternities and sororities; 70% of our students live on the campus.

### What is the tuition and what types of financial aid are available?

Undergraduate Tuition and fees	\$23,590
Living Expenses	\$9,000 (includes health insurance, books & supplies, personal expenses, transportation costs and on-campus room and board)

Undergraduate Total	\$32,590
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All students are automatically reviewed for eligibility and over the past ten years, 100% of psychology incoming freshman have received some aid, we even have our own scholarship, the David J. Vitale Scholarship Fund for especially high-achieving psychology undergraduates. For more information see: <http://admission.iit.edu/frontend/merit.asp>.

### Where can I get additional information, schedule an interview and arrange for a campus tour?

Contact our Psychology recruiter, Jack Spani, [spanij@iit.edu](mailto:spanij@iit.edu) or 312.567.8945 or on MSN IM username spanjac@yahoo.com.

# Clinical Psychology

## Alumni News

Dr. Michael Belcher (Clinical 1973) has begun his partial retirement. He closed his outpatient private practice after 30 years, and only sees current patients that live in one of his residential facilities. He is actively marketing his remaining residential facilities for the mentally ill and hopes to sell them before year end. He has converted his hobby, playing harmonica, into a business that keeps him active attending various harmonica and blues festivals. He started the "Harp for the Troops" program and has a goal of providing more than 20,000 free harmonicas to US troops in Iraq and Afghanistan. Check out his website at <http://www.HarpDepot.com>.

Allison Crean and her husband recently relocated to Easton, Pennsylvania. Flynn and Fletcher, six month old twins, are adjusting well to their new home.



## Select Papers and Presentations

Ayalon, L. & Young, M.A. (2005). Racial group differences in help-seeking behaviors. *Journal of Social Psychology*. 145, 391-403.

Coleman, M., Young, M.A. (2005, November). The reliability and validity of a culturally sensitive measure of stress in African American women. Poster presented at the Association for Behavioral and Cognitive Therapies. Washington, DC.

Enggasser, J., Young, M.A. (2005, November). Prospective support for a diathesis-stress model of seasonal affective disorder. Poster presented at the Association for Behavioral and Cognitive Therapies. Washington, DC.

Freese, M., Young, M.A., Zamorski, S. (2005, November). Gender differences in positive and negative affect and the PANAS scales. Poster presented at the Annual Meeting of the Association for Behavioral and Cognitive Therapies. Washington, DC.

Fliss, M., Young, M.A. (2005, November). How do seasonal vegetative and cognitive /affective symptoms contribute to distress and impairment? Poster presented at the Association for Behavioral and Cognitive Therapies. Washington, DC.

Mitchell, M.E., Nanotechnology and Humanity, Invited address, Argonne National Labs, Argonne, IL, May 2, 2005.

Mitchell, M.E., & Cameron, N.C., Human Issues in Nanotechnology, Invited address, NanoCommerce and Semi-Nano Forum, Chicago, November 2, 2005.

Sher, T.G. (2005). Couples, illness, and coronary artery disease. Invited paper presented at the European Association for Cognitive and Behavioral Therapy. Athens, Greece, September 23.

Young, M.A., Enggasser, J. (2005, November). What Moods Do Mood Inductions Induce: Reactivity of Dysfunctional Attitudes as a Function of Changes in Positive Affect and Negative Affect.

Poster presented at the Association for Behavioral and Cognitive Therapies. Washington, DC.

Young, M.A. (2005, October). The relationships among symptomatology, distress, and impairment in seasonal depression. Poster presented at the Annual Meeting of the Society for Research in Psychopathology, Coral Gables, FL.

Zamorski, S., Young, M.A., Freese, M. (2005, November). Generating weekly mood ratings from daily mood experiences. Poster presented at the Annual Meeting of the Association for Behavioral and Cognitive Therapies. Washington, DC.

## Dissertations

Violet Theodos, "Pediatric oncology patients and their parents: Does marriage moderate the relationship between coping and the child's adjustment to illness" (T. Sher, advisor)

Christina Blodgett Dycus, "A study of the Rey complex figure copy and cerebral blood flow" (R. Schleser, advisor)

Janine Rogers, "Stress in mothers and fathers of infants with single suture craniosynostosis" (J. Hopkins, advisor)

Greg Stasi, "Differential effects of a content-oriented metacognitive instructional program and a process-oriented metacognitive instructional program" (R. Schleser, advisor)

Alyssa Epstein, "Acute alcohol and nicotine interactions in men and women" (T. Sher, advisor)

Sarah Landsberger, "Efficacy of computer-assisted cognitive training in individuals with serious psychiatric disorders" (M. Young, advisor)

# Industrial/Organizational Psychology

## Alumni and Faculty News

John Skinner and Scott Morris received the 2004 Robert J. Wherry Award for the best paper at the IOOB conference. They were recognized for their presentation entitled "Proposal for a Monte Carlo Examination of Applying Meta-Analytic Methods to the Assessment of Adverse Impact." The award was presented at the Plenary Session of the 2005 SIOP conference.

Dr. Mark Frame (Ph.D. 2003), Assistant Professor at University of Texas Arlington, received the best Ph.D. Dissertation award from American Society of Training and Development.

Dr. Allan Witt (M.S. 1982), Associate Professor at University of New Orleans, was recognized as a Fellow of the Society of Industrial and Organizational Psychology.

Eyal Ronen was recognized as IIT's outstanding graduate teaching assistant in 2005.

# I/O Scholarship Celebrates Alum's 55 Years With IIT

Dr. Arch Pounian began his studies at Illinois Institute of Technology in 1949, when psychology was a major offered by the Department of Psychology and Education in Lewis College at IIT. He earned his Masters in 1951. Dr. Pounian received his undergraduate degree in psychology from Lake Forest College in 1949, after serving in the army during WWII as a cryptographic technician, coding and decoding messages.



Dr. M. Ellen Mitchell visits with Charles "Arch" Pounian, Ph.D.

In 1951, Arch, worked for Dr. David P. Boder, splicing the wire recordings of Boder's interviewees. Arch was paid \$1 an hour for his work, "glad for every penny" of his lab earnings, and today, takes pride in the fact that his work was part of a historically significant and priceless effort: the Boder recordings are the only first-hand account of the holocaust by survivors immediately after liberation.

"He had guts and imagination to do what he did," Pounian says of Dr. Boder, "and he was very much of a human being." Dr. Boder, an IIT psychology professor, interviewed more than 100 displaced persons in post-World War II Europe and developed an empirically based trauma index to analyze their

personal experiences. The revolutionary recording equipment that was used by Dr. Boder on his project was invented by Marvin Camras, another IIT faculty member. Arch took two classes with Dr. Boder, whom he remembers as an imposing character with a good sense of humor.

Arch may have been one of the last students to spend time with Boder at IIT. He helped Dr. Boder clean out his apartment when he left Chicago to take a position at UCLA due to health reasons. Arch fondly remembers Boder taking him out to lunch after they had cleared the apartment.

In 1953, Arch became a test developer for the civil service commission with the City of Chicago, where he would have a 32-year career. Dr. Pounian soon became Director of Examinations and, after he earned his Ph.D. in 1960, he served for 25 years as Director of Personnel for four Chicago mayors. He experienced many changes during his time with the city and played a critical role in the adoption of a new city personnel ordinance that created a Department of Personnel as an integral part of city management.



Dr. Pounian thanks reception guests as his adult children, Lynn Anderson and Steve, look on.



David Blitz, Fellowship Recipient 2005

In honor of his father and in recognition of an incredible career, Steven Pounian established the *Charles "Arch" Pounian Fellowship Endowment for Industrial Organizational Psychology* graduate students. This is the first fellowship created exclusively for I/O students at IIT. David Blitz was chosen as the first recipient of the Pounian Endowment receiving a \$5,000 award. A committee of I/O faculty and psychology staff determined the selection based on academic merit, research initiatives and financial need. Continuing I/O graduate students are eligible to apply annually.

Dr. Pounian left the City of Chicago in 1985 to join the Hay Group, where he continues to work as a consultant to state and local governments. He has been active in several professional organizations including the American Psychological Association (member of Division 14 — I/O Psychology); the International Personnel Management Association (Past President and Lifetime Achievement Award). Dr. Pounian continues his connection to IIT as an adjunct professor in the Masters in Public Administration Program. His wife Bea, a remarkable woman in her own right and his beacon for almost 52 years, died in 2002.

# Industrial/Organizational Psychology

## Select Papers and Presentations

Ayman, R. (July, 2005). Expatriate manager adjustment and work family interface: Family location, country, expatriate's gender matters, International Research on work and family: From policy to Practice, International Center for work and family- IESE Business School, Barcelona, Spain.

Ayman, R. & Velgach, S.\* (in press). A pilot study of work-family conflict in the U.S. Proceedings of International Congress of Cross-cultural Psychology.

Ayman-Nolley, S. & Ayman, R. (2005). Children's implicit theory of leadership. In J. R. Meindl and Brigit Schyns (2005), *Implicit Leadership Theories: Essays and Explorations*, a volume in the Leadership Horizons Series (pp. 189-233), Greenwich, CT, USA: Information Age Publishing.

Bakunowska, I.\* (2005). Effectiveness of Transformational Leadership Behaviors on University Students. Poster presented at the 26th annual Industrial/Organizational Psychology & Organizational Behavior conference, Melbourne, FL.

Bono, J., Purvanova, R., Peterson, D., & Towler, A. J. (2005). A comparison of the practices of psychologist and non-psychologist executive coaches. In D. B. Peterson, J. Muros & J. Bono (Chairs). What value does psychology add to executive coaching? Symposium presented at Society of Industrial and Organizational Psychologists, Los Angeles, California.

Goerzig, A.\* & Ayman, R. (July, 2005). The mediation of gender-specific interests in science: A self to prototype matching approach. Presented in European Association of Experimental and Social Psychology, Wurzburg, Germany.

Handelsman, M. M., Briggs, W. L., Sullivan, N., & Towler, A. J. (2005). A measure of college student course engagement. *Journal of Educational Research*, 98, 184-191.

Nance, D. A., & Morris, S. B. (2005). Juror understanding of DNA evidence: An empirical assessment presentation formats for trace evidence with a relatively small random match probability. *Journal of Legal Studies*, 34, 395-444.

Oshima, T.C., Raju, N.S., & Nanda, A.O. (2005, July). *A new method for assessing the statistical significance in the differential functioning of items and tests (DFIT) framework*. Paper presented at the International Meeting of the Psychometric Society in Tilburg, the Netherlands.

Oshima, T.C., Raju, N.S., & Nanda, A.O. (in press). A new method for assessing the statistical significance in the differential functioning of items and tests (DFIT) framework. *Journal of Educational Measurement*.

Raad, J.\*, & Ronen, E.\* (2005). A factorial model of computer adaptive training. Poster presented at the 26th annual Industrial/Organizational Psychology & Organizational Behavior conference, Melbourne, FL.

Raju, N.S. (in press). Review of the Leadership Skills Inventory. In B. S. Plake and J.C. Impara (Eds.), *The Seventeenth Mental Measurement Yearbook* (pp. xx). Lincoln, NE: Buros Institute of Mental Measurement of the University of Nebraska.

Raju, N.S. (in press). Review of the Rehabilitation Survey of Problems and Coping. In B. S. Plake and J.C. Impara (Eds.), *The Seventeenth Mental Measurement Yearbook* (pp. xx). Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N.S., Scott, J.C., & Edwards, J.E. (in press) Confidence intervals/hypothesis testing/effect sizes. In S.T. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. Thousand Oaks, CA: Sage.

Raju, N.S., Scott, J.C., & Edwards, J.E. (in press) Statistical power. In S.T. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. Thousand Oaks, CA: Sage.

Scott, J.C., Raju, N.S., & Edwards, J.E. (in press) Program evaluation. In S.T. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. Thousand Oaks, CA: Sage.

Towler, A. J., & Schneider, D. J. (2005). Distinctions among stigmatized groups. *Journal of Applied Social Psychology*, 35, 1-14.

Wright, J., & Towler, A. J. (2005). How Charismatic Leaders Influence Work Outcomes During a Merger/Acquisition. Poster presented at Society of Personality and Social Psychology Conference, New Orleans, Louisiana.

Dr. Alan Mead graciously offered to join Psychology to assume teaching of Dr. Raju's Psychometric Theory class. Dr. Mead received his degree from University of Illinois at Urbana-Champaign, and completed his graduate work with Dr. Fritz Drasgow. He is an I/O psychologist with a background in Social Psychology and a strong emphasis in Psychometric Theory (particularly IRT and computerized testing), methodology (validity generalization and causal modeling) and models of job analysis. He has 10 publications and 29 presentations in major conferences such as Society for Industrial and Organizational Psychology, International Congress of Applied Psychology, National Council on Measurement in Education Conference. Dr. Mead was a guest editor for Applied Measurement in Education Special Edition on Multi stage testing and has been an ad hoc reviewer for 8 different journal and SIOP conference. He has taught variety of courses and has advised several students towards their graduate research. He has conducted consulting such as design, evaluation, and training in various areas of assessment and testing with companies such as IPAT on 16 PF, police departments in various parts of the U.S. He also has been work with several consulting firms such as ERI Economic Research Institute, American Institute of Certified Public Accountants, Aon Management Consulting, Linux Professional Institute, Institute for Personality and Ability Testing.

# Changes Keep Center Growth on Track

Continuing on track for a record year, the Center for Research and Service is busy with a variety of consulting projects, ranging from individual assessments of candidates for leadership positions, to test development and three very large employee surveys. Strategic partnerships continue to drive new clients to the Center, among which are a Chicago-based law office and a property management firm.

In the midst of the energy created by a full roster of clients and projects, the Center is looking forward to a new chapter in its growth, with a newly established Advisory Board of 15 members convened for the first time in October. The Board's first charge was to review and contribute new

thinking on market planning to the Center's five year plan. Comprised mostly of seasoned consultants, the Board is about half IIT alumni, as well as some people very new to IIT. Backgrounds of board members range from Industrial/Organization Psychology, M.B.A.s, education and market research.

"I am looking forward to this change because I've been used to working alone. I need the challenge and new ideas that will be generated by this bright group of people," says Bruce Fisher, Director. The Center has never before had a Board, but Fisher says that he feels like the Center had "hit a wall" and that the growth of the organization would soon level. "I can't seem to crack the limitations in

the way I think when I work alone. More active partners will energize my strategic thinking."

Bruce currently spends about 10% of his time on new business acquisition and the bulk of his day delivering service to current Center clients. The most satisfying part of his job, he says, is the work he does coaching students in working toward deliverables for Center clients. This new academic year, the Center is employing approximately 20 students, high for this time of year. Students working in the Center are primarily from the I/O program, and provide both general clerical and project support.

## CRS Welcomes Board

The newly formed Board of Advisors of the Center for Research and Service met for the first time this October, the first of two anticipated meetings per year. The Board will join the Center Director and key staff for reviews of Center performance and an evaluation of key initiatives, contributing by:

- Provide input to strategic planning
- Provide advice and counsel to drive business growth and management
- Assist in development of marketing plans and public relations campaigns
- Guide formulation of strategic alliances
- Generate ideas and planning to increase center revenues

Members of the CRS Board of Advisors are:

Allison Crean, Ph.D., *Executive Director, Informed Educators Consulting Group, LLC*

Russell R. Day, Ph.D., *President, R. R. Day & Associates*

Chris Freiburger, Ph.D., *President, Human Capital Management Group*

James T. Heisler, Ph.D., *Senior Vice President, Harris Interactive*

Jaci Jarrett Maszta, Ph.D., *Vice President, Burke, Inc.*

Catherine McCarthy, Ph.D., *President, Peak Performance Professional*

John Philbin, *Partner, Strategic Talent Solutions*

Julius E. Rhodes, SPHR, *Instructor and consultant*

Carl Robinson, Ph.D., *Managing Partner, MICA Consulting Partners*

John Scott, Ph.D., *Vice President, Applied Psychological Techniques*

Steven Steinhaus, Ph.D., *Human Resource Alignment Consultants*

Guy F. Summers, *President, Farrell Group, L.L.C.*

Carolyn B. Thompson, *President, Training Systems, Inc.*



# Industrial/Organizational Psychology

## Dissertations

Hartman, E., "The relationship between CEOs traits, empowering leader behavior and objective and subjective measures of performance." (Advisor: Ayman)

Henry, M., "The effects of trait and situational impression management on personality test scores: An assessment of measurement equivalence using item response theory." (Advisor: Raju)

Fromen, A., "Examining job related attitudes of telecommuters and non-telecommuters." (Advisor: Raju)

## Rehabilitation Psychology

### Faculty News

David Peterson, Associate Professor at the Institute of Psychology, was a U.S. participant in the revision process of the latest addition to the World Health Organization (WHO) family of health-related classifications. He helped revise "The International Classification of Functioning and Health" (ICF) which is the sister classification to the International Statistical Classification of Diseases and Related Health Problems. Peterson also participated in the alpha drafting team for the *APA-WHO Procedural Manual and Guide for a Standardized Application of the ICF*.

Dr. Chow Lam has been in the news, with an August **First Business TV** segment on the psychological impact of unemployment and a **Chicago Tribune** (October 16, 2005) interview with Dr. Lam on IIT's Rehabilitation Counseling program and future employment of rehabilitation counselors. Dr. Lam taught a two-week intensive course (May 22 – June 5, 2002) on "Psychosocial Aspects of Disability" at Tung Chi Medical school in Wuhan, China. There are 32 physicians enrolled in the course. He has been invited to teach the course in June 2006.

In September 2005, Dr. Chow Lam received two training grants, \$150,000/year for 5 years in training master's level rehabilitation counselors and \$100,000/year for 5 years in training Ph.D. rehabilitation psychologists. The grants were awarded by the Rehabilitation Services Administration of the Department of Education.

### Select Papers and Presentations

Bruyère, S. M. & Peterson, D. B. (2005). Introduction to the special section on the International Classification of Functioning, Disability and Health (ICF): Implications for rehabilitation psychology. *Rehabilitation Psychology, 50*, 103-104.

Bruyère, S. M., Van Looy, S. A., & Peterson, D. B. (2005). The

International Classification of Functioning, Disability and Health (ICF): Contemporary literature review. *Rehabilitation Psychology, 50*, 113-121.

Fisher Smiley, D., Threats, T. R., Mowry, R. L., & Peterson, D. B. (2005). The International Classification of Functioning, Disability and Health (ICF): Implications for deafness rehabilitation education. *Rehabilitation Education, 19*, 139-158.

Homa, D. B. & Peterson, D. B. (2005). Using the International Classification of Functioning, Disability and Health (ICF) in teaching rehabilitation client assessment. *Rehabilitation Education, 19*, 119-128.

Krueger, K., Lam, C.S. & Wilson, R. (in press). The Word Accentuation Test-Chicago, *Journal of Clinical and Experimental Neuropsychology*.

Lam, C.S. (2005). Employment. *Encyclopedia of Disability*. Thousand Oaks, CA: Sage Publications.

Lam, C.S., Homa, D., & Buser, A. (in press). Diversity issues in psychological assessment. In Talley, W.B., Leung, P., & Sanderson, P. (Eds). *Multicultural issues in rehabilitation and allied health programs*. Osage Beach, MO: Aspen Professional Services.

Peterson, D. B. & Murray, G. C. (in press). Ethics and assistive technology service provision. *Disability and Rehabilitation*.



Dr. Chow Lam with Wuhan students, China

Peterson, D. B., Hautamaki, J. & Walton, J. (in press). Ethics and technology. In R. R. Cottone & V. M. Tarvydas, *Ethical and professional issues in counseling (3rd ed.)*. New York: Merrill-Prentice Hall.

Peterson, D. B. (2005). International Classification of Functioning, Disability and Health (ICF): An introduction for rehabilitation psychologists. *Rehabilitation Psychology, 50*, 105-112.

Peterson, D. B. & Kosciulek, J. F. (2005). Introduction to the special issue of Rehabilitation Education: The International Classification of Functioning, Disability & Health (ICF). *Rehabilitation Education, 19*, 75-80.

Peterson, D. B. & Rosenthal, D. A. (2005a). The International Classification of Functioning, Disability and Health (ICF): A primer for rehabilitation educators. *Rehabilitation Education, 19*, 81-94.

Peterson, D. B. & Rosenthal, D. A. (2005b). The International Classification of Functioning, Disability and Health (ICF) as an historical allegory for history and systems in rehabilitation education. *Rehabilitation Education, 19*, 95-104.

Peterson, D. B. & Threats, T. M. (2005). Ethical and clinical implications of the International Classification of Functioning, Disability and Health (ICF) in rehabilitation education. *Rehabilitation Education, 19*, 129-138.

# CORRIGAN JOINS REHABILITATION FACULTY

Joining the Rehabilitation Psychology faculty at IIT is an opportunity to solidify relationships and get students involved in research projects, says Dr. Patrick Corrigan. This fall, Dr. Corrigan moved from Northwestern University at Evanston Hospital, with the Joint Projects for Psychiatric Rehabilitation, to the Institute of Psychology. He spent the previous four years in various positions at the University of Chicago, in Psychiatry at the Pritzker School of Medicine and in Psychology.

“With Pat Corrigan’s experience and national reputation, we hope to become the most visible Rehabilitation Psychology program in the country. We would like to be in the top three programs in the country, and our research, publications and publicity will help us get there.” Dr. Chow Lam, Director, Rehabilitation Psychology

Dr. Corrigan has a long history with the Institute of Psychology, having collaborated for years with Dr. Chow Lam, and other Psych faculty. In addition to teaching with Dr. Lam in Hong Kong and Beijing on stigma and social attitudes toward mental illness, Corrigan and Psych faculty collaborate on a number of research projects through the Chicago Consortium for Stigma Research (CCSR.) The CCSR is a multidisciplinary group of 25 investigators from eight Chicago area academic institutions, including the Institute of Psychology. Research of the CCSR is devoted to the understanding the phenomenon of stigma, developing and testing models that explain why it occurs, and

evaluating strategies that help to diminish its effects. A special focus of this work is on understanding the stigma of mental illness through application of models developed from basic behavioral research.

Currently, Dr. Corrigan is working with the Human Service Center, Peoria County’s comprehensive community mental health provider, on a research project to assess whether job coaching helps clients with mental illness – like schizophrenia and bipolar

disorder – get back to work and stay employed. The project is funded with a National Institute for Mental Health grant. “Our research phase is approximately midway through,” says

Pat. “Peoria provides one population of an optimum size, without cross-overs or catchments, and a good nonprofit partner that can provide client services while we do research which consists of progress assessment interviews with participants.” This research project has brought two staff members to IIT with Dr. Corrigan, as well as the opportunity to hire additional research assistants.

A graduate of the Illinois School of Professional Psychology, Dr. Corrigan grew up in Evanston. He received an undergraduate degree in Physics as a pre-med student at Creighton University in Omaha, Nebraska, and his M.A. at Roosevelt University. Pat says he knew that he wanted to work



in health services, but he didn’t like medical school. Finding his way to working with people with severe disabilities seems to have been part of the natural course in his academic career, he reflects. Dr. Corrigan spent a brief time in the Clinical Psychology program at IIT in 1981 – enough time to be impressed with the recent changes at IIT. “The campus boggles my mind. It is a much homier place than I remember,” he says, with a smile, “and the buildings tend to grow on you.”

“I am impressed with l’esprit du corps here, how well everyone works together,” notes Dr. Corrigan.

Dr. Corrigan has a number of projects pending, including one currently in review for grant funding, called “In Our Own Voice,” an anti-stigma program impact study. For more information about research projects and work of the CCSR, visit <http://www.stigmaresearch.org/index.cfm>.

# CAMPUS LIFE AN INDIVIDUAL EXPERIENCE

About 70% of undergraduates at IIT live on campus, which is comparable to most other universities. Often, however, undergraduate life at IIT is not described as a “typical college experience,” and for many students that is exactly what makes it appealing. Ed Carter, who received his B.S. in Psychology in 2005, started at IIT as a commuter student like one out of three IIT undergraduates, taking the Metra train from Chicago’s western suburbs.

Ed Carter, transferred to Psychology from Computer Science after taking a couple Psychology classes. “I couldn’t see myself sitting in front of a computer looking for a missing semi-colon,” he says. As many as half of Psychology majors are internal transfers, having entered IIT intending to major in another area.

He was familiar with IIT because his father had studied political science as an undergrad and then received his law degree from Kent. IIT was a good school option for Ed because he wanted to stay in the Chicago area. Ed worked part-time at a law firm in the loop for the four years he attended IIT, taking the el from campus to work downtown. “I didn’t think that the campus was that

lively,” says Ed, “but I got to know a group of commuter students and we hung out at the HUB [Herman Union Building], which was great.”

“Campus life is what students make of it,” says Jack Spani, Associate Director, Psychology Admissions. “With all the great things that a city like Chicago has to offer, lots of students go off campus for work, entertainment and socializing.”

A key factor in Ed’s decision to attend IIT was the Camras scholarship he received as a computer science major, which was switched to a Heald scholarship when he transferred to Psychology. Camras scholarships are awarded to the very best of students. Like Ed, all undergraduate

Psychology majors receive scholarships at some level, through IIT or the Institute of Psychology.

Now that he has graduated, Ed is considering options for the coming year, including work, foreign travel and studying for another undergraduate degree in liberal arts. “Psychology was so interesting that I decided to major in it,” says Ed. “and it has given me a good base that is broad enough to use in whatever I decide to do – whether I go for an M.B.A., law school or some other field. You use psychology every day.”

We are sure Ed will have an extraordinarily interesting career and we will remain in touch with him for updates.



## Rehabilitation Papers and Presentations cont.

Reed, G. M., Lux, J. B., Bufka, L. F., Trask, C., Peterson, D. B., Stark, S., Threats, T. T., Jacobson, J. W., & Hawley, J. A. (2005). Operationalizing the International Classification of Functioning, Disability and Health (ICF) in clinical settings. *Rehabilitation Psychology, 50*, 122-131.

Rowland, S., Lam, C.S., & Leahy, B. (2005). Use of the Beck Depression Inventory-II (BDI-II) with persons with traumatic brain injury: Analysis of factorial structure, *Brain Injury, 19*, 103-112.

Tsang, C., Hui-Chan, C., Chan, C., Yeung, S., & Lam, C.S. (In-press). Effectiveness of Information and Communication Technology (ICT) training program for people with Intellectual Disabilities. *Journal of Applied research in Intellectual Disabilities*.

## Presentations

Peterson, D. B. *The International Classification of Functioning, Disability and Health (ICF): A new way for counselors to talk about health*. Symposium to be conducted at the annual meeting of the American Counseling Association, Montreal, Canada, accepted for April 1, 2006.

Peterson, D. B. (2005, September). *The International Classification of Functioning, Disability and Health: Overview and ethical implications*. Symposium conducted at the annual meeting of the American Association of Spinal Cord Injury Psychologists and Social Workers, Las Vegas, Nevada.

Ribas, A., & Lam, C.S. “Social support and quality of life among Latinos with psychiatric disability, Aug 19, 2005, APA Convention, Washington, DC.

## Psychology Opens Arms to Katrina Victims

Our hearts go out to the thousands of people whose lives and homes were devastated by hurricane Katrina. We remain committed to helping displaced students and faculty in whatever way possible. We in Psychology extended an invitation via a national list serve to accommodate psychology students and faculty. Understandably, many of the people who were displaced elected to join family members across the country. Mike Burke (I/O, 1982), former president of SIOP and faculty member at Tulane, with his wife and children, came to join other family members in Oak Park. We are pleased to be able to provide him with a base while he and his family sort out their life. The Burkes, like so many others, lost many of their possessions, and will be working with FEMA and insurers to repair their home.

# Psi Chi Plans Stronger Presence

Psi Chi, the National Honor Society for Psychology, is a small but ambitious group of Psychology students. With their five current members and five prospective members, the IIT chapter hopes to increase its profile through various volunteer services. During the months of October, November and December, the chapter will organize a clothing drive to benefit the Salvation Army with various boxes around campus so the entire university has the opportunity to participate with their efforts. In November, for Thanksgiving, Psi Chi will coordinate campus-wide donations to The Greater Chicago Food Depository. The chapter is planning a campus movie night once a week, featuring movies that are relevant to the field of psychology.

“In addition to our community volunteer efforts, we are planning to promote psychology to students whose degrees are in other majors,” says Jacqueline Sokolowski, Psi Chi Event and Program Coordinator. “Our chapter wants to participate in conferences in Chicago. We want our members to attend the conference to learn about admission to graduate school, jobs available to psychology majors, and to find out what other undergraduates are researching. Along with participating in conferences, our chapter also wants to meet with the other Psi Chi chapters in Chicago.”

Student organizations at IIT range from Student Government Association, Union Board, Greek Council, to fraternities and sororities. In 1955, the

first chapter of Psi Chi was installed at IIT, with 39 members and Dr. Harriet Shurrager as faculty sponsor.

The current members of Psi Chi are strategizing on ways to reconnect with previous members from the chapter, planning to let them know about current activities and seeking suggestions for how to give the chapter more influence on campus. “Hopefully, establishing a connection with past members will allow us to create an annual event for all members to meet and share experiences with each other,” notes Jackie.

If you or someone you know was a Psi Chi member and would like to speak to the chapter, attend an event, or give suggestions, please contact them through Anne Johnson, [johnsona@iit.edu](mailto:johnsona@iit.edu) or 312.567.6468.

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# Web Networking Organization Founder to Speak

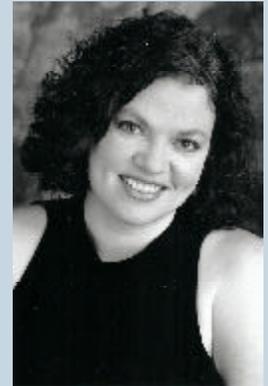
Liz Ryan, CEO and founder of ChicWit, will speak as part of the *Thought Leaders Series* of the Leadership Academy/Entrepreneurship program, Friday, December 2<sup>nd</sup>, at 4:30 p.m. in the Hermann Union Building at IIT. The event, co-sponsored by the Institute of Psychology, will be part of the concluding events for IPRO Day. Ryan, who is lauded for her sharp, edgy, humorous style, will share her very current observations on the new-millennium workplace, the role of corporate leaders, entrepreneurship and women in business.

Formerly a Chicago-based executive, Ryan left U.S. Robotics after a long and successful tenure during the company's enormous growth in the '90s. Ryan—then a mother of three—took a career breather and

signed up for a “Moms and Tots” class where she met professional women who wanted to network and find support for business and lifestyle issues. In response, Liz founded ChicWIT, a Chicago-based networking organization and email forum. Other chapters quickly followed and soon the cluster of communities joined as WorldWIT, [www.worldwit.org](http://www.worldwit.org), with 75 chapters worldwide, providing networking, mentoring and support to 40,000 members in 25 countries. WorldWIT was hailed *Woman's Business Association of the Year* at The 2004 Stevie Awards for Women Entrepreneurs.

Liz has been honored by *Enterprising Women* magazine with a **2005 Enterprising Women Advocacy Award**, as well as the **2005 Lifetime**

**Achievement Award** from *Colorado Women In Technology*. The Association of Women in Communications also honored her this year with their **2005 Women of Achievement Trailblazer Award**.



To get additional information about the event, which is free and open to the public, contact Anne Johnson, 312.567.6468 or [johnsona@iit.edu](mailto:johnsona@iit.edu). Reservations are requested, but not required.

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