Faculty Features

Dr. Roya Ayman began her professional career with IIT in the Fall of 1983 when she joined the faculty of the Department of Psychology. She had just finished her Ph.D. that spring and had no intentions of becoming an academic. She had already taught for a year in Mexico, conducted an employee attitude survey in Iran for a year, and consulted on the training program for National Fire Academy under FEMA which she continued for 10 years.

If not for Dr. Ayman’s professors, she would have expanded her already blossoming career in the consulting arena. Her advisor told her it would be disrespectful to her professors to not apply for at least one academic position. She took his advice, “I opened up the Monitor and found the posting for a position at IIT that fit word-for-word with what I had studied and done in my professional practice; almost as if they had copied my vitae. Not applying would have been unwise.”

In 1988, Dr. Ayman became director of the I/O program. During her tenure with IIT at the Institute of Psychology, she has taught several hundred undergraduate and graduate students and mentored many of them. She has trained 23 Ph.D. and 44 M.S. students. “I really treasure the students I have met along the way. I feel honored to be a part of their lives; seeing them bloom into maturity both personally and professionally,” she commented. She believes in maintaining a connection with all the students as an extended family. One way she does this is by hosting an annual reception at SIOP conference which started when she became director of the I/O program and has continued.

In addition to her regular teaching schedule, Dr. Ayman is involved in several areas of research including leadership, work-family conflict and organizational climate. She has also coedited a book on leadership entitled Leadership Theory which was also translated into Japanese. He chapters, articles, and national and international presentations with her students cover many aspects of leadership, work family conflict, gender, and cross-cultural issues. Her future research will be a continuation of her work on diversity and leadership. Also she is working on addressing how workplace and family can provide support to balance the work family life of employees. In addition, she is interested in the role of diversity and climate in managing a healthy and productive work environment.

She has designed and conducted training on leadership development, multiculturalism and diversity in the workplace, and delivered this to national and international populations as well as national and international corporations.

On a personal note, Dr. Ayman enjoys being an aunt to 4 nephews and 1 niece and enjoys spending time with her parents and sister who live in the area. As well she visits her brother in Europe whenever she gets the chance. She considers IIT to be part of her extended family and loves spending time with her students and colleagues. Dr. Ayman is active in the Baha’i community helping to bring unity and peace to the world.

For fun, Dr. Ayman loves reading and tending her plants. She has a nice balcony garden complete with peppers, herbs and flowers. She also enjoys traveling and experiencing new cultures.

“The world is like a castle with many windows. Each window is a different culture. The more cultures you experience, the better your view of the world will be,” explains Dr. Ayman.

Dr. Frank Lane joined the IIT Rehabilitation Psychology program in 2006 after receiving his Ph.D. from University of Florida as an Assistant Professor and the project director/principal investigator of a United States Department of Education training grant to prepare practitioners on the appropriate use of rehabilitation engineering technology by resulting in a certificate in assistive technology.

Dr. Lane also functions as an undergraduate adviser to students pursuing a minor in rehabilitation services. The rehabilitation services program is designed so students can expand their expertise in providing services to individuals with disabilities.

Dr. Lane participates in the University based Quality of Life committee that is charged with building fun and interesting programs.

Dr. Lane has 5 years of experience teaching undergraduate and graduate courses in rehabilitation and psychology. He has experience teaching in traditional and distance education venues utilizing Blackboard and WebCT platforms. Dr. Lane has over 5 years of administrative experience directing state-federal vocational rehabilitation, vocational work evaluation, and community-based traumatic brain injury rehabilitation programs.

Dr. Lane’s specific research interests focus on issues related to physical and attitudinal barriers that prevent full participation in society by people with disabilities. Specific research projects include: professional preparation of rehabilitation professionals on the appropriate use of assistive technology; barriers to participation in the criminal justice system by people with disabilities; attitudes about hate crimes towards people with disabilities; and measurement of attitudes.
From the Director – Dr. M. Ellen Mitchell

I would like to take this opportunity to tell you about the myriad ways your dollars have helped Psychology. So many of your have given to Psychology and you may rightly wonder how your dollars have been used to make a difference. We have been asking for your support and benefiting from your munificence. I would now like to report to you some of the impacts of your dollars.

This has been a record year for funding students. The generosity of so many of you to the Mary Vermillion Fund has allowed us to provide partial support to 14 graduate students last year and 13 graduate students this year. For many this helped to defray the cost of rising tuition, which will be $778 a credit hour in the fall. This means that our average graduate student who enrolls in 13 credit hours each semester will pay in excess of $20,000 in tuition alone next year. As well, the generosity of friends and alumni who contributed to the two endowed chairs for which we have been fundraising, the

Nambury Raju I/O Psychology Chair and the Rehabilitation Chair has allowed us to partially subsidize an additional 12 students this year. Coupled with the Charles (Arch) Pounian I/O Scholarship, we funded 24 graduate students this year who would not have otherwise been the beneficiaries of support were it not for your generosity. In the past two years we awarded approximately $100,000 in student support over and above the regular compliment of approximately $194,000 in teaching and research assistantships.

Our ability to provide support to students presenting at professional conferences is sustained by the Morris Aderman Fund. Many of you remember Morrie and know that he dedicated himself to students. We are delighted to offer students who are the author of a paper or poster accepted for presentation at a professional conference reimbursement of up to $200; the Aderman fund made 26 awards to students to make presentations in the past 2 years. Finally, The David J. Vitale Fund, initiated by Psychology Board member Dave Vitale provided financial assistance to 14 undergraduate psychology majors this year making a total in excess of 40 students since 2001. We and the students thank you and hope you will make additional contributions to these funds so that we may continue to support our students obtain a world class education.

P.S. Does anyone know where we can contact the Aderman family? Please call or email me if you have this information as we have lost touch with them and know they would want to be apprised of the activities of the fund that honors Morrie’s memory.

Update from Bryan Dunn – Chairman of the Board

The big news on campus is that President Lew Collens will be retiring in May. On behalf of the Psychology Board of Overseers I thank him for all he has done these past 17 years. His leadership has been transformative to IIT and to the neighborhood. His legacy is evident all across the university, on the main campus and downtown and we wish him the very best. He has been a wonderful supporter and friend of Psychology.

Soon all Psychology alumni will receive, if you have not already, a short survey from the Psychology Board of Overseers. I encourage you to respond to this request for information because it will help us know best how to offer interesting activities and opportunities for you. In the past ten years, we have hosted various activities such as an evening at Ravinia, Second City, Lake Michigan sunset cruise and sporting events, activities all planned by a great core group of volunteers. We are grateful for your participation and for the wonderful opportunities we have had to reconnect with one another. Yet, we want to keep growing and work towards providing an even more meaningful venue and added value to all of our alumni. We realize the importance of capturing your interests as we work to develop an alumni association specifically for psychology graduates, expanding upon our past efforts. Ideas generated to date include a referral network, mentoring and networking opportunities, social events, and internship placements. We encourage you to share ideas or suggestions with us so that we can develop a vibrant network with numerous opportunities to benefit you, your professional growth, and place of business. I wish to thank Overseers Jaci Jarrett Masztal (’88) and Bruce Bonecutter (’80) for heading up this effort, dedicating their time and demonstrating their commitment to building a better Institute of Psychology.

Please send in your completed survey. It is my hope as Board Chairman to meet hundreds more alumni in the years to come. You may contact the staff of the Institute of Psychology at psychology@iit.edu or 312-567-3500 with any questions you may have. Thank you and best wishes for a fabulous summer.
Clinical Psychology

Select Papers and Presentations


Grossman, R. (2007, January 14). Echoes of history: Holocaust voices resurface at IIT. *Chicago Tribune.* (Dr. Mitchell was featured.)

Harlan, B. (2007, March 31) *Holocaust tapes.* Fox News Chicago. (Dr. Mitchell was featured.)

Student News

Attending the American Psychological Association convention in August, 2007 in San Francisco with poster presentations: Lindsey Felix and Robert Schleser, Ph.D; Predicting Academic Achievement of Latino Children Carolyn Tudisco, Robert Schleser, Ph.D., and Mary Varn, M.S.; A Cognitive Developmental Approach to Exploring the Achievement Gap in Mathematics Mary Varn, M.S. and Robert Schleser, Ph.D.; Examining Planning Deficits in Children: ADHD or Cognitive Developmental Shift?

Attending the Association for Behavior Analysis International 2007 annual convention in May, 2007 in San Diego with a poster presentation: Alexandra Zagoloff, Jennifer Strickland, Patricia Bach, Ph.D., and Daniel J. Moran, Ph.D.; Acceptance and Commitment Therapy with Clients with Mental Retardation

Industry/Organizational Psychology

Faculty News

Steve Stanard is conducting managerial appraisals of senior managers for World Trade Center Properties, the organization responsible for the World Trade Center redevelopment.

Steve Stanard is working for Mark Burnette Productions conducting psychological evaluations of reality TV show contestants for shows such as Survivor, Pirates, and the Amazing Race.

Select Papers and Presentations


* = Psychology Student
Pat Corrigan’s work has continued overseas. Last summer, he was the Arie Kruger lecturer in Amsterdam. This summer, he is hosted by the Australian Government for a 10 day speaking engagement in Australia. Corrigan is consulting with the Canadian government on a nationwide, anti-stigma campaign. He also is continuing as the principal investigator of a five-year NIH grant on stigma and employers in Beijing, Hong Kong, and Chicago.

Frank Lane was voted Chairperson of the Committee on Public Relations and Awareness for the American Rehabilitation Counseling Association (ARCA). In this capacity, he is responsible for directing, organizing, coordinating, and facilitating the membership and public relations aspects of ARCA.

Breakfast anyone?
M. Ellen Mitchell helped Chow Lam sponsor a student mentor breakfast at the Annual Convention of the American Counseling Association (ACA) in Detroit, Michigan in March. The purpose of the breakfast was to provide students the opportunity to meet with leaders in the field of rehabilitation counseling and for rehabilitation counselor educators to mentor students new to the experience of attending a national conference.

Jon Larson’s paper, “An Evidence-Based Supported Employment Service for Individuals with Severe Mental Illness” was accepted for presentation at the European Union of Supported Employment Conference in Belfast, Ireland, on June 14, 2007. On March 16, 2007, Jon will conduct a Motivational Interviewing seminar for practitioners at the Atascadero State Forensic Psychiatric Hospital in Atascadero, CA. He is also working on a project to analyze an Employment Incentives and Barriers Measure for individuals with severe mental illness. His paper with Gouwens, J.A. “The Relationship Between Leader Member Exchange and Burnout in Psychiatric Rehabilitation Workers” was accepted for publication in the Journal of Rehabilitation Administration.

Sandy Marcus Returns to IIT

The Institute of Psychology heartily welcomes Sandy Marcus, Ph.D. back to IIT. Dr. Marcus is an alumnus of IIT (M.S. 1968, Ph.D. 1969) and was the Director of the Counseling Center at IIT in the 1970’s and early 80’s. He left IIT to become a partner in the consulting firm, Friedland and Marcus where he honed his career counseling and employment services skills.

Dr. Marcus now brings his many years of experience back to IIT where he will broaden the scope of services provided by our Center for Research and Service. He has great plans for his SALES AP pre-employment test which gets to the heart of applicants’ motivations and sales ability like no other test available. The SALES AP has extensive internal and external validity based on years of research and has multiple applications in the workforce and hiring process.

On a personal note, Dr. Marcus is an avid fan of the violin, enjoys playing and knows a great deal about important composers. He is also a dedicated Rotarian and will be the Programming Chair for the IIT based Rotary Club chapter this year.

Dr. Marcus now brings his many years of experience back to IIT where he will broaden the scope of services provided by our Center for Research and Service. He has great plans for his SALES AP pre-employment test which gets to the heart of applicants’ motivations and sales ability like no other test available. The SALES AP has extensive internal and external validity based on years of research and has multiple applications in the workforce and hiring process.

On a personal note, Dr. Marcus is an avid fan of the violin, enjoys playing and knows a great deal about important composers. He is also a dedicated Rotarian and will be the Programming Chair for the IIT based Rotary Club chapter this year.

Sandy Marcus

The Institute of Psychology heartily welcomes Sandy Marcus, Ph.D. back to IIT. Dr. Marcus is an alumnus of IIT (M.S. 1968, Ph.D. 1969) and was the Director of the Counseling Center at IIT in the 1970’s and early 80’s. He left IIT to become a partner in the consulting firm, Friedland and Marcus where he honed his career counseling and employment services skills.

Dr. Marcus now brings his many years of experience back to IIT where he will broaden the scope of services provided by our Center for Research and Service. He has great plans for his SALES AP pre-employment test which gets to the heart of applicants’ motivations and sales ability like no other test available. The SALES AP has extensive internal and external validity based on years of research and has multiple applications in the workforce and hiring process.

On a personal note, Dr. Marcus is an avid fan of the violin, enjoys playing and knows a great deal about important composers. He is also a dedicated Rotarian and will be the Programming Chair for the IIT based Rotary Club chapter this year.

Sandy Marcus

Center for Research and Service
Career and Educational Services
P: 312.567.3358
F: 312.567.8948
E-mail: marcus@iit.edu
Career Counseling Website: www.iit.edu/~psyccrs/careermotiv8.htm
Sales Test Website: www.iit.edu/~psyccrs/salestest.htm

Wanted:
Clinical Apprentice to career counseling practice area of the CRS.
Rehabilitation Psychology

Select Papers and Presentations


Dr. Nicholas D. Kokonis (Psych ’71) is the author of the elegantly written, award-winning and much-acclaimed novel Arcadia, My Arcadia (www.MyArcadiaBook.com).

Noted for its authenticity and humanism, Arcadia, My Arcadia represents the epic chronicle of every man and woman who, unable to earn a living in their own homeland, chased their dream abroad—and caught it. Dr. Kokonis knows his main character’s life down to the missing hobnails on his only pair of shoes. For some, the book “is pure gold—one of its kind book!” For others, “it must enter our home like a loved one who was missing for years.” For still others, “Nicholas Kokonis reminds us of a Greek John Steinbeck.”

The book and its author have been receiving many honors and distinctions. The novel won a “First Homer Award” and “Gold Medal” from the International Society of Greek Authors at the Cultural Center of Athens on January 11, and more recently, a “very special award for particular recognition of labor and contribution in literature.”

Dr. Kokonis has been featured in newspapers and magazines here and abroad, and his book signings so far have taken him to three continents. On March 6, he was an invited guest on the Newsmakers COMCAST television program; a movie options contract is pending.

Kokonis is a member of the Midland Society of Authors, the International Society of Writers, the American Philosophical Society and the Arcadian Literary Society, among others. Foreign languages, the study of the history of cinema and cultural history and creative writing are among his avid interests.

Copies can be obtained from: St. Basil’s Publishers, P. O. Box 1155, Deerfield, IL 60015

Michael "Doc" Belcher (Psych ’73) writes:

My wife of 31 years passed last April (2006) after a prolonged and severe illness of 15 months. I retired from my 31 years of private practice and only see old patients on an emergency basis now, and effect a referral, from time to time.

I sold the last nursing home that I was operating and have my remaining four long term care facilities for the mentally ill up for sale. While I continue to operate these four facilities, it sure is a lot less work now, compared to when I operated 20-30 such facilities at once.

I now spend my time running my harmonica website stores. I have three harmonica websites and four other music websites on the internet.

My oldest son and staff handle the day-to-day operations of the websites while I do the computer work. Of course, the best part is attending the music festivals where we sell mostly harmonicas and accessories. We also hang out with the musicians, attend the entertainment programs, and participate in late night jams. My goal is to attend one such function a month. Yes, even though I really did not play any instruments when I was at IIT, I have since learned to play a few and have found some real joy in music. There is a life after graduate school.

I have also discovered that there is a life after my wife passed away and after I retired. I had some fears that it would not be stimulating, challenging, and enjoyable. Overall, I found that it takes some hard work and good friends. Of course, 40 years ago, if I had been told that some day I would make a very healthy living using a "cell phone" with a "laptop" computer and that I would be selling and purchasing everything with numbers from pieces of plastic and conducting business over a nebulous electronic world called the "internet" I would have said it was crazy! I no longer have a real office; I just carry it on my laptop. I no longer have a home phone, just my cell phone, which I carry with me almost everywhere. I can't imagine what the next 40 years will bring, but I hope to see it.

I can be reached at: Buckeye Family, 827 North Main Street, Marion, Ohio 43302. "Doc" Belcher, ’73.
Alumni Spotlight

Rudolph C. Keil’s father, an engineer and German immigrant, first discovered IIT through a night class he attended. He was so impressed with the school he encouraged his son Rudy to enroll as an undergraduate in the Mechanical Engineering program in 1950. An accomplished engineer with 38 patents, he was determined his son continue in his footsteps. However, as fate would have it, it wasn’t meant to be. After a year of studies Rudy discovered engineering was not for him. Rather than leave IIT, he spoke with Dr. Marian Groves in the Department of Psychology, and three years later in 1954, graduated with a degree in Industrial Psychology.

During the years spent studying Psychology, Rudy reminisced, “Dr. Boder was one of my teachers at IIT back in 1952-53. He was a very quiet, patient and forgiving man. I now appreciate his patience even more realizing the horrors that he had witnessed and was trying to relate to his young students.” One of Rudy’s fond memories as an undergraduate was the time he had lunch with Marvin Camras. He recalled fellow students commenting afterwards at how impressed they were at his ability to carry on a conversation with such an accomplished engineer and inventor. Rudy replied to his friends, “we just talked about roses.” Ironically, Rudy keeps in touch with a former secretary of Marvin Camras, Pauline Buerger through their joint affiliation with the Park Ridge Senior Center.

Following graduation from IIT, Rudy was in need of cash and began working in a factory. World events helped shape Rudy’s professional life. When the Russians launched “Sputnik”, the U.S. government began pushing for more math and science in schools. In 1963, Rudy became a substitute teacher and found his calling. After taking the required college courses, he became certified as a Physics teacher and took a full-time position with Chicago Public Schools. In 1971 Rudy received his Masters in the Teaching of Physics from Roosevelt University.

In 1981, Rudy discovered the SMILE (Science and Mathematics Initiative for Learning Enhancement) program at IIT and began a 20-year association with the late Dr. Earl Zwicker and the Physics Department. The SMILE program brought together science teachers from around the city for weekly seminars in which they exchanged teaching methods and ideas that Rudy found invaluable over his 30-year teaching career at Carl Schurz High School in Chicago. He believes teachers are unsung heroes and credits the SMILE program and IIT for being the catalyst for a wonderful career. The program helped to form his philosophy of teaching, which encouraged him to reach beyond the traditional teaching methods of an instructor in front of the classroom as a fountain of knowledge. Rather, he implemented new methods and took risks that gave students a wide variety of learning opportunities.

Rudy thoroughly enjoyed seeing his students grow and become successful in their lives. When asked what advice he would give to an incoming Psychology freshman at IIT, he recommends being prepared to work and encourages students to stick with it and not give up.

Active in retirement, Rudy enjoys his affiliation with the Senior Center in Park Ridge, is a member of its Senior Choir and travels with his wife of 34 years, Betty. His daughter Heidi and son-in-law, Jim also live in the area.

Psychology Tests Over 5,000 for CPS Gifted Program

The Center for Research & Service and the Institute of Psychology contracted with Chicago Public Schools to perform all of the CPS screening tests for children Pre-Kindergarten through Grade 3 who applied for the CPS Gifted and enriched programs for the Fall 2007 school year. The testing ended on February 24th. For several months, the halls of the Life Sciences and E1 buildings were filled with parents and young children looking for certain rooms, and using our Student and Faculty Lounge. Our Clinical graduate students performed the testing; clinical faculty, senior Clinical students and professional staff provided suggestions and supervision for the project.

The Center also brought Gerald Norby (B.S. 2006) on board to support the highly complex, detailed, demanding, and visible task of scheduling 7,200 testing sessions. We’re pleased to partner with Dr. Lea Lewis and her staff of the Chicago Public Schools on this project.
Farewell Lew ~ You and Marge (hiding bottom right) Will be Missed.

Congratulations on your retirement with gratitude and thanks for your hard work and dedication.
Institute of Psychology faculty, staff, and students