The faculty at IIT Institute of Psychology has had a long history of conducting research in all areas of life and across all age groups. An interesting new effort currently underway is targeting infants. Dr. Zack Boukydis, in collaboration with the Antenatal Resource Center and Advocate Illinois Masonic Medical Center, has been developing and researching the concept of “ultrasound consultation,” which takes place with pregnant women during second trimester obstetric screens.

The technology of ultrasound has advanced from 2D (black and white images showing fetal physical movement) to 3D (software that ‘dimensionalizes’ the fetal image) and 4D (which includes facial expressions), and allows soon-to-be parents a glimpse of their child that is easily recognizable. Many clinics and obstetric practices provide pictures and sometimes video or DVDs of the baby. Women share these images with friends and family members, post the images on family websites, and include the earliest pictures in photo albums. A whole generation of children will grow up looking back at family albums that will contain prenatal as well as newborn and infant pictures.

Over the past 10–15 years there has been evidence that women who view ultrasound during pregnancy have been strongly influenced in their feelings, their own health, and the nurturing environment they are able to provide for their baby inside. Boukydis’ team conducted a study of mothers during routine ultrasound examinations and from this developed an ultrasound consultation procedure, a manual, and a training progression for engaging mothers during the ultrasound examination. While respecting the clinical responsibilities of the routine ultrasound, the goal was to expand the screening into a

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The Institute of Psychology worked to develop a strategic plan to help direct our decision making and to set forth goals for the future. We affirmed our commitment to the three core graduate programs and identified areas for development. We will need your support more than ever as we go forward, and we are counting on you.

The areas identified for development include a revised undergraduate curriculum grounded in thematic interdisciplinary areas with stronger connection to graduate research. We want to offer undergraduate programs that emphasize careers and opportunities to accelerate, so we are emphasizing our pre-law, pre-medical, and 4+1 or 3+3 programs. Please see our website for more detail, and please refer high school students to us.

We also are working with IIT College of Science and Letters and IIT Stuart School of Business to launch a Center for Computational Decision Science. We are engaging our psychology faculty to explore the possibility of offering a Masters in Quantitative Psychology, as well as a specialty offering in Infant Mental Health. We intend to expand the services of the Center for Research and Service to extend our strategic partnerships and further engage alumni involvement. The budget of the university is tighter than ever, so we need to make careful strategic use of our limited resources.

We are delighted to welcome new faculty in the I/O and Clinical divisions. Our new faculty members bring expertise in applied social psychology, training, infants, and the cognitive vulnerability model of depression for persons with disabilities. We are planning an event for spring and hope to see you there. Margaret Huyck will soon be retiring, and we will be planning to celebrate her career as well, so stay tuned. We wish you the very best for the New Year.

— M. Ellen Mitchell
Dean

Ultrasound Consultation, continued

consultation session that could be meaningful to the mother and family members, and that would personalize the baby for them, enhance understanding of fetal behavior and development, and possibly strengthen a woman’s investment in the health and uniqueness of her pregnancy.

The mothers who received the expanded ultrasound experience showed significant decreases in anxiety and increases pre- to post-consultation in maternal-fetal attachment when compared with mothers receiving conventional ultrasounds. The results of this study have been widely distributed and there has been considerable interest in incorporating the ultrasound consultation into routine screens done in clinics, and in training both sonographers and obstetricians in the consultation process.

A body of evidence is accumulating that suggests ultrasound consultation can be useful in increasing maternal-fetal attachment, increasing health behaviors, and decreasing risk behaviors (such as smoking, drinking, and use of illegal substances) during pregnancy (Zlotogorsky et al. 1997, Garcia et al. 2002). Currently, the team is working to extend its research to examine ultrasound consultation with mothers who are depressed, diabetic, or teens, and women at risk for perinatal and postnatal attachment concerns. Boukydis and Hopkins also are exploring the feasibility of an infant specialty track at IIT.

Nahren Ishaya Awarded Pounian Fellowship

Nahren Ishaya was the recipient of the fourth I/O psychology division Charles (Arch) Pounian Graduate Fellowship Endowment award. Nahren focuses her research in the area of work-family conflict and works closely with Professor Roya Ayman. Since her arrival at IIT in 2003, Nahren has presented at various national conferences such as IOOB and SIOP, and recently presented her findings about predictors of work-family conflict at this year’s APA conference in Boston. In addition, she has completed multiple projects in the areas of employee surveys and change management as an internal and external consultant. Nahren has worked as a lecturer at Northeastern Illinois University, where she taught social psychology. Her other professional experiences include working as an assessor for the IIT Leadership Academy and United Airlines. She recently accepted a position with I/O Solutions, Inc. as a project manager. Alumnus Fred Rafilson (M.S. PSYC ’90, Ph.D. ’96) is president/CEO of I/O Solutions. The Institute of Psychology remains grateful to the Pounian Family for making this annual award possible.
New Faculty at the IIT Institute of Psychology

Konstantin Cigularov

Konstantin Cigularov received his Ph.D. in Industrial Organizational Psychology from Colorado State University in 2008 and joined the I/O Division as an assistant professor in fall 2008. He is teaching undergraduate courses in I/O Psychology and Statistics, as well as graduate courses in training and development. His areas of specialization and research include organizational climate/culture and occupational health and safety; training/program development, evaluation, and transfer; as well as measurement and cross-cultural issues of work motivation. In his research and consulting projects, Konstantin has been collaborating with colleagues and students from various disciplines (e.g., psychology, business, ergonomics, public health, epidemiology, and industrial economics) and institutions (e.g., IIT, Colorado State University, University of Economics (Bulgaria), National Institute of Occupational Safety and Health, and the Colorado Department of Public Health and Environment). Some of his current projects include: (a) investigating the organizational predictors of work safety and health in the construction industry, such as safety climate, safety training transfer climate, leadership, and communication; (b) examining gender, age, culture, and measurement issues related to achievement motivation; (c) exploring the individual and contextual factors related to success and physical and mental wellbeing of nursing students; and (d) evaluating the effectiveness and transfer of community suicide-prevention gatekeeper training programs.

J. Kemp Ellington

J. Kemp Ellington received his Ph.D. from North Carolina State University in 2006. After joining the I/O Division at IIT in fall 2007 as a visiting professor, Kemp accepted a tenure-track position as an assistant professor this fall. He teaches undergraduate courses in I/O Psychology, and graduate courses in performance appraisal. In addition to teaching, he recently has been involved in research in a team-training context, examining the impact of individual learning and goal orientations on training outcomes over time. Kemp has also continued his involvement in training effectiveness research with the Special Operations Forces Language Office, building on research presented at SIOP 2008 that focused on the impact of the trainer on various trainee learning outcomes. Kemp’s work on the varying tendency of 1,367 subjects in 126 different occupations to report that their jobs interfered with family life was reported in the Wall Street Journal on October 29, 2008. Kemp and Dr. Erich Dierdorff, co-author, controlled the findings for the effects of demographics, schedule flexibility, time pressure, workload, and support received from co-workers and supervisors to provide rich findings about work-family conflict.

Vicky Harmon

Vicky Harmon joined the Institute of Psychology I/O Division this fall as a visiting assistant professor. A social psychologist by training, she has worked on several research projects related to the topics of team processes and organizational identification. Her dissertation, conducted at UIC, examined the effects of differences in team members’ abilities on their motivation to perform in their teams. She is also involved in a project examining information sharing in decision-making groups. Her work includes developing a measure of ambivalent organizational identification. Last summer, Vicky presented her work at three professional conferences. Additionally, she was a reviewer for Group Processes and Intergroup Relations.

Zack Boukydis

Zack Boukydis received his Ph.D. from Pennsylvania State University, after which he completed a postdoctoral fellowship with Harvard Medical School. After spending 15 years at Brown Medical School on the faculty in psychiatry and pediatrics, and most recently on the faculty at Erikson Institute, he joined the Institute of Psychology in the fall of 2008 as a clinical associate professor. He teaches undergraduate courses in abnormal psychology and may offer graduate courses in infant development. His specialties are in developmental psychopathology with infants and young children, adult therapy, and dyadic therapy with at-risk infants and parents. Zack joined IIT because he was very impressed with the integrity and intelligence of the faculty and felt that the divisions were very well respected with graduates who are sophisticated in drawing on applied research and providing responsible clinical practice. In keeping with and expanding upon this tradition, he would love to be involved in developing an infant/young child specialty at the institute. Zack’s current projects include being an investigator on an NIH-funded study of the development of fussy infants, the use of ultrasound consultation with (a) depressed women; (b) women with gestational diabetes, the evaluation of a pre-discharge program for parents and infants in the NICU; and (c) the development and evaluation of an advanced training program in infant mental health.
Psychology Online Community Goes Live

IIT’s Alumni Association launched a new and improved website which will include an online community. The new site allows alumni and friends to easily register for upcoming events, network with other graduates in regional areas, conduct referrals, share news about their business, or sign-up to volunteer. The new online community will feature a complete directory for alumni and information about alumni services and benefits.

Watch your mailboxes for print and electronic mailings. In both you will be receiving announcements about the launch of the community, with instructions for registering to access all of the services and a personalized Alumni Association membership card. In response to your suggestions indicated on the alumni survey conducted last year, we have added an extra benefit; the Institute of Psychology now has its own group within the online community. You can also find us on the Facebook and LinkedIn group pages under IIT Psychology Alumni Association. Look us up and join. We will be adding new content on a regular basis, including upcoming events and photos from previous ones. If there is something you would like to see on these pages, please let us know; we would be happy to serve your online needs.

To make the Institute of Psychology online community a success for all alumni, we need your email address(es)! Please send them to psychology@iit.edu so we can keep you in touch and provide you with information about upcoming events, as well as offer you what we hope will be a meaningful way in which to reconnect with your classmates.

Homecoming
IIT kicks off a weekend of activities with a festive parade.

One of the Institute of Psychology’s very own celebrates Golden Alumni Reunion during a luncheon at IIT.

Ivars Antens (PSYC ’58), pictured top row third from left, attended the celebration with his wife, Inra. Alumni of all colleges were honored by President John L. Anderson and presented with a medal during the luncheon. The 2009 luncheon will be held in September 2009. Please contact Olivia Anderson at andersono@iit.edu or 312.567.6750 if you would like to be included next year. All IIT graduates of 1959 or prior are invited to attend.

The newly formed Psychology Alumni Networking Group joined more than 100 IIT alumni and baseball fans at one of many September Homecoming events for an afternoon game of the Chicago White Sox.

Pictured here at the pre-game party in IIT’s Bog are [left to right] IIT Trustee and Psychology Board member Joe Calabrese with his sons, Michael and Jonathan; Olivia Anderson, senior director of development; Ginny Bartholomay, psychology supporter; M. Ellen Mitchell, dean, Institute of Psychology; Psychology Board member and alumnus Terry Koller (Ph.D. PSYC ’80) and his spouse, Nanci Koller.

Upcoming Events
IOOB February 27–March 1 at IIT’s Downtown Campus
Rehabilitation Colloquium and Alumni Gathering — April 17, 2009, IIT Main Campus
I/O Alumni: SIOP 2009 Conference
Professor Roya Ayman will host the annual Institute of Psychology Reception during the SIOP conference in New Orleans, April 2–4, 2009

Clinical Division Celebrates 25 Years

Clinical faculty, students, and alumni gathered last May to commemorate the 25th year of accreditation by the APA of the clinical division at IIT. The reception was held at the award-winning McCormick Tribune Campus Center, which many guests had not previously seen. Alumni in attendance enjoyed meeting new faculty and interacting with current students. The guests agreed that more work needs to be done to build the alumni connection among these graduate divisions. During her remarks, Tammy Sher, director of the Clinical Training Division, announced that the division had just received accreditation for another five years. Congratulations to the Clinical Division.
New Web Offerings Among Developments at Center for Research and Service

The Center for Research and Service offers professional consulting and research services through the Institute of Psychology. The center staff partner with clients to assess and improve individual, team, and organizational performance. The center offers expertise in areas related to human resource measurement, including design and administration of organizational surveys and 360-degree feedback instruments, test development and validation, and training needs analysis and evaluation.

Over the past year, the center has seen growth in both its staff and product and service offerings. In the last fiscal year, it funded more students than ever before, providing tuition support for 18 Clinical students and 7 I/O students. In addition, 32 students were involved in project work. This growth has positioned the center to meet its mission to support scholarship and research in the Institute of Psychology by funding students and supporting student training and development.

Current graduate students Brendan Neuman, project manager, and Associate Consultant Anna Brown recently launched the Frontline Training Diagnostic, which is an instrument designed specifically for frontline bank and credit union employees to assess attitudes regarding both the value of additional training and the effectiveness of organizational support for training. Essentially, this diagnostic is valuable in assisting organizations in identification of training needs, assessment of managerial support for training, and assessment of overall organizational learning climate. Together with BAI, one of the center’s largest strategic partners, Neuman and Brown continue to impact the organizational effectiveness of banks and credit unions across the United States.

Koren Aragaki and Gary Robb remain with the center as a project manager and associate consultant, respectively. New to the team are Rachael Hall, Chenwei Liao, and Samantha Paruchuri. This team of associate consultants works on a variety of projects, including survey design, administration, reporting, and follow-up. In terms of survey follow-up, the center is excited to announce the completion of its Online Action Planning Tool, which is a customizable, Web-based system that organizations can use to develop and share action plans for survey follow-up. As many of you already know, survey follow-up is critical in ensuring actionable results are taken from survey feedback. This tool enables companies to do this in an intuitive, easy-to-use system that can be accessed online from any location.

Alan Mead, scientific advisor and senior consultant for the center, has led technology development for several important new product offerings. This includes development of online customer service simulations for financial services companies and a test administration platform for online testing in the areas of biographical data, personality measures, and certification tests. To learn more about the center, please contact Bruce Fisher at fisherb@iit.edu or 312.5676471.

Psychology Without A Net: The Institute of Psychology High School Summer Program

By Jocelyn Lebow (Clinical Ph.D. student ’05)

The fountain at Chicago’s Millennium Park isn’t made for swimming. The ankle-deep waters provide a great place for kids to splash and kick on hot summer days, but you really just need to take off your socks and shoes and roll up your pant legs to participate safely. One woman, however, took it a bit further, dominating the attention of most of the Psychology in Everyday Life class members. We all watched, speechless, as she strutted up and down the length of the puddle (for really, it was more of a puddle than anything else) in an impossibly small, fire-engine-red bikini. She bent to retrieve a lost toy, playfully jogged a few steps, and slowly managed to make her way around the entire perimeter of the fountain. After a moment of watching this display, Psychology Professor Bob Schleser turned to his group of soon-to-be high school juniors and seniors. “Now let me tell you guys about personality disorder,” he said.

The Millennium Park visit was one of two field trips that bookended the weeklong summer course. As its name implies, the program has a simple focus: to help students gain a better understanding of psychology through firsthand, naturalistic observations of the science in everyday life. The course was not traditional. We watched YouTube instead of reading textbooks and took field trips to places like Millennium Park and Navy Pier instead of taking quizzes. As anyone who has taken a psychology class from “Dr. Bob” can tell you, his approach to psychology differs from the average instructor’s. His philosophy is simple: if psychology is the study of human beings, their behavior, thoughts and feelings, then the best, most effective way to learn and retain the field’s most famous tenets is to start from real life and apply the theory from the bottom up.

In the course of one week, the fortunate group of 12 high school students accepted into the program learned about Piaget’s stages of development by watching groups of children in the Build-A-Bear Store at Navy Pier. Students learned about evolutionary psychology and gender by spending time in the foyer of the Michigan Avenue Forever 21 store. After their eventful bus rides through the city, Dr. Bob led discussion about abnormal psychology and guided students through exercises in relaxation and mindfulness.

Most importantly, the course served as a reminder of just how present psychology is in our daily life. It is important for any potential member of this field to keep in mind that psychology includes many elements of life, from a study of famous psychologists and Heidi from “The Hills” to mental illness, messy roommates, and the APA to the CTA. It is important to remember that psychology is a science that includes the study of not only the properties of bearded old men clapping enthusiastically as their protégé rat navigates a maze, but that it also can be represented quite vividly by ladies wearing inappropriate red bikinis in ankle-deep water.
CLINICAL

Publications


Program Notes

The Clinical Program was reaccredited this year. The next accreditation is not scheduled until 2012.

The Clinical Program enrolled 12 new students this year.

The Chicago Public Schools contract was renewed, and we have begun testing more than 5,000 children for gifted/talented placement.

I/O Publications


Presentations


Harmon, V., & Sargis, E. (2008, July). Do awareness of information bias and information status in decision-making groups enhance the discussion of unique information? Poster session at the annual meeting of Interdisciplinary Network for Group Research 2008 Meeting, Kansas City, MO.

Harmon, V., & Sargis, E. (2008, May). Do awareness of information bias and information status in decision-making groups enhance the discussion of unique information? Poster session at the annual meeting of the American Psychological Society, Chicago, IL.


2009 IOOB Conference at IIT

Early registration is now open for the Industrial Organizational/Organizational Behavior (IOOB) Graduate Student Conference: The Winds of Change: Past, Present & Future Influences of I/O Psychology, to be held at the IIT Downtown Campus on February 27–March 1, 2009. Offering workshops and keynote speakers of well-known I/O professionals, and an opportunity for students to present their own research; the conference is also a great environment for students to meet others in the I/O field. If you would like to assist in supporting the students’ efforts through sponsorship, please contact the Institute of Psychology at 312.567.3500. For more information and registration, please visit www.iit.edu/~ioob.