

INSIGHTS

UNIVERSITY of
HOUSTON

UH Industrial-Organizational Psychology and Bauer Business School's Management Program Unite to Host the Annual IOOB Conference

When Dr. L. Alan Witt, Director of Industrial and Organizational Psychology (I/O) and Professor of Management at the Bauer College of Business, first approached students about the Industrial/Organizational-Organizational Behavior (IOOB) conference proposal in November 2008, the students had less than one month to put together a compelling business plan. A committee was quickly formed, and even with their prior experience running brown bag lunch speaker events, the committee faced a tremendous challenge. The proposal had to demonstrate the initial \$20,000 commitment, and on top of that, show evidence of planning in terms of hotel accommodations, conference logistics and the theme.

"In 2008, everything was going down, the economy was unstable, unemployment numbers were high, and the shaky economy provided a host of challenges for the American workforce", said Aleksandra Luksyte, committee co-chair. After brainstorming, the committee quickly seized this theme and developed their thrust for the conference, "Thriving in an Ever-Changing Economy: The Role of I/O and OB".

The IOOB conference is a graduate student forum that gives I/O and OB students the opportunity to present their research in a supportive environment and holds a networking event for students and attendees. Since the conference's inception in 1980, different universities have hosted the conference each year.

"The purpose of this conference is to provide a developmental experience for all attendees through presentation practice and networking opportunities", remarked Robert Stewart, another co-



Committee co-chairs, from left to right are Aleksandra Luksyte, Marina Sebastijanovic and Robert Stewart

chair. "One other event during the conference is a network social event, when the Houston area practitioners and business representatives meet the students for recruiting."

"When we approached the potential keynote speakers, we asked them to consider a topic consistent with their own interest plus relevancy to the theme," said Aleksandra Luksyte. The selected keynote topics covered such issues as corporate restructuring, lawyer effectiveness, and perceived organizational support. A long comprehensive list of symposia, workshops and poster presentation topics highlighted 10 broad research areas studying organizational learning and training, organizational culture/climate, psychometrics, performance, compensation, diversity, motivation, stress, and occupational health with an enhanced sense of purpose.

Although the University of Houston's Hilton Hotel and Conference Center was the obvious venue, the committee talked to the Dean of the Conrad Hilton College, John Bowen. They found the renovation of the hotel already began in late fall 2008 and would not be completed in time for the IOOB Conference.

Continued on Pg. 5 IOOB Conference

Distinguished Alumni

Entrepreneurial Vision

There are many successful examples of Psychology alumni who have brought the theory, knowledge and passion from their education background into the market and rose to the top of the field, far beyond their own original career plan. In this second issue of the Psychology Alumni Newsletter, we will highlight three different career tracks and ask each of the entrepreneurs to talk about their adventures, risks and gratifying rewards from their accomplishments.

For Dr. Roger Birkman, the return visit to the campus brought back fond memories of the early days when he started the foundation of personality assessment and later launched Birkman International, Inc.

For Dr. William Hansen, it was the gift of creative ideas and the ability to write grant proposals that propelled him to start a business in applied social sciences and resulted in consulting and developing trademarked products in evaluation and health education.

For Dr. Barbara Carlson, a practicum experience at the Houston VA Hospital highlighted for her the influence of environment on behavior and resulted in design ideas for children's playground equipment which she grew into a successful business.

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CHAIRMAN'S MESSAGE



*UH System Chancellor and UH President
Renu Khator*

Dear Alumni and Friends:

I hope 2010 has been a good year for you. The Department has had an eventful academic year. Last October, we hosted a visit by UH System Chancellor and UH President, Renu Khator, and presented the Department's background and status report. The data showed the Department is thriving in extramural funding for research, as UH was ranked nationally in the top 5 in research funding in psychology. By many measures, including faculty productivity, student success and program recognition, Psychology is playing an important role as the University strives to become a comprehensive Tier One Research University.

For the first time in our history, graduate students from our program in Industrial and Organizational Psychology co-hosted the national Industrial / Organizational and Organizational Behavior (IOOB) conference along with students from the Business School's Management program. The conference was well-attended and provided students an opportunity to discuss meeting current economic challenges and workforce issues with evidenced-based solutions with students from across the nation.

Five new faculty have joined the Department since September 2009. You will find details about their outstanding qualifications and commitment to student education in the Meet New Faculty section in this newsletter. We have also interviewed several faculty candidates for an open position in child clinical Psychology. This search continues in 2010-2011.

Our alums are always a source of great pride. With Entrepreneurial Vision as the focus of this newsletter issue, we are highlighting careers of some very successful alumni and celebrating their accomplishments in applying academic wisdom to the corporate world.

We were thankful to receive a major planned gift from the Mont and Jane Goldston estate for establishing an Endowed Graduate Fellowship in Psychology. The gift was matched with University funds and will enable us to award more graduate student fellowships. Student success is a top priority and cannot be accomplished without continuing support from donations. The Department's long standing excellence in preparing students at the graduate and undergraduate levels continues to bring recognition to our students and faculty.

The Department website will soon be launched with a new look. We hope you will stay connected with the Department and the University. Please drop us a note! We hope you are doing well and look forward to hearing from you.

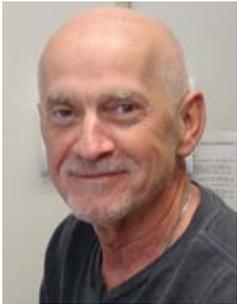
David J. Francis, Ph.D.
Hugh Roy and Lillie Cranz Cullen Distinguished Professor
Chairman, Department of Psychology

INSIGHTS

FACULTY NEWS

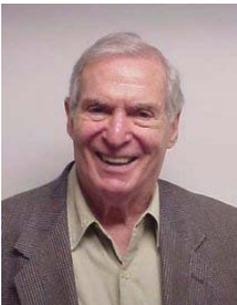
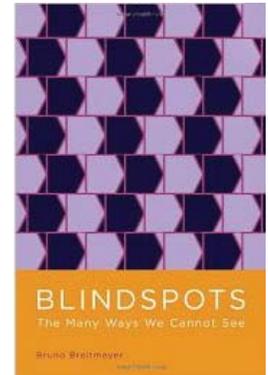


Lee Branum-Martin, Ph.D. Research Assistant Professor at the Texas Institute for Measurement, Evaluation, and Statistics received a grant from the Institute of Education Sciences, “Language and Literacy Abilities in Spanish Language Speaking Children.” It involves secondary data analysis of a completed longitudinal program project grant involving 2,687 students and 527 teachers in 32 schools in Texas and California from kindergarten through second grade. The goal is to examine the influences of home, instruction, and programs on language and literacy learning among these children, with attention to improving instruction and intervention. The data come from a grant to David Francis, Ph.D., jointly funded by NICHD and IES.



NEW BOOK:

Developmental Psychology professor, **Bruno G. Breitmeyer’s** new book *Blindspots: The Many Ways We Cannot See* (Oxford University Press), was released in April, 2010. *Blindspots* looks at the gaps between what our eyes take in and what is in our mind’s eye; in it Breitmeyer examines how easily we can fail to capture the world around us without even realizing it. Dr. Breitmeyer is also the Director of the Visual Cognition Lab which researches several aspects of spatiotemporal vision.



Richard Evans, Ph.D., Hugh Roy and Lillie Cranz Cullen Distinguished University Professor, was appointed to the Scientific Advisory Board of the National Center for Responsible Gaming. The board is responsible for developing Center policy and approving applications for research funding for prevention of problem gambling and other addictive behaviors. Dr. Evans has also been re-appointed to the Scientific Advisory Board of the Harvard University Center for Addictive Behaviors and the Editorial Board of the Journal of Gambling Studies.



H. Julia Hannay, Ph.D., John and Rebecca Moores Professor, has been nationally recognized for her 23 years of dedicated leadership, first as the Director of the Clinical Neuropsychology Program, and in recent years as the Director of Clinical Neuropsychology Training. Within her capacity, she furthered the development of graduate students through specialty training at the doctoral, internship and postdoctoral levels. Her initiation of the first integrated model of training in any APA specialty was supported by neuropsychologists from around the country. As a result, the University of Houston was the host of the Houston Conference on Specialty Education and Training in Clinical Neuropsychology. She stepped down as Director of Clinical Neuropsychology Training in August 2010. Please read the next issue of INSIGHTS for special coverage of Dr. Hannay’s long standing contribution to Clinical Neuropsychology.



Gordon L. Paul, Ph.D., Hugh Roy and Lillie Cranz Cullen Distinguished Professor of Psychology, served as an invited ‘B.F. Skinner Lecturer’ at the 2010 convention of the Association of Behavior Analysis International (ABAI) in San Antonio, TX on May 30, 2010. His presentation entitled, ‘Behavioral Monitoring to Support Evidence-Based Practices in Residential Settings,’ described the technology developed by his clinical-research group at the University of Houston and in several other states over the past 40 years to provide effective, recovery oriented assessment and treatment for the most severely disabled mental patients residing in institutional settings. ABAI is a scholarly association of behavioral scientists and practitioners in a variety of disciplines (e.g., psychology, education, psychopharmacology, developmental disabilities, organizational consulting), representing more than 40 countries. The Webpage for the convention is: <http://www.abainternational.org/Events/conv2010/index.asp>

MEET NEW FACULTY



Paul T. Cirino, Ph.D., was appointed as an Associate Professor in the Clinical Psychology (Neuropsychology) program in September 2009. He has also been affiliated with the Texas Institute for Measurement, Evaluation and Statistics (TIMES) at UH since 2002. A graduate of the UH Clinical Neuropsychology program (M.A. '94, Ph.D. '96), he acquired internship, postdoctoral and staff experiences at the University of Arizona Health Sciences Center, Georgia State University, and the Kennedy Krieger Institute. With a combined clinical expertise and academic research background, he also teaches undergraduate statistics and has focused on integrating the graduate clinical assessment sequence into practicum. He is active as a board member of the Houston Neuropsychological Society. He has accumulated an extensive publication list that is wide ranging but focused on learning disabilities, particularly in the area of math cognition, disability, and intervention; he recently edited (with Dan Berch) a special issue of *Learning and Individual Differences* in this area. Besides collaborating with other Psychology and TIMES faculty, Dr. Cirino has recently completed an NIH funded study of math and reading in kindergarteners, and outside collaborations include a math intervention study (with Lynn Fuchs) at Vanderbilt University.

Robert Eisenberger, Ph.D. joined the Industrial Organizational Psychology and Bauer School of Business faculty in January 2010 after teaching at the University of Delaware for three decades. Students are his partners in research and have co-authored many conference papers and publications. Dr. Eisenberger's organizational support theory, concerning employees' beliefs about their valuation by the organization (perceived organizational support, or POS) has spurred hundreds of empirical studies. He is a fellow of the Association for Psychological Science, Divisions 1, 6, 14, and 25 of the American Psychological Association, and the Society for Exp. Social Psychology. The annual meetings of the Society for Exp. Social Psychology, the Society for Industrial Organizational Psychology and the Academy of Management have featured his research on creativity and POS. Besides journal articles, his research has been reported on by National Public Radio, the American Psychological Association Monitor, Encyclopedia Britannica Science, Future Yearbook, Science News, etc. His research is supported by a subcontract from the US Army Research Institute for Social and Behavioral Sciences.



Clayton Neighbors, Ph.D. moved from the University of Washington School of Medicine, Department of Psychiatry and Behavioral Sciences to join the faculty in Social Psychology at UH. Dr. Neighbors, a graduate of the UH Social Psychology program in 2000, is known for his work in social norms based prevention and brief interventions for alcohol and other substances, gambling, and domestic violence. Dr. Neighbors has published over 100 peer-reviewed articles and has accumulated substantial extramural support for his research from the National Institute on Alcoholism and Alcohol Abuse (NIAAA) and the National Institute on Drug Abuse (NIDA). He is a co-investigator on a new grant from the Department of Defense, which provides brief substance abuse interventions for active military personnel. Besides working with other UH faculty, he has ongoing outside collaborations in Washington, California and Missouri. His research aims to prevent and reduce consequences of addictive behaviors among college students, military personnel, and perpetrators of intimate partner violence. In 2007, Dr. Neighbors received an award from the American Psychological Association for early career contributions in the area of addiction research. He is eager to be back to Psychology and is looking forward to working with graduate students, teaching, and spending time with family in the Houston area.

Carla Sharp, Ph.D. joined the UH Clinical Psychology faculty after serving five years at Baylor College of Medicine's Psychiatry Department, of which the last two years she was the Director of Graduate Internship and Director of Research at the Adolescent Treatment Program of the Menninger Clinic. Dr. Sharp is a Ph.D. graduate from the University of Cambridge, United Kingdom. Her research interests are in developmental psychopathology. She retains her PI status with the Menninger Clinic in studying personality disorder in adolescence. She is working with the Harris County Psychiatric Center in identifying suicide problems in African American and Spanish populations. Her other interests are in intergenerational depression, using brain imaging and identifying potential biomarkers. She is interested in mother-daughter interaction and social cognition. Her research on developing diagnostic tools for early detection of psychiatric disorders for South African children affected by HIV/AIDS is funded by the National Institute of Mental Health. It has been nine months since she became the Director of the Developmental Psychopathology Lab. She likes the efficient environment at UH, and she enjoys the infrastructure, leadership and grant support mechanisms. She looks forward to continuing and further developing her research at UH.



T. Siva Tian, Ph.D. joined the Department of Psychology in September 2009 after completion of her doctoral degree in quantitative psychology at the University of Southern California. Her research interests include high dimensional statistical inference, functional data analysis, data mining and robust statistical methods. She has a unique combination of engineering and statistical training. Since she came to UH, she has established collaborative working relationships with local universities and institutions. She has developed statistical algorithms and methodological solutions to brain imaging problems with the Center for Clinical Neurosciences at the UT Medical School at Houston. On the theoretical research front, she works with statisticians at Texas A&M and USC; on the application front, she works with psychologists at the University of Pennsylvania. Dr. Tian already feels the friendly environment around the Department and would like to form a collaborative team within the Psychology Department to compete for external funding and further connect with outside resources.

Development Corner

Department Website Undertakes a Major Make-Over

Soon visitors who visit the www.psychology.uh.edu website will see a transformation of the Psychology Department's online resource center. The redesigned website is being built by the College's Office of Educational Technology Web Services Web Developer Brandon Moeller under the direction of Department of Psychology Development Director L. Wang-Bennett. The new site utilizes a PHP-powered Dreamweaver template designed by the Office of Educational Technology and is the template that is currently being used for all departmental redesign projects within the college. The overall

framework will give the Psychology website a coherent look similar to the recently remodeled UH.edu website for the central campus. Many new faculty have arrived since the last Psychology website was built, and new photos and profile pages are being remodeled to give the department's online presence a facelift. TIMES research faculty are also listed according to their appointment. Psychology is the largest department in the College of Liberal Arts and Social Sciences. We also have the largest community of Alumni. To encourage Psychology alumni to communicate with the department, and each other, we are setting up a Facebook Page and a portion of the new Psychology.uh.edu website will allow Psychology alumni to post messages to update friends and colleagues about their adventures in their careers.

IOOB Conference *Cont'd from pg 1*

The committee then approached the UH Downtown campus; the location and availability of hotels seemed to be an advantage. However, a presidential investiture event at UH Downtown presented a conflict with the plan a month before the conference. After an emergency meeting, the logistical arrangements were settled to let the conference share the facility.

In addition to the IOOB website (www.uh.edu/IOOB) which was set up to publicize the event and registration, national recognition was apparent. "Professional society, for example, Society for Industrial Organizational Psychology (SIOP), had an ad for the IOOB conference on their website and list server for one year, and UH was listed as the current annual host. Another journal, The Industrial-Organizational Psychologist (TIP), published by SIOP had a back page announcement. We are now in the process of selecting the best graduate student paper from the conference and the winner will be announced at SIOP conference", said Aleksandra Luksyte.

"We hope to see increased cooperation between IO and OB. Through this task, it will foster future synergy between the two programs", commented Marina Sebastijanovic, an OB graduate student and co-chair. "It also reflects the nationwide trend across US Schools-the future IOOB researchers, as some keynote speakers noted in the conference", added Aleksandra.

The conference was held March 12-14. The conference received a lot of sponsorship, according to David Dubin, fundraising member for the conference. The committee was glad to see generous sponsorship from the alum-owned consulting firm,

Birkman International. UH alumnus, Lorin Mueller, who represented the largest US consulting firm, the American Institutes for Research (AIR, headquartered in Washington D. C.) presented a workshop. Many students were able to talk to Lorin and representatives of other firms for potential recruiting.

Now the conference is over, but the student organizers' job is not done. They need to select the 2012 conference host. They are also collecting input from the attendees. On April 1st, attendees were contacted through Survey Monkey to rate the theme, student presentations, professional presentations, social hour, location, possible improvements and to nominate students for the best graduate student award. "Looking at the comments received so far, people are very pleased with the location, Metro, and food", said Marina.

While the executive committee members continue to analyze the feedback from the survey, they were very pleased to see the first UH hosted IOOB conference come to an end. They ponder if this conference model can be held at UH once a year for students to introduce Houston business leaders, sponsors and organizations to their ongoing projects and data. This may increase the program's visibility and attract grants and contracts for the IO and OB programs. "Business school PhD students who have just entered the program do not have opportunities to present their work in front of such a large audience until they go to the academy", said Marina Sebastijanovic. "It has been a good overall experience for us, both IO & OB, involving our own students, who were willing to help. It has been a developmental experience for all. It required leadership, planning, skill and individual commitment", concluded Robert Stewart.

ALUMNI GIVING

is an opportunity for all of us in the extended Psychology family to renew our commitment to UH. There are many ways to give. Supporting scholarships can honor our commitment to student education and is a good return on investment today and in the future. You can also support our research programs by specifying a research area of interest. Please contact Director of Development, Lolin Wang-Bennett, 713-743-8522.

To donate online:

<https://giving.uh.edu/class> From the Gift Information section, click the "Please designate my gift to" menu and select Psychology. You can specify your gift further to Psychology Endowed Scholarship / Psychology Scholarship fund / Psychology Department General Purpose Fund in the special instructions box provided.

Distinguished Alumni

A Profile of a Personality Assessment Pioneer

When Dr. Roger Birkman began his undergraduate education at the University of Houston in the late 1930's, the potential contribution of psychology to education, business and industry captured his imagination. The University's first permanent building, the Roy G. Cullen Building had just been dedicated in 1939. Classes were held in the Roy G. Cullen building and a second modernistic style structure, the Science Building across from a reflecting pool. Birkman joined the small group of eager and enthusiastic working-class high school graduates to enroll in the young four-year institution. Then in 1940, just after he finished his first psychology class, he was drafted into the Air Force and trained to be a World War II bomber pilot. During the war his plane was shot down over Belgium and afterwards, he was eager to return to finish his studies.

The primary faculty of the Psychology Department then was Dr. Roy Crouch. Birkman recalled he simultaneously pursued Bachelor's and Master's degrees in a very compressed time frame. He remembered the introduction of existing knowledge in the field of psychological testing had a very powerful impact on his thinking, and he decided to pursue something in application rather than academic study. His experience in observing pilots' behavior under stress helped him to build a system correlating human behavior with job fit.

After obtaining the degrees at UH, he sought employment in San Antonio and was hired by a psychology assessment company. He worked with six people doing assessment of the large influx of American veterans who were seeking education opportunities supported by the GI Bill. The faculty from UT Austin was mentoring them and this gave Birkman an opportunity to develop



Dr. Roger W. Birkman

an idea to improve assessments while collecting data for his Ph.D. dissertation. A reading of a California professor's work inspired him to think outside the box. Instead of the standard self-described affirmation, "what I believed I did" questionnaires, Birkman came up with the "trade secret" of including the "what I believed most people did." Birkman added, "it is within those contrasts that the real science lies." It is enviable to get your graduate work completed while starting a new business. He had close relationship with UT professor Roy Mefferd who taught statistics. They decided to become business partners.

By 1951, he had developed his original "Test of Social Comprehension" measurement and introduced it to a wide range of organizations. Daughter Sharon Birkman Fink remarked: "Part of his success is he was not afraid of technology. In 1960, Mefferd helped put the personality profile on the main frame computer before others were accepting the idea." The measurement scales were further refined empirically, the new integrated assessment and report comprised the self-report results contrasted with description of likes,

dislikes and behaviors as perceived by third parties. This assessment tool has been known as The Birkman Method®. Over the years, most questions developed then are still used today, with some minor adaptations. The five perspectives of The Birkman Method® are usual behavior, underlying needs, stress behaviors, interests, and organizational focus.

People may have heard of another personality assessment test, the Myers-Briggs Type Indicator (MBTI) developed around this same time which measured psychological preferences in how people perceive the world and make decisions. The theory of psychological types was originally developed by Carl Jung. The Myers-Briggs inventory was created during World War II to help women who were entering the industrial workforce match their personality preferences to specific jobs.

Today, daughter Sharon Birkman Fink, also a UH alum, oversees Birkman International's operations as President and CEO and continues the 60 year tradition. The business is global, and The Birkman Method® is administered in 17 languages to more than three million people and 8,000 organizations worldwide. The pioneer in personality testing is pretty happy to see the way his alma mater is leading in assessment of education, health and industry. He beamed as the group discussed the UH TierOne mission and status, and he reflected, "so much was visionary at that time in the early 1940's and is still seen around the campus today."

by Lolin Wang-Bennett, Ph.D.

Credit: Oral history was recorded March 26, 2010 with participation of Mr. Dick Dickerson, UH M.D. Anderson Library archivist and historian, and Johanna Wolfe, former Assistant VP for Development.

From Research to Practical Implementation Dr. William Hansen Set to Reach the Height of Prevention

Dr. William B. Hansen (M.A. '77, Ph.D. '78, Social Psychology), president and CEO of Tanglewood Research Inc based in Greensboro, NC, has 30 plus years experience as an applied social science researcher with trademarked products in evaluation and health education. He was interviewed by the UH Psychology Development Director, Lolin Wang-Bennett.

Q: What impact of your research in prevention has been most satisfying to you?

A: The field of prevention is an applied discipline, one that works to solve a real world problem. What has been most satisfying to me has been seeing how social psychological theory, methods, and thinking can be used to develop and test strategies for changing the lives of young people.

Q: How did you get into national and international consulting? Is it easier or harder to work in non-US-countries?

A: In my view, consulting is simply a side benefit of having done everything else you should have done as a professional. So, the essential elements of getting funded to do research, doing good research that has the potential for real impact, and publishing get you started. After that, it seems to have been pure luck. Non-US countries certainly appreciate the help they get, but most of them have situations that US researchers do not understand well. Generally, there are more funds for research and for providing services in the US than in many other countries.

Q: How have you been able to go from science to practical implementation in your field?

A: I don't think of myself as having made any transition. As a graduate student, my interest was always both theoretical and practical. I've consistently used science to inform intervention and intervention to inform science. I think one of my mentors at UH impressed on me that there is nothing as practical as a good theory. So, it stuck with me from the beginning.

Q: What are the difficulties in implementation of these programs?

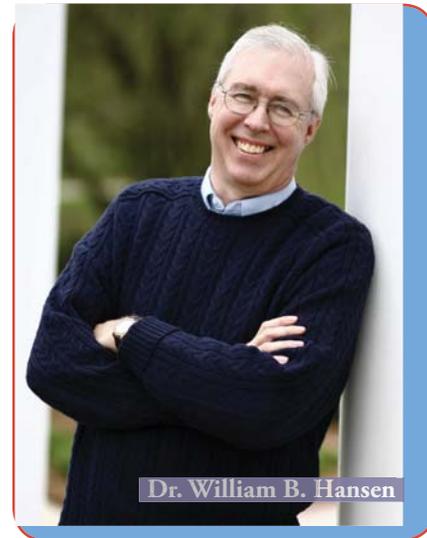
A: Effective prevention programs are theory-based. The challenge with program development is to create activities for teachers to deliver that embody or translate theory into action. As we think of theory, it is not always expressed intuitively in language that teachers understand. So the first task is to create a set of instructions that not only capture what is theoretically important, but that also do this in a way that makes sense to the person who will deliver the program. This is the basis of creating an intervention that can be delivered with fidelity.

Q: Your work with middle school students is exciting. Do you see long term impact as the students age?

A: The one weakness of prevention research is that long-term follow-up is costly, both in monetary and logistical terms. The long-term follow-ups we have seen are very promising, but we have had the resources to only do a few longitudinal studies.

Q: What key things do you remember about your time at UH?

A: I had the great benefit of having a fellow graduate student Maurice B. Mittelmark, now at the University of Bergen (Norway). We did everything together and challenged each other on every thing we undertook.



Dr. William B. Hansen

Q: Social network data. Did you get involved early in the social network scene? Why did this area appeal to you?

A: We have an online application, Network Genie. It's impetus came from the fact that every theory we had about why young people behave as they do is influenced by their social network but throughout the history of research, we had no easy way to collect social network data which then made an analysis of data impossible --- because there wasn't any data that could be analyzed. Network Genie makes data collection simple.

Q: You have had success in both the academic and corporate world. What advice could you give to academic entrepreneurs thinking of starting a business to apply their work?

A: Most of the successful academic entrepreneurs I know start by being excellent researchers who have novel ideas and then get frustrated in academic settings and find they are compelled to leave. It was never actually my intention to be in business. I simply wanted to be left alone to do my research. However, it turned out that I had a couple of gifts such as a strong creative streak and the ability to write SBIR grant proposals that, when I needed them, made it possible to succeed in business.

Q: You have accomplished a lot and have reached the height of preventive behavior medicine. What is the most meaningful and proud recognition you have received?

A: I was very gratified to have been awarded the Society for Prevention Research award for Science to Practice. However, honors and awards just occupy lines in a vita and sit on the shelf. It is having the freedom to do interesting things and the ability to work with good people that are the real rewards in life.

For Dr. Barbara Carlson (M.A. 1979, Ph.D. 1983), President of SafeSpace Concepts Inc, her 'best' moments come when she hears "We love your equipment" and when she sees children playing on it.

The company is premised on the importance of environment and its influence on behavior.



Dr. Barbara Carlson

Those interests led her to the University of Houston and became increasingly important as a consequence of academic training, research and clinical experience.

Looking back, the foundation of her current business took root with a course she chose early on at UH.

Considered her mentor, Professor Jim Baxter introduced her to George Kelly's theory of personal construct. His encouragement led her to apply for graduate school and to develop essential skills: planning, persistence, determination and attention to detail. The development of these skills continued with completion of her dissertation including an extensive study of chronic pain and various interventions. This was completed at the Houston VA Hospital under the supervision of a UH Clinical Psychology Professor, Dr. Marco Mariotto. The research underscored the importance of neurology in understanding behavior. This was first made clear in an undergraduate course offered by Dr. Bruno Breitmeyer. The concept of "lateral inhibition" and its impact on the perception of color led to an ongoing fascination with the interaction of each individual's wiring with the surrounding environment. The latter continues to be a key consideration in product development.

The VA Hospital experience became one of the most influential parts of her background.

She subsequently spent four plus years at the Houston VA Hospital rotating through multiple units for internship and then served as a staff psychologist on a locked unit. She moved to California for a short time, and after returning to Houston, she joined a private practice while pursuing the beginnings of SafeSpace Concepts. Her private practice included work with children, adolescents and young adults with various neurological issues. She still maintains her Clinical Psychology license in TX and CA as the credential helps in establishing relationships with customers and adds to the credibility of SSC products.

Dr. Carlson began SafeSpace Concepts in 1989 with

the intention to focus on environments for early development. With virtually no background in either design or manufacturing, her practical and clinical experiences with children were critical assets in early product development.

Many of the products are designed to provide opportunities for experiencing perceived rather than real risk and for enabling development of the vestibular and sensory systems.



All products are developed with the notion to be open ended in use and to be accessible to all children. It is considered crucial to consider all details, e.g. color, as elements that can either contribute to or interfere with cognitive functioning. The continuing mission of SafeSpace is to provide safe, high quality, and developmentally appropriate equipment that is fun for young children.

The company now has over 20 years experience in design and sale of children's indoor and outdoor play equipment for ages 0 to 5 years. Customers include children's museums, hospitals, daycare facilities, individuals and government agencies across the US and in other parts of the world. As she noted, "Looking back, the success of the company seems a bit strange at times". A consistent reminder of how fortunate she has been is the memory of the Board of Chicago Museum of Science and Industry calling to discuss a contract to develop a large space for ages 0 to 3. That was in 1996 with only 6 or 7 products and two other museums as reference. That exhibit was a big success.

Currently, she continues to run the company in partnership with her husband, Mr. Gerald Johnson, who retired and joined her business after working at Shell Oil for 34 years. There is never a dull moment. Trade shows, production, employees and continuing customer relationships are a full plate. What is her advice to academic entrepreneurs thinking of starting a business? "Follow your passion and build on strengths gained from your training and experience. Success rarely comes with the first try; persistence is a requirement. Most important, mistakes provide opportunities to learn and improve on what you are doing."

ALUMNI CORNER

From 1940s

Remembering Psychology History

Mrs. Ellen Y. Wiese is one of the few UH Psychology alums listed as a graduate in the early era of the Psychology Department. She received a BA from UH Psychology in 1947. There was one alum who received BS degree in 1937, followed by two of unknown major code in 1943. When reached by phone, she was pleasantly surprised to hear from the department after 60 years. She remembered Dr. Roy Crouch and Dr. Franklin Stovall and she helped the former as a grader. She remembered the Psychology department in the Roy Cullen building, Science bldg and the Recreation bldg. She taught in Houston for four years and later moved to Brenham in 1953 to work for Brenham State School as a social worker.

From 1950s

Faculty and Classmates from Clinical Psychology.

Dr. Albert Eskenazi (Ph.D. '57) wrote to thank us for the inaugural edition of the Psychology Newsletter. He filled us in with the alums and Clinical Psychology faculty. His mentor and chairman of his doctoral committee was L.S. McGaughan. He studied with him previously at U of Tennessee. He served as student assistant to Richard Evans for a time. Other members of his doctoral committee were L.T. Callicutt, J.L. McCary, S.B. Red, and D.E. Sheer. His internship was at Wichita Guidance Center with classmates Sam Clements, Benard Verrill, and Roger Merit. Sam moved to Arkansas, where he specialized in psychoneurology of attention deficit and hyperactivity prior to his death. Bernie Verrill went to Peoria, IL, where he was on the faculty of the university there. Roger Merit moved to the Kansas City area, where he was in clinical practice. Other classmates, B.A. Weiss practiced in the northeast, Sam Selzer directed a mental health center in Minnesota and Al Fregly was in Pensacola, FL, have lost contact. Dr. Eskenazi himself was in public mental health work in Florida for more than 25 years, including serving as the director of the Mental Health Center of Polk County, FL and in private practice for 20 years before his retirement in 2006.

From 1960s

Honoring Dr. Lynn Rehm

Dr. James Weatherly (BA '58, MA '63, Ph.D. '65) is in private practice -Weatherly Clinic in Houston. He contributed to the Dr. Lynn Rehm Scholarship last fall and encouraged other alums to do the same.

From 1970s

Finding Your Favorite Professor

Mr. Lee Martin, CPM (BS '70) is VP for portfolio management at Smith Barney, a financial advising firm. Statistics has been very important for him in understanding the financial world. The changing point in his college experience was in Fall '69 when he took the Tests and Measurements course. We would like to find out who taught that class then.

From 1980s

Building Relationship with Alums

Dr. Angela McDermott, '82 BS, '86 MA, '88 Ph.D. graduated in I/O and worked in major corporations, including six years at Dell, Inc, as a human resources leader, is now VP of HR at Convio. Convio is an Austin-based online software and services company for nonprofits, including UH. The company is now a main competitor of the on-premise provider Blackbaud. Dr. McDermott was a major donor when the Dr. Bart Osburn endowed scholarship was established. She suggested setting up a Facebook page to reach out to Psychology Alums.

From 1990s

Suggestion on using social networking

Mr. Matt Olszewski (BS '96) wrote to INSIGHTS@uh.edu after he received the inaugural issue of the e-newsletter in December 2009. "I've received newsletters from the university and alumni organization, but I'm glad to hear some more specific feedback from the UH Psychology department. As a suggestion, has the department also considered making use of the LinkedIn, Twitter, Facebook, etc. social networking services as part of its marketing efforts?" We are very pleased to hear the Newsletter reached the alums. As a good start, Matt has registered "**University of Houston Department of Psychology LinkedIn Group**", we encourage alums to check it out and sign in.

Dr. Samantha Williams (MA '92, Ph.D. '94) Thank you for reaching out and extending the opportunity to make a contribution to the Dr. Richard Evans Scholarship.

From 2000s

Outstanding early career psychologist

Dr. Neelam Jain (MA '04, Ph.D. '06) received the Early Career Psychologist Credentialing Scholarship presented by the National Register and the American Psychological Association committee on Early Career Psychologists. The recipients are recognized for their exemplary commitment to professional excellence.

Donor Recognition

Mont H. Goldston, Jr. and Jane Goldston Endowed Graduate Fellowship in Psychology

In June 2009, an endowment gift of \$125,000 by the estate of Jane Goldston has established the **Mont H. Goldston, Jr. and Jane Goldston Endowed Graduate Fellowship in Psychology**. Mr. Mont H. Goldston, Jr. graduated from the University of Houston with a BS '57 & MA '68 in Psychology. Mr. Goldston, over the years, talked about his time at UH and particularly recalled Dr. Jim McCary and former department chair, Dr. Laurie Callicutt. This time was so meaningful to Mr. Goldston that his wife, Jane, included this generous gift in her will in order to support student scholarships in memory of Mont, Dr. McCary and Dr. Callicutt. This endowment has been matched with the University fund of \$100,000 to establish an endowment of \$225,000, the largest permanent fund in the department's history.

Scholarship Recipients 2009-2010

Laurie T. Callicutt Scholarship, an undergraduate award established in 1953 named in honor of the second chairman of the UH Department of Psychology, for an outstanding junior to pursue a special research project during his/her senior year. **Recipient: Kevin Darby**

John F. MacNaughton Endowed Graduate Fellowship was established in 1978 by his wife Dr. Elizabeth A. MacNaughton to honor Dr. MacNaughton's longtime contribution as a I/O faculty and his establishment of the Interviewing Institute in 1952. The fellowship was aimed to support an I/O Ph.D. candidate. The fund has been under the administration of the Dean of Graduate and Professional Studies since 2009.

James Leslie McCary Scholarship, a clinical psychology graduate student award established in 1979 in memory of Dr. James Leslie McCary, a member of the clinical program.
Recipients: Fedora Biney, Jennifer Bryan, Julie Brunson, Chun-Han Chen, Stephanie Gorman, and Whitney Havins

August Tarasi Scholarship, is for clinical psychology graduate students interested in careers in public service. The scholarship was established in 1998 in memory of Dr. August R. Tarasi, a member of the clinical program.
Recipients: Erika Labuzan, MacKenzie Leonard, and Elizabeth Ross

Also a Psychology Scholarship (private gift since 1998) designed to recruit excellent students was awarded to **Naomi Inoue, Cyrus Mirz, Jennifer Parra, Judith Tidwell, Eleanor Waite and Dianhan Zheng**

Genevieve Arnold Scholarship, established in 2002 by Dr. Arnold who received her Ph.D. from UH in Psychology in 1955 and served as UH's first full-time professor in Speech Pathology.
Recipients: Sara Brothers, Kuo-Yang Kao, Ryan King, Daniel Nicely, Bennett Porter, Lindsey Rodriguez, and Ian Wilson

Bart Osburn Scholarship, endowed in 2003 in honor of Dr. Osburn, a long-time faculty member of the Industrial/Organizational Psychology program, who retired in 2000.
Recipients: Mindy Krischer and Zhuxi Wang

Student Success

American Psychology Foundation has awarded **Lindsey Monteith** ('09 Psychology), a doctoral student in Clinical Psychology the \$5,000 Violet and Cyril Franks Scholarship. The scholarship will support her research on depression-related stigma.

Kevin Darby received an outstanding poster award at Undergraduate Research Day Fall 2009. The title of his poster: "Early Sensitivity to Contextual Information".

Jaymie Allen received an award from the Medicine & Society Semester Research Scholars: PURS program, Spring 2010. The title of the poster was : "Visual Field of Children with Autism: Child Centered Viewed Observed in Natural Play Scene".

PSI CHI CHAPTER

THE INTERNATIONAL HONOR SOCIETY IN PSYCHOLOGY



What is Psi Chi?

Psi Chi is the International Honor Society in Psychology, founded in 1929 for the purposes of encouraging, stimulating, and maintaining excellence in scholarship, and advancing the science of psychology. Membership is open to graduate and undergraduate men and women who are making the study of psychology one of their major interests, and who meet the minimum qualifications. The University of Houston Psi Chi chapter started on May 9, 1958. UH Psi Chi has been an active and growing organization with more than 46 current members. Requirements to gain membership in the organization include completion of 3 semesters of college courses, at least 9 semester hours of psychology courses, declared major or minor standing in psychology. Undergraduates who are elected to Psi Chi must also rank in the upper 35% of their class (sophomore, junior, senior) in general scholarship. In addition, they must also demonstrate superior scholarship in psychology, earning a minimum GPA of at least 3.5 in psychology courses, and a minimum overall GPA of 3.00.

"Honor is the reward of merit!"

What's in store?

With an enormous increase in membership, Psi Chi will have a busy and productive schedule, which includes volunteering, fundraising, and recruiting. In the past such activities have included the Alzheimer's Walk, Holiday Toy Drive, ASPCA Drive, and Thanksgiving Food Drive.

www.uh.edu/psichi



The 09-10 Psi Chi Officers

President: Amanda Danielson
Vice President: Thalía Flores
Secretary: Heather Dial
Treasurer: Lee Edlund
Historian: Cindy Nguyen
Academic Affairs: Peyton Hill

On top of that Psi Chi will invite different psychologists and graduate students as guest speakers to share their experience with our members. Guest speakers will help Psi Chi members have a better understanding of the different fields of psychology and what to expect in grad school. We welcome any alums who would like to volunteer to speak at one of our meetings, mentor our students or sponsor Psi Chi events to contact our office at (713) 743 5583.

With the growing amount of individuals becoming actively involved in the organization, we are very excited to see what the future holds for us.

The 10-11 Psi Chi Officers

President: Ashley Moore
Vice President: Rubi Gonzalez
Secretary: Carolyn Dylla
Treasurer: Victor Tran
Historian: Sonia Singh
Academic Affairs: Kim Tran

Faculty Advisor: Dr. Richard A. Kasschau

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INSIGHTS

Volume 1, Number 2, Summer 2010

Newsletter from UH Psychology Department to the Community and Psychology Alumni

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Dir. of Development

Lolin Wang-Bennett, Ph.D.

Editor

Lolin Wang-Bennett, Ph.D.

Psychology Department Fact Sheet

Previous Chairs in the Department

Dr. Roy A. Crouch 1939-1950
Dr. Laurie T. Callicutt 1950-1964
Dr. Dale L. Johnson 1964-1972
Dr. Kenneth R. Laughery 1972-1978
Dr. Roger F. Maley 1978-1984
Dr. Alex W. Siegel 1984-1987
Dr. Milton D. Hakel 1987-1991
Dr. Richard M. Rozelle 1991-1994
Dr. Marco J. Mariotto 1994-1999
Dr. John P. Vincent 1999-2002

Alumni Total (As of 05/2010) 11,294

Total count by degree 12,057
Ph.D. 768
M.A. 671
M.S. 89
B.S. 6865
B.A. 3228
Unknown 436

Current Enrollment

Undergraduate Majors 1878; Ph.D. Candidates 132

Faculty*

Clinical 12
Developmental 11
Industrial Organizational 7
Psychology Science 3
Social 8
Research Faculty 8
Professor Emeritus 6

*Some are included in more than one program

Have you included the UH Department of Psychology in your will ?

<http://www.uh.edu/plannedgiving>