

Ellington Joins Forces with Special Forces

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Stigma of Mental Illness Research

Presented at
Bi-annual
Colloquium

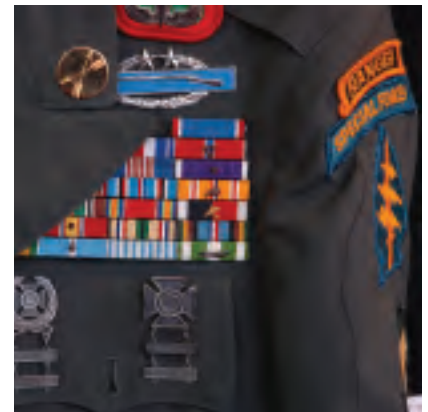


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IOOB Conference: A Rousing Success

With Special Operations Forces (SOF) operating in many countries all over the world, the ability to effectively communicate in various languages is of critical importance. If SOF personnel cannot accurately understand written or spoken communication, and cannot effectively speak the language, then it limits their ability to do their job and can potentially create risk.

In working to further research on training effectiveness, Associate Professor J. Kemp Ellington, in collaboration with SWA Consulting, Inc. and the United States Special Operations Command (SOCOM), is studying factors that influence the effectiveness of job-related foreign-language training. As with most training programs in large organizations, the foreign-language training program in SOCOM is standardized in terms of content and curriculum to ensure that all trainees are exposed to the same material. Nevertheless, there is often substantial variability in trainee proficiency post-training, beyond what can be explained by individual differences (e.g., cognitive ability, language aptitude, education, etc.).



In organizational training research and theory, the focus is often on trainee characteristics, learning principles, instructional techniques, or the interaction of those variables with content. Ellington and his colleagues have begun to focus on an often overlooked influence in training research—the trainer or instructor. Though educational research has long recognized that “not all instructors are created equal,” training researchers have, for the most part, taken the trainer for granted. Initial results suggest that the trainer effects language proficiency at the end of training, as well as trainee confidence about their ability to use the foreign language. It also influences their intention to apply what they learned in training to their job.

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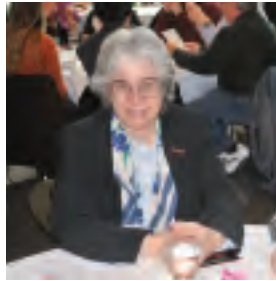
From the Board Chairman



Among institutions challenged by the current economy, IIT has had its share of shrinking endowment and fiscal concerns. As a member of the Board of Trustees, I have been reassured to see IIT and the Institute of Psychology respond prudently to these difficult conditions. For example, in the next fiscal year, beginning June 1, the academic units have reduced their budgets by 5 percent in response to these challenges. Consequently, finding other sources of support will be especially challenging.

Remarkably, the impact on the Center for Research and Service has been minimal as a result of early actions to cut expenses and manage changing conditions. Director Bruce Fisher and the center staff have done an exemplary job of maintaining and attracting clientele while providing quality products and services. The center continues to demonstrate an auspicious balance between serving clients competitively and providing an excellent training opportunity for students. Over the past 11 years, the center has impacted the lives of hundreds of students while being a revenue source for IIT and the Institute of Psychology. The wisdom in establishing the center is abundantly clear in these tough financial times.

The Board of Overseers is delighted to welcome the institute's newest member, **Barbara A. Bowman** (PSYC, BIOL '74). She is the acting director of the Division of Cancer Prevention and Control, and the associate director for science at the National Center for Chronic Disease Prevention and Health Promotion at the U.S. Centers for Disease Control and Prevention (CDC) in Atlanta. Barbara graduated from IIT in 1974 with a bachelor's in psychology and biology. She went on to obtain her M.S. and Ph.D. in human nutrition and nutritional biochemistry from the University of Chicago. She completed a postdoctoral fellowship at Emory University, where she holds an adjunct faculty appointment. She is the author of more than 140 publications in the areas of nutritional epidemiology, assessment, and physiology as well as in primary prevention of diabetes. She has held the offices of president of the Georgia Nutrition Council and treasurer of the Southeast Regional Medical Nutrition Education Network, and is a member of the Board of Directors of the American Board of Nutrition. She has been editor or on the editorial boards of seven different publications and a member of multiple grant-review panels at the National Institutes of Health.



Barbara has been a loyal supporter of IIT and was a former student of Professor Mary Vermillion. Her vast experience at the CDC will be a great resource to the institute as we see an increased emphasis on health psychology across the nation. Barbara also will help us navigate interdisciplinary opportunities among other IIT colleges and departments, as outlined in our strategic plan.

This year the University Teaching Award for Excellence was granted to Associate Professor Tamara Sher. All who have heard Tammy recognize that she is a talented speaker and presenter. Students rate her among the highest of all faculty, and we are honored to have her selected by the university.

To all of our friends and alumni who reached a little farther to support us financially or by volunteering your time, please accept our heartfelt thanks. We are grateful for your generosity and look forward to a long and productive partnership.

—Bryan Dunn

A Banner Year for CPS Testing

For the third year, the Institute of Psychology's Center for Research and Service, and psychology students, staff, and faculty, provided all of the admissions testing for children (pre-K through third grade) applying to the gifted educational programs at Chicago Public Schools (CPS). Between November 1, 2008 and March 1, 2009, we conducted more than 8,000 tests to approximately 5,000 children. During that four-month period, hundreds of families and young children were on IIT's Main Campus during the week and on weekends. This exclusive agreement with CPS represents the only time it has ever outsourced this important testing program. Our three-year partnership with CPS has allowed us the opportunity to fund more graduate students and give them more hands-on experience. We have been privileged to work with Dr. Lea Lewis, manager of Gifted and Enriched Programs for CPS, and her talented, professional staff.

Due to the problems in the economy this past year, the center has also seen a substantial increase in individuals seeking career and job search counseling, including resume and cover letter writing. Sandy Marcus, the center's practice leader for Career and Educational Assessment Services, also has been asked to speak at several local organizations to address the challenges facing job seekers in this economy. In general, he recommends the following:

- Avoid the inevitable and constant rejection and failure that accompanies any job search by staying proactive and maintaining your motivation, getting appropriate support and guidance, and developing a clear idea of how you can be of value to the bottom-line needs of a potential employer.
- Most people looking for jobs are likely to spend most of their time on the Internet, which actually accounts for only a small percentage of job placements. Yet the experts agree that most people who get jobs do so because of some form of personal relationships (such as recruiters and personal contacts). Therefore, spend most of your time on the most potentially productive job search activities, such as personal networking.
- Make sure your resume and cover letter are up to date, well written, presentable, and convincing. A good resume and cover letter alone may not ensure that you will get a job, but poorly prepared ones will likely rule you out.

Stigma of Mental Illness Research Presented at Bi-annual Colloquium

The Rehabilitation Counseling Division colloquia have been a regular on the Institute of Psychology's calendar for some time, providing a beneficial resource for continuing education and networking among our alumni. Now, with renewed efforts to reconnect on a regular basis, these events will continue to be held in the spring and fall of each year, welcoming alumni, former faculty, and friends of the rehabilitation division. Mark your calendars to attend the second event of the year on Friday, October 16, 2009.

At the most recent gathering in April, a meeting of the Rehabilitation Advisory Board was held in the morning before 44 alumni, faculty, students, and board members enjoyed a buffet lunch and presentations by professors Patrick Corrigan and Jon Larson. Corrigan and Larson have compiled more than 10 years of data for their research into the stigma of mental illness. Past and present prejudice exemplified in the media was revealed as well as a comparison of mental illness stigma by more than 850 employers in Hong Kong, Beijing, and Chicago.

A highlight of the afternoon was the designation of Distinguished Professor Chow S. Lam as Professor Laureate of Rehabilitation Counseling Psychology. Lam joined IIT in 1985 and has devoted his entire career to IIT's Institute of Psychology. His leadership of the rehabilitation division has resulted in expanding the program significantly and helping it achieve and maintain national ranking. Jennifer Zinke (M.S. PSYC '04, Ph.D. '07) shared her personal sentiments of Lam's impact on her as a student and in her professional life now.

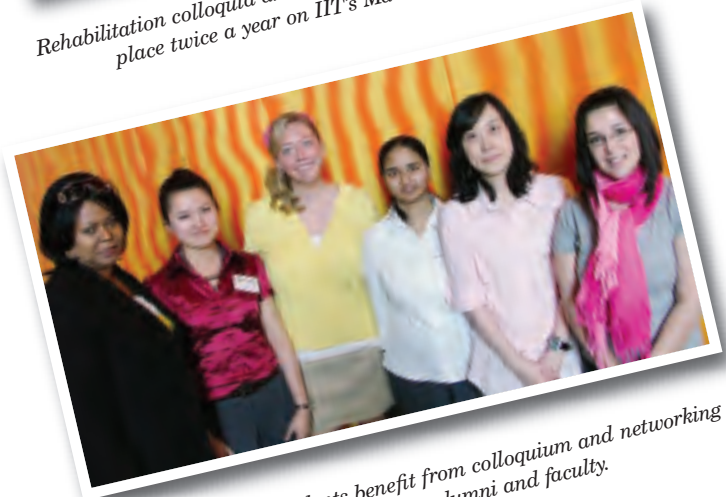


Chow Lam receives designation honor from Dean M. Ellen Mitchell (right). Glen Geist, Professor Emeritus and Jennifer Zinke attended the celebration (left).

Professor Patrick Corrigan



Rehabilitation colloquia and networking lunches will take place twice a year on IIT's Main Campus.



Rehabilitation students benefit from colloquium and networking opportunities with alumni and faculty.



Congratulations, 2009 Graduates

Bachelor of Science

Brianna Christine Elg —

Magna Cum Laude

Kevin R. Franke — *Cum Laude*

Marijke M. Grilley — *Cum Laude*

Carlissa Jaetron Jackson

Margaret Mary Kibilko — *Cum Laude*

Malgorzata Agnieszka Kochanek —

Magna Cum Laude

Andrew Michael Mehr —

Summa Cum Laude

Elizabeth A. Moss — *Cum Laude*

Crystal A. Reynolds — *Honors*

Sara J. Wilde — *Cum Laude*

Psychiatric Rehabilitation Certificate

Elizabeth Ann Hooton

Dongrieu Nguyen

Megan M. Strassler

Megan M. Straza

Merriam C. Weaver

Master of Science

Personnel and Human Resource Development

Gary John Robb

Hsian H To

Namrata Yadav

Harini G. Soni

Master of Science

Psychology

Laura M. Benson

Sarah Ellinger Getch

Heidi Grathouse

Jie Jiao

Master of Science

Rehabilitation Counseling

Elizabeth Ann Hooton

Margarita Lopez

Katharine R. Netherton

Dongrieu Nguyen

Deisy Salgado

Kristin Ann Sokol

Megan M. Strassler

Megan M. Straza

Merriam C. Weaver

Doctor of Philosophy

Clinical

Kyla Aimone

Tiffany Bishop

Lindsey Erinn Felix

Megan L. Freese

Ilana Gonik

Geetha Munisamy

Wilhelmina Shoger

Stephanie Anne Northington

Doctor of Philosophy

Industrial Organizational

Susan J. Adams

Sandra Nelson

Vienna R. Nightingale

Eyal Ronen

Eleni Speron

Industrial Organizational/ Organizational Behavior Conference a Rousing Success

February 27–March 1 of this year the Industrial/Organizational (I/O) Division students hosted the 30th Annual Industrial Organizational/Organizational Behavior (IOOB) Conference. The event was a great success with more than 200 attendees from many universities throughout North America. Presentations were given by 14 internationally renowned scholars, several of whom are IIT Institute of Psychology alumni. We would like to thank the participating and presenting students, the professional researchers, and practitioners that volunteered their time and agreed to share their knowledge. Also, we extend a special thank you to our sponsors, whose generosity made the conference possible.

A special thank you to M. Ellen Mitchell, dean of the institute, and Professor Roya Ayman, I/O Division head, for support and advice throughout the process. The I/O Division is grateful to Jack Spani and Tara Butterfield for their self-sacrificing assistance. And to our faculty, thank you for helping us shine. The hard work of everyone resulted not only in the conference breaking even but also being able to provide an additional \$3,000 in seed money to the next university to host the event. We were honored to also receive praise from several directors of I/O programs during the April Society of Industrial Organizational Psychologist's conference.

Last but not least, we would like to thank all of our colleagues who stepped up to the plate and helped make this conference come true. Special thanks to Rachael Hall for her incredible persistence and commitment at all times.

Rehabilitation Psychology Student Wins Research Awards

Congratulations to **Jie Jiao**, an M.S. student in the joint Clinical Rehabilitation Program, who won the best research poster at the 11th Annual Conference Rehabilitation Psychology 2009 in Jacksonville, Fla., and the 1st Place American Rehabilitation Counseling Association (ARCA) student research paper competition at the annual American Counseling Association Convention in Charlotte, N.C. Her master's thesis paper, "Depression as a mediator of social support and acceptance of disability for Chinese individuals with spinal cord injury," won the awards.

Primary Sponsors of IOOB



Sponsors of IOOB



Institute of Psychology 

Alumni News

Liat Ayalon (M.S. PSYC '00, Ph.D. '02) received tenure at the School of Social Work, Bar Ilan University, in Ramat Gan, Israel. She is coming to Chicago in May to receive an award from the American Geriatric Society. Liat, her two children, and her mother will be staying with Professor Margaret Huyck. Liat specialized in clinical psychology at IIT and completed a post-doc at the University of California–San Francisco.

Dania Cyd Chastain (Ph.D. PSYC '94) is associate professor of clinical anesthesiology and director of the University of Virginia's Acute Pain Service. She is currently serving a two-year term as president of the Eastern Pain Association.

Robin Chaurasiya (PSYC '06) is now completing work for a master's degree in Budapest. After working for a year in India with an organization that rescues girls who have been trafficked, Robin is starting a non-governmental organization in India, *Kranti*, which means "revolution" in Hindi. This will be a home/school for girls. Robin proposed an Interprofessional Projects (IPRO) course to design the facility, which will be located in Mumbai; the IPRO will be offered in the fall semester at IIT.

Leon Hoffman (Ph.D. PSYC '70) continues to enjoy his thriving private practice of psychology and psychotherapy, and consultation with individuals and groups in the Chicago area. A frequent presenter and writer of articles related to psychology, Leon also maintains his active lifelong involvement as a chamber music cellist.

Robert Yufit (PSYC '51, M.S. '52) continues to both assess self-harm behavior and offer consultation to mental health practitioners in the Chicago area as an associate professor in the Department of Psychology at Northwestern University Medical School.

In Memorium



Donald M. Paull (Ph.D. PSYC '54, LAW '74) died on January 8, 2009. He is survived by his wife, Marva (Weisler) Paull (LAW '74); two sons, Richard Paull (LAW '91) and Michael Paull; their spouses; and five grandchildren. Services were held at Lakeside Congregation in Highland Park, Ill.



James S. Peters II (M.S. PSYC '52) died on December 12, 2008. He was the husband of the late Marie Ferguson Peters. James Peters was born on his grandmother's farm in Ashdown, Ark., on May 11, 1917. The son of the late Edward Walter Lee Peters and Ardell Peters Merrit (Duckett), he grew up in Monroe, La. Peters is survived by three children, James III, Kimberly Peters, and Donna-Marie Peters Burke, and four grandchildren, Llyana Mitchell, Elizabeth Peters Howes, and Allison and Richard Bourne-Vanneck. He also is survived by many nieces and nephews.

A Note from the Dean

Anyone who knows me well knows that singing is not my forte. Nonetheless, I want to sing a joyous song of praises—praises for another year of success and praises for all that the faculty and students have accomplished. The success of the Institute of Psychology rides on the shoulders of the faculty and staff who carry a yeoman's share of the work. It is through their dedication, excellence, and commitment that we enjoy the status of ranked programs and autonomy within the university. Among notables I would like to mention the following:

- **Roya Ayman** has led the I/O Division effectively and successfully for 25 years now—a quarter of a century! She was recognized for her incredible leadership and contributions to the I/O Division at the Commencement ceremony in May, when she was given the Dean's Leadership Award.

- **Patrick Corrigan** was informed that his grant proposal to establish a Center for the Study of Stigma will be funded at \$1 million a year for five years by the National Institutes of Health!

- **Patty Bach** was selected for the Institute of Psychology junior faculty teaching award. She routinely receives some of the highest student ratings, and she has prepared an inordinate number of new courses, pitching in to help above and beyond the call of duty to prepare and cover classes for senior faculty in sabbatical.

- **Tamara Sher**, as noted in the letter from the institute's Board of Overseers chair, received the Institute of Psychology Award for excellence in teaching and the IIT university-level award for excellence in teaching.

- **Chow Lam** was installed as Laureate Professor of Rehabilitation Counseling Psychology in recognition of his leadership and scholarship within the Rehabilitation Division.

- **Jon Larson** will be changing his status from assistant clinical professor to tenure-track assistant professor in the fall.

- **Michael Young** was promoted to full professor, effective in the fall.

- Faculty have submitted a record number of grants this year.

- We want to thank **Vicky Harmon** for her contributions this past year as a visiting assistant professor. She taught three courses each semester and contributed to the Kedge effort. We wish her the very best for the future.

- **Tara Butterfield** was nominated for the university Staff Excellence Award and was the first runner-up. We thank her for all that she does—a list much too long for this newsletter.

- Welcome to **Melissa Cashdollar** to the Institute of Psychology office as an assistant to the dean and all-around problem solver.

We are revising the institute's strategic plan and working to develop the



theme of *humanizing technology* to determine if it could be a signature theme for the university. All ideas on this topic are welcome. The theme is intended to be interdisciplinary and innovative, contributing to the distinctiveness of the undergraduate experience at IIT.

These are difficult times that include budget cuts, losses of staff lines, and challenges for us all personally and professionally. Most of you can recall, quite vividly, how much of a challenge it was to be in school and to make ends meet. For those of you who are thriving on the basis of your IIT degree, we ask that you consider a little extra support for the Institute of Psychology this year so that our students and faculty can breathe a tiny bit easier as the doorway narrows. Enjoy the summer, and please send us your news!

Ellington Joins Forces *continued*

While this is informative in and of itself, it begs the question, “What types of instructor characteristics or behaviors are accounting for these differences in trainee outcomes?” Therefore, the current focus of this research is to identify and study different trainer characteristics and how these may interact with trainee variables such as personality, learning preferences, and goals. Borrowing from both educational and training literature, Ellington's research is seeking to better understand what personality variables, trainer behaviors, and orientations toward goal/achievement-based situations to improve the effectiveness of the training.

It is estimated that United States organizations spent \$134.39 billion in 2007 on employee training and development (American Society for Training and Development, 2008). Given

these high costs, researchers and practitioners seek to better understand and maximize training effectiveness. This includes finding ways to ensure that trainees learn and master the training content, and increasing the likelihood that trainees will transfer what they learn in training to their behavior on the job. Given the large number of organizations operating globally and requiring foreign-language speaking skills of their employees, these results may have practical implications for foreign-language training specifically, but potentially for training effectiveness research as a whole. While the current research is focused on a very “cognitively loaded” skill (i.e., foreign-language learning), future research should study the impact of the trainer on a variety of skills, and enhance or add to the current models of training effectiveness.

Professor Margaret Huyck Retirement

Professor Margaret Huyck will be retiring after nearly 40 years at IIT. A leader in the field of gerontology and adult development, she has devoted her energy to the Interprofessional Projects program. Please watch for an announcement about her retirement party that will be held next spring. We hope you will all come out to honor her work.



Rehabilitation Counseling Program Completes CORE Site Visit

Two site visitors from the Council on Rehabilitation Education (CORE) visited the campus on February 8–10 and met with faculty, university administrators, students, graduates, employers, and advisory board members. Preliminary results from the exit interview were very positive. The team was impressed with the comprehensiveness and detail of the self-study document, outstanding scholarship and grant funding of the faculty, and very positive feedback from students, graduates, and advisory board members. CORE will notify IIT regarding the final decision of accreditation in summer 2009.

SELECT PAPERS AND PRESENTATIONS

Publications

*Christian, V. L., *Felix, L., *Dulinskas, A., & **Schleser, R.** (2008). *Reading and mathematics achievement: A study of Caucasian minority achievement differences*. Poster session presented at the annual meeting of the American Psychological Association, Boston, MA.

*Felix, L., **Zinn, M., *Filerman, S., *Elg, B., & **Schleser, R.** (2008). *Planning ability: Contribution to intelligence and implications for the Caucasian-Latino student achievement gap*. Poster session presented at Head Start's Ninth National Research Conference, Washington, D.C.

*Giannone, C., *Sokolowski, C., *Chiu, T., *Young, C., *Reynolds, C., *Felix, L., & **Schleser, R.** (2008, June). *English language proficiency, intelligence, and achievement in Latino elementary school students*. Poster session presented at Head Start's Ninth National Research Conference, Washington, D.C.

Huyck, M., *Bryant, K., & Ferguson, D. (2009). *The Impact of Reflections in Service Learning and Other Undergraduate Team Project Learning*. *Proceedings of the American Association of Engineering Education Annual Conference*.

Lam, C. S., **Wiley, A., **Emmett, J., & Siu, A. (In-press). *Assessing work readiness from a stages of change perspective: Implications for return to work*. *Work*.

Larson, J. E. (2008). *User-friendly motivational interviewing and evidence-based supported employment tools for employment practitioners*. *Journal of Rehabilitation, 74* (4), 18–30.

Larson, J. E., & **Corrigan, P. W.** (2008). *The stigma of families with mental illness*. *Academic Psychiatry, 32*, 87–91.

Raju, N. S., *Fortmann, K. A., Kim, W., **Morris, S. B.**, Nering, M., & Oshima, T. C. (2009). *The item parameter replication method for detecting differential functioning in the polytomous DFIT framework*. *Applied Psychological Measurement, 33*, 133–147.

*Ramos-Christian, V. L., **Schleser, R.**, & *Varn, M. E. (2008). *Math fluency: Accuracy vs. speed in preoperational and concrete operational first and second grade children*. *Early Childhood Education Journal, 35* (4), 443–449

*Stasiewicz, T., *Felix, L., & **Schleser, R.** (2008). *Social desirability and perceived competence: Gender and ethnicity differences*. Poster session presented at the 116th Annual Convention of the American Psychological Association, Boston, MA.

Wong, A., Chan, C., Li-Tsang, C., & **Lam, C. S.** (2009). *Competence of people with intellectual disabilities on using human-computer interface*. *Research in Developmental Disabilities, 30*, 107–123.

*Zagaloff, A., *Chiu, T., & **Schleser, R.** (2008). *Conservation, verbal explanations, and IQ*. Poster session presented at the annual meeting of the American Psychological Association, Boston, MA.

Presentations

*Jiao, J., & **Lam, C. S.** (February 2009). *Depression as a mediator of social support and acceptance of disability for Chinese individuals with spinal cord injury*. 11th Annual Conference Rehabilitation, Jacksonville, FL.

Larson, J. E. (2009). *Psychiatric rehabilitation skills training*. Social Services Administration, University of Chicago.

Larson, J. E. (2008). *A review of mental health policies impacting employment for individuals with psychiatric disabilities*. Jane Addams School of Social Work, University of Illinois–Chicago.

Larson, J. E. (2008). *Practitioner burnout*. Western Suburb PADS, Oak Park, IL.

Larson, J. E. (2008). *Powerful skills for employment practitioners*. Illinois Division of Rehabilitation, Chicago, Springfield, and Belleville, IL.

Larson, J. E. (November 2008). *Employment commitment measure for individuals with psychiatric disabilities: implications for rehabilitation counseling*. National Council on Rehabilitation Education Conference, Washington, D.C.

Lee, E.-J., & *Park, Y. S. (February 2009). *Public stigma toward mental illness, self-stigma, and help-seeking behavior among Korean American*. Oral presentation accepted for the 2009 annual National Council on Rehabilitation Education professional conference, San Antonio, TX.

Lee, E.-J. (February 2009). *Public stigma, self-stigma, attitudes, and willingness to seek psychological help among Korean college students in the U.S.* Poster session presented at the 2009 annual American Psychological Association-Division 22 (Rehabilitation Psychology) Conference, Jacksonville, FL.

Morris, S. B. (April 2009). *Accounting for covariance heterogeneity in the standardized mean change*. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Rao, D., **Larson, J. E.**, Tsang, H., **Corrigan, P. W.** (2008). *Racial ethnic differences in Chicago employers' attitudes about people with chronic illnesses*. National Institutes of Health Disparities Summit.

*Weiss, J., & **Morris, S. B.** (April 2009). *Arab Employment Bias: the Role of Implicit and Explicit Attitudes*. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Patrick Corrigan (January 2009) was keynote speaker at the biannual meeting of the World Psychiatric Association in London. His talk was a review of the status of research on the stigma of mental illness.

Patrick Corrigan was the keynote speaker at a meeting of more than 200 mental health professionals in Copenhagen, Denmark, on November 20, 2008. On March 23, he went to Atlanta to continue his work with the Carter Center on a national agenda for addressing the stigma of mental illness.

BOLD indicates IIT Faculty

* indicates IIT student

** indicates IIT alumni

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