Leadership Studies in 2010

Under the leadership of SBOS Acting Associate Dean Dr. Michelle Bligh, Leadership Studies at CGU have taken a leap forward in 2009-10!

A Distinguished History

For several years, the Claremont Leadership Roundtable (CLR) series has brought together leading researchers from academia and voices of experience from industry to discuss issues in Leadership. The series was founded by Dr. Jean Lipman-Blumen, whose extensive connections brought speakers to campus ranging from bestselling authors such as Ira Chaleff and Ken Blanchard to university Presidents and many organizational scholars. In Fall 2009, leadership of the series was taken on by Dr. Bligh, who has shaped the 2009-2010 season into an extended series of talks, panels, and colloquia.

Women in Leadership

Our inaugural session for the season was a panel on “Women in Leadership” that featured faculty from four of CGU’s eight schools. The group discussed the state of women’s involvement in leadership in the private and public sectors, and how the U.S. compares to other nations from the perspective of women in power. (In short: not very well, with the U.S. ranking 67th worldwide in terms of the percentage of women in legislatures—just below Angola and Sierra Leone—according to the Interparliamentary Union.) The evening ended on an optimistic note, however, with the suggestion that sometimes pragmatism can override doubts about women’s ability to lead, as possibly implied by the attitudes of many supporters of the McCain-Palin presidential ticket. The barrier to women in leadership can sometimes be more of a maze than an impenetrable ceiling.

Through the Labyrinth

The metaphor mentioned above may sound familiar to readers familiar with the work of Dr. Alice Eagly, whose 2007 book Through the...
Labyrinth explored the theme in-depth. That text served as the first topic in a reading series organized by Ph.D. student Stephanie Glassburn, which is still ongoing.

Exploring Distance in Leader-Follower Relationships

On March 4, Dr. Eagly herself will be giving a Stauffer Colloquium on “The Origins of Psychological Sex Differences and Similarities” (see pg. 12 for details). This event will serve as the kick-off for the annual Claremont Symposium on Applied Social Psychology, whose impressive line-up of speakers is aided this year by a partnership with the Claremont Leadership Roundtable and the Kravis Leadership Institute at Claremont McKenna College.

This day-long conference, “When Near is Far and Far is Near: Distance in the Leader-Follower Relationship,” draws on the latest research being done in leadership studies, using distance as the theme--distance in physical space, interpersonal relations, and social space. Some of the questions considered will include:

- How far can a leader be from his or her followers and retain influence?
- Does 21st century technology actually shrink the distance between leaders and followers, or just fool us into thinking so?
- In what ways is the road to leadership still longer for women than for men—and where are the shortcuts?
- What shrinks or widens the gap between a leader’s actions and how they are perceived?
- How does leading a vast group with many members differ from leading an intimate group?

Leaders face new challenges as they cope with changes in culture, technology, and the workplace. The 2010 Claremont Symposium on Applied Social Psychology will examine the breadth of these changes and what models might be adopted for effective leader-follower relations.

Student Profile: Stephanie Glassburn

How do people judge their leaders? By charisma? By the results they are able to produce? In part, doctoral student Stephanie Glassburn says, they make judgements using factors completely unrelated to their leadership.

“I’m currently doing a study where we relate a vignette about a leader in a time of crisis. There are two versions, one in which the leader claims personal responsibility for the crisis: ‘I should have foreseen this, I made errors’; and another where the leader blames external forces: ‘This is due to factors beyond my control.’ These two versions are presented to our subjects, sometimes with a male leader in the story and sometimes with a female leader.

“We’re looking into the results to see what happens to a number of dependant variables: the leader’s perceived competence, charisma, likeability / warmth, allocation of performance-based pay... We ask if the subjects believe that the leader is suitable to continue in the leadership position, and about the perceived influence the leader may have on the organization.”

Some of the leadership literature suggests that female leaders may tend to hold some of the characteristics that are helpful during crisis, but a general preference for male leaders persists.

“The goal of our research is to identify biases and bring them to people’s awareness. Hopefully, moving forward, we can change them.”

Information about tickets for this event may be found at www.cgu.edu/leadership.
The impressive research agenda of psychologists at CGU—both faculty and students alike—continues to push the borders of where psychology can make an impact. Revamping national policy on fighting drug abuse, expanding the scope of psychology’s influence in the legal sphere, deepening our knowledge of how same-sex parenting may or may not from heterosexual parenting...

Curbing Teen Marijuana Use

Dr. William Crano and doctoral student Andrew LaC have received quite a bit of press following a meta-analysis done on the effectiveness of drug prevention programs. The article describing their study, “Monitoring Matters,” appeared in Perspectives on Psychological Science, 4 (6). “Our review suggests that parents are far from irrelevant, even when it comes to an illegal and often secretive behavior on the part of their children,” they report.

With marijuana use looming large in the media (especially in California where the legalization debate rages on) the study has received recognition from the Association for Psychological Science, U.S. News and World Report, and dozens of online reporting groups, as well as publications as far away as Tehran and New Delhi.

But What Happens Before the Trial?

Cognitive Psychologist Dr. Kathy Pezdek has long explored conditions that affect the accuracy of eyewitness testimony in the courtroom. Erroneous eyewitness testimony can result from a range of situational factors as well as from suggestive circumstances such as biased lineups and suggestive interrogation. The findings from her research have informed many juries and decided the fate of the accused in many high-visibility trials in which she has testified as an Eyewitness Expert Witness. Recently, though, Dr. Pezdek realized that courtroom jury trials only make up about 10% of all cases files. “It dawned on me,” she says, “that 90% of all cases were being decided by attorneys doing back-room plea bargaining, so that’s where we should be looking to see how evidence is evaluated.”

In response, she is taking her research back one step in the process to look at how attorneys, not jurors, evaluate eyewitness evidence. Dr. Pezdek explains, “If an attorney hears that a defendant was witnessed at a party a year ago and is pointed out in a lineup, they think they have a slam dunk case.” This is not necessarily so, however. With the help of SBOS student Stacia Stolzenberg, Dr. Pezdek has found that even the identification of people who are casually familiar can be erroneous. If attorneys were better informed about such psychological findings, out of court settlements could be more accurately resolved by defense and prosecuting attorneys. Dr. Pezdek will be presenting defense and prosecuting attorneys with crime scenarios and assessing how accurately they evaluate the strength of the eyewitness evidence provided. The accuracy of such appraisals by prosecuting and defense attorneys will be compared.

The National Institute of Justice’s Program on Crime and Justice Research has granted Dr. Pezdek a $250,000 research grant to study this process. A grant of this size is rare in the field of Cognitive Psychology, and the ability to do the research came exactly when Dr. Pezdek has time to dedicate—at the beginning of her sabbatical this Spring semester. “This is the exact type of research we want to be doing here at CGU,” Dr. Pezdek explains passionately. “This research applies theoretically interesting issues to the real-world resolution of criminal cases. The timing couldn’t be better. I have a terrific team of SBOS graduate students to work with and a sabbatical in the Spring to help me free up the necessary time for this project.”
The Diverse Families Project

A research team led by Dr. Allen Omoto seeks answers about if same-sex parenting affects adolescents.

Against the turbulent backdrop of California’s recent history with gay marriage--2008’s controversial “Prop 8” having overturned, by a voting margin of 7%, the state’s Supreme Court ruling that marriage was not exclusively heterosexual--a faculty-student team has initiated “The Diverse Families Project.” This project is exploring adolescent/parent relationships and adolescent health and well-being, with a focus on differences that might appear between gay, lesbian, and heterosexual families. “Documenting and understanding disparities between different family types,” says Dr. Allen Omoto, who is principal investigator on the grant from the American Psychological Association, “should inform theoretical issues on stress, stigmatization, adolescent development, and family processes, and also potentially contribute to interventions and social policies aimed at decreasing risk and increasing adaptive functioning of adolescents and their families.”

One segment of the research is feeding into the dissertation of doctoral student Stacy Hawkins. Dr. Omoto has been enthusiastic about the level of specificity in Stacy’s research. “A good deal of the research in this area does not consider alternative family types at all, and when it does, it generally does not separately examine lesbian and gay families,” explains Dr. Omoto. “If anything, when alternative families are considered, the research has tended to focus entirely on lesbian parents, and then generally on younger children.

“Stacy’s focus on adolescents and their behavior is another relatively uncommon aspect of the limited research on the children of gay and lesbian parents.” With teenagers, the data may show longer-range effects of same-sex parenting. Adolescence also brings different developmental challenges for parents and children; challenges that may be especially difficult for families with “non-traditional” structures to negotiate.

Specifically, Stacy is exploring the connections between maintenance behaviors in adult (in this case parent-to-parent) relationships, the quality of parent-adolescent relationships, and adolescent behavior problems.

Initial results suggest that heterosexual and gay fathers are largely similar in terms of their family relationships and adolescent outcomes, but heterosexual and lesbian mothers may differ in their perceptions of adolescent behavior problems. Additionally, preliminary findings indicate that interpersonal relationships may be more important for adolescent outcomes in families headed by lesbian mothers than in families headed by heterosexual or gay couples. Lesbian mothers who engage in more frequent maintenance behaviors with their partners tended to have more positive parent-adolescent relationships and fewer adolescent behavior problems--but families with heterosexual parents did not show the same correlation of inter-parental relationships and adolescent outcomes.

This project, once completed, hopes to contribute to understanding interpersonal dynamics in families with adolescents and how these may vary with family type (e.g., gay, lesbian, or heterosexual parents). At an applied and policy level, this research has the potential to highlight areas for services or programs to target; inform policy decisions, particularly regarding parenting and adoption rights; and contribute to debates on the well-being and functioning of non-traditional families.

“Importantly,” Dr. Omoto says, “Stacy’s approach is actually more sophisticated than a lot of the work in this realm because she seeks not only to compare outcomes of children in different types of families, but to attend to the dynamics within families and how these relate to adolescent outcomes.”

Neurocognitive Psychology Vs. Obesity

$5.5 million grant from the National Institute of Health launches a novel study on obesity intervention for teens

Dr. Kim Reynolds, extended faculty member in Psychology at the School of Community and Global Health, has received part of a national grant to combat obesity. This grant will help Reynolds and his team look at how personal habits and neurocognitive processes might have an effect on preventing obesity in adolescents.

The study, which is sponsored by the National Heart, Lung and Blood Institute and co-funded by The Eunice Kennedy Shriver National Institute of Child Health and Human Development, will develop intervention strategies to improve nutrition behaviors in adolescents. Basic behavioral research on the formation of habits, self-regulation of eating behaviors, and the influence of neurocognitive processes on dietary behavior will inform the design of interventions developed by Dr. Reynolds and his team.

Dr. Reynolds’ robust research agenda has allowed for a number of SBOS students to engage in transdisciplinary research at Claremont’s School of Community and Global Health. Some of the students working with him recently include Elizabeth Chamberlin, Diana Rudolph, Erin McInerney, and Matthew Galen.
Most Downloaded? Riggio and Reichard!

Article by Claremont Graduate University/Claremont McKenna team is a major (web)hit

A Journal of Managerial Psychology article by Claremont faculty Dr. Ron Riggio (CMC) and Dr. Rebecca Reichard (CGU) was on all three of that journal’s “Most Downloaded Articles” lists, according to the editorial board of Academy of Management! “Emotional skills and effective management” (Journal of Managerial Psychology, 23(2), 169-185) was in the top 20 articles downloaded in 2008, in 2009, and within its first six months of publication.

The paper describes a framework for conceptualizing the role of emotional and social skills in effective leadership and management. Reichard and Riggio provide preliminary suggestions for research and for the development of leader emotional and social skills. Emotional skills and complementary social skills, the literature shows, are essential for effective leadership. The practical implications of the paper include suggestions for the measurement and development of emotional and social skills for leaders and managers. Ultimately, the paper provides a framework for emotional and social skills in order to illustrate their role in leadership and their relationship to emotional and social intelligences.

Congratulations to this all-Claremont team!

The Effects of Voting on Voters

Getting our hands dirty feels good

The 2008 Presidential Election excited the American people like few elections in the nation’s history. “Diversity” might have been the word on people’s lips, but “democracy” was a major subtext, constantly fueling the national debate. “Do I have a voice in the political process?” “Can people like me have an impact?” “Can an African American/woman/first-generation American be President?” “Is anyone listening to Joe the Plumber?” Perhaps more than ever before, voters felt that they needed to have their voices heard—a trend that caught the attention of doctoral student Justin Hackett. With the analytical eye of a social psychologist, and the close guidance of faculty member Dr. Allen Omoto (who is Justin’s co-author on the research), Justin began to explore the voter-government relationship and what happens when a voter’s candidate wins or loses such a historic election.

Justin measured the attitudes of voters from both major American parties (as well as non-voting citizens) for their perceptions of what is termed Internal and External Political Efficacy. In layperson’s terms, Internal Political Efficacy is the belief that one has the skills to effectively engage in the political process, and External Political Efficacy is the belief that political institutions are responsive to the concerns and needs of the citizen.

Interestingly, after the election, those who had voted for the losing Presidential candidate did not show decreased feelings of Internal Political Efficacy as one might have assumed. Feelings of Internal Political Efficacy only decreased in the non-voter group, suggesting that Internal Political Efficacy might be nurtured merely by participating in the voting process. External Political Efficacy, however, decreased within the Republican group after the election. (Predictably, both External and Internal Political Efficacy increased for those who had voted for the Democratic candidate after Obama’s victory.)

The implications of the study will be examined in Justin’s dissertation on personal and social value anchoring within a political framework. The one clear implication is that, though opponents of the political party in power may not feel that government is responsive to them, simple active participation in the political process reaffirms faith in one’s own ability to make a difference.

Europe, the U.N., and the Rockefeller Foundation Get in on the Claremont Action

Word travels fast in the global village! CGU was approached recently by groups in Sweden and Poland with special requests for evaluation training from our world-class faculty.

Dean Stewart Donaldson agreed to teach the two groups on topics in evaluation science. An appreciative crowd at Malmo University in Sweden enjoyed a personalized session in December on “Using Technology to Enhance Evaluation and Applied Research.” In February 2010, Poland’s Ministry of Regional Development and the University of Warsaw sponsored sessions on “What Counts as Credible Evidence in Evaluation and Applied Research?” and “Theory-Driven Evaluation.” Finally, similar efforts are underway to bring Claremont training to groups in the United Nations organizations and Canada’s Northwest Territory.

Each of these events have been conducted from the comfort of the sponsoring groups’ own facilities. How to send Claremont’s faculty across Europe in a time of tightened budgets, especially for training and development? Nothing easier! The sessions were conducted in online classrooms, with Dr. Donaldson enjoying the sunny...
conditions of Claremont and zero travel costs.

Also, an exciting effort is underway which partners Claremont Graduate University with the Rockefeller Foundation, one of the most impactful and influential foundations in the world. Rockefeller has asked CGU to help leverage a meeting of six major international development institutions to consider how “Smart Globalization” can help improve life for those negatively impacted by the global economy. The CGU team will be joined by Dr. Ross Conner, Past President of the American Evaluation Association and Senior Adviser to the International Organisation for Cooperation in Evaluation, as they orchestrate a three-day conference in New York City this March.

Aerospace, Outer Space, and Beyond

Emeritus Professor Harvey Wichman’s career has been out of this world—literally! After receiving his Ph.D. from CGU in 1970, he started an aviation psychology laboratory at Cal State University, San Bernardino. This led to an invitation, in 1973, to set up an Aerospace Psychology laboratory at Claremont McKenna College (while simultaneously teaching flying in Harvey Mudd College’s Bates Flight Program). Students from all of the Claremont colleges and CGU participated in Dr. Wichman’s Aerospace Lab. In fact, SBOS Dean Stewart Donaldson, while still a grad student, published his first paper jointly with Dr. Wichman while working in his lab. Eventually Dr. Wichman was appointed to the core faculty of CGU. During his Claremont years, Dr. Wichman conducted many research projects for NASA and Rockwell International, builder of the space shuttles. He spent a sabbatical year as a Sloan Foundation Fellow on the space station design team at Rockwell. After returning to his lab he published his book, Human Factors in the Design of Spacecraft, worked as a Faculty Fellow at JPL and served two terms as president of the California Conference of the American Association of University Professors. Dr. Wichman retired in 2003, but he can still be seen on campus giving occasional lectures, writing and meeting as a special consultant to NASA and organizations such as the American Institute of Aeronautics and Astronautics.

Recently, Dr. Wichman and his wife Dr. Ann Wichman (of the nearby University of La Verne) have been working with the REEO Organization. The goal of REEO is to assist community college students in gaining the skills needed to transfer to four-year colleges and universities after achieving their AA degrees. When the founder of REEO moved to the east coast, the Wichmans took over local leadership on a volunteer basis. They added another piece to the program, called the REEO Rising Stars. “Rising Stars” prepares students through a series of 14 workshops to transfer to the best universities in the nation.

The students selected for the program were asked to wear business attire to class and were given business cards. “These students did not come from families in which they had this type of experience,” said Wichman. “We taught them things that young people who were first generation college students don’t usually get.” This training went beyond simple professional skills to include cultural cues that could change a student’s chances of acceptance. The program was a complete success. In the program’s first year, every one of the 32 students was accepted at major research universities such as UCLA, USC and UC Berkeley. All are graduating this spring. Dr. Wichman feels that there is a special need at the community college level for this sort of “Honor Student” training. “Community colleges are extraordinarily good at helping struggling students make it,” he suggests. “The people who slip past are often the outstanding students. They are being deprived of their chances to attend top universities.” This year, there were 188 Rising Stars from seven different colleges. Drs. Harvey and Ann Wichman now serve on the board of directors. “There is every reason to believe this will turn into a national program, based on its current success,” says Wichman.

Dr. Wichman’s impact has been felt broadly through psychology; he is a Fellow of the Western Psychological Association (WPA), a past winner of WPA’s Teacher of the Year award, and was even invited to give a “Last Lecture” at WPA’s 2009 Conference.

Harvey Wichman has gone from space travel to “Rising Stars,” and shows no signs of slowing down yet!

2 Students, 2 Masters, 1 Year

The “B.A./M.A.” program allowed these two talented Claremont undergrads to earn their M.A. degrees in one year.

Talk about busy! Having just graduated with her B.A. from Claremont McKenna College (CMC), Jennifer Reece is now only a few months away from completing her Master’s degree at CGU. The “BA/MA” program has allowed Jennifer to entwine Master’s coursework into her Claremont Colleges undergraduate degree—a tough, intensive program in which Jennifer has excelled. “Students need to challenge themselves in new ways, with novel activities,” she says, “Because you’ll be surprised at what you’re able to learn and accomplish.” In Jennifer’s case, she has managed to also work on numerous projects both in and out of psychology.

Applying the Science of Psychology and Evaluation Across the Globe
Her favorite project has been the establishment of CMSInstantReplay.com, a website for college sports videos, which won the Claremont McKenna Web-Based Entrepreneur Competition. “The site lets teams upload videos from games, so family and friends who can’t attend the live event can still watch,” she explains. “This is ideal for students away at school, because their fans can still be part of the experience despite distance barriers.” Has psychology helped her in the project? “Absolutely,” Jennifer says. “Especially what I’ve learned in organizational behavior and psychology coursework: about the power of leadership, motivation, and customer satisfaction.” She has used these principles to get coaches on board with the site, and to propel the website in interesting and user-friendly ways. “My professors encouraged me to focus on tasks that inspire passion, to work on something you feel connected to. For me, that was the intersection of sports and technology.”

Reece has been active with the Kravis Leadership Institute, serving as the Web Development Team Leader for the prestigious Kravis Prize in Leadership (www.claremontmckenna.edu/kravisprize). She has also worked on (and won awards for) a nonprofit venture, Change for Change, with fellow classmates at CMC.

Another successful B.A./M.A. student is Michael Szanyi. While at Pitzer, Michael was passionate about pursuing social psychology, and could not pass up the opportunity to do his Master’s in one year. He joined the Applied Social Psychology and Evaluation program at CGU and quickly established a positive working relationship with his professors. “A lot of people talk about the stress of shifting into graduate school and how different it is,” he says, “But this program made the transition seamless, so smooth.”

By embedding his first year of Master’s coursework into his senior year at Pitzer College, Michael also found himself suddenly at another transition. “I knew I also wanted to pursue a Ph.D. at some point, so I thought I would just apply for it right away.” Encouraged to continue on by his professors, by age 23 Michael had already obtained an M.A. and was two years into a doctoral program. He hit the ground running with professional relationships he had built during the BA/MA, participating in research at the Institute of Organizational and Program Evaluation Research and landing positions as a Teaching Assistant in courses on Research Methods, Principles of Evaluation, and Comparative Evaluation Theory.

Szayni is currently involved in several projects, his primary focus being a needs assessment of research on evaluation. Evaluation is still a relatively young field, and Michael hopes to further explore what areas are left to research.

Not every student is ready to launch into the rigors of a Master’s program when still only a college junior, but for these excellent young psychologists, the BA/MA offered a jump-start to their already promising careers. And in these challenging times, every additional edge can make a difference!

Inventor of PECS Trains CGU Student in Communication With Non-Verbal Children

One of the biggest challenges for non-verbal children diagnosed with Autism is how to communicate their ideas, when what they want to express is often much more richly developed than the vocabulary tools at their disposal. One of the most highly recognized and effective communication tools in the field for expanding non-verbal children’s opportunities is “PECS,” the Picture Exchange Communication System. With PECS, children and parents are trained to use pictures that represent objects, actions, and concepts. Combinations of pictures allow children to reveal meanings. The system is one of the most frequently employed (and studied) tools at the Claremont Autism Center at Claremont McKenna College, which steadily employs CGU graduate students to work with the Center’s children and parents.

Doctoral student Denise Grosberg, who works as the Associate Clinical Director under the guidance of faculty member Dr. Marjorie Charlop, has long used PECS, but recently had a rare opportunity to gain new insight into the system. “My coworkers and I at the Claremont Autism Center have always implemented PECS by-the-book,” she says, “But I was fortunate to be one of only two students invited attend a workshop taught by the creator of PECS himself, Dr. Andy Bondy.”

As Associate Clinical Director at the Claremont Autism Center, Denise passed along her new knowledge and experience to undergraduate students (and some fellow grad students) who share her passion for children with Autism. Perhaps most importantly, she has the opportunity to train the children’s parents as well.

Applying the Science of Psychology and Evaluation Across the Globe
Two Massive Publications by Dr. Michael Hogg

Dr. Michael Hogg has published two books for 2010: *Essentials of Social Psychology* and *Encyclopedia of Group Processes and Intergroup Relations*. *Essentials of Social Psychology*, co-authored with Graham Vaughan at the University of Auckland, is a first introduction to social psychology written specifically for the UK and continental European markets – for students who have little or no psychology background, are studying social psychology as part of a different major, or for whom English is not their first language. The book complements Hogg and Vaughan’s very popular and heavily adopted comprehensive European social psychology text, which is currently being revised for its 6th edition.

*Encyclopedia of Group Processes and Intergroup Relations*, co-edited with John Levine at the University of Pittsburgh, is a two-volume work of more than 1000 pages that provides a comprehensive coverage of the social psychology of group processes and intergroup relations. There are approximately 300 entries included, written by 270 leading scholars from around the world. In preparing this work, Levine and Hogg relied heavily on their editorial team of Linda Argote (Carnegie Mellon), Marilynn Brewer (Ohio State), John Dovidio (Yale), Norbert Kerr (Michigan State), Richard Moreland (Pittsburgh) and Cecilia Ridgeway (Stanford), and on their managing editor, Danielle Blaylock (St Andrews University and Queens University Belfast). Dr. Blaylock is a recent alumna of Claremont Graduate University’s psychology programs.

New Volume from the Claremont Symposium on Social Psychology!

Understanding Organ Donation

Now in print from Wiley-Blackwell, this new volume includes contributions from scholars and practitioners in the field that examine media, community, and organizational interventions, as well as broad perspectives for future directions. With over 100,000 people on the waiting list for donated organs in the U.S. alone, the worldwide need for transplantable organs continues to increase. SBOS faculty Drs. Eusebio Alvaro and Jason Siegel edited this volume to address how understanding the psychology of potential donors can make a difference.

Also coming in the near future, based on recent SBOS events:

- **Enhancing Teaching and Learning: Lessons from Social Psychology**
- **Extremism and the Psychology of Uncertainty**
- **Applying the Science of Positive Psychology to Improve Society**

Video of the talks from each of these conferences may be viewed for free on our online video library, [www.cgu.edu/psychlinelibrary](http://www.cgu.edu/psychlinelibrary).

“Kindle-ing” the CGU Flame

Are you one of thousands who’ve gone paperless with the Kindle? Here are a few faculty publications now available through the best-selling electronic book format—easy to download, easy to travel with, and (as some have discovered) remarkably more affordable than buying the hardcover editions.

- **Flow** by Mihaly Csikszentmihalyi
- **Creativity** by Mihaly Csikszentmihalyi
- **What Counts as Credible Evidence in Applied Research and Evaluation Practice?** by Stewart Donaldson, Christina Christie, & Melvin Mark
- **Evaluating Social Programs and Problems: Visions for the New Millennium** by Stewart Donaldson & Michael Scriven
- **Planning, Implementing, and Evaluating Targeted Communication Programs: A Manual for Business Communicators** by Gary Selnow & William Crano
- **Blackwell Handbook of Social Psychology: Group Processes by Michael A. Hogg & Scott Tindale**
- **Processes of Community Change and Social Action** by Allen Omoto
- **The Evolving Self** by Mihaly Csikszentmihalyi
- **Finding Flow: The Psychology of Engagement with Everyday Life** by Mihaly Csikszentmihalyi
- **Good Business** by Mihaly Csikszentmihalyi
- **Becoming Adult: How Teenagers Prepare For The World Of Work** by Mihaly Csikszentmihalyi & Barbara Schneider
- **A Life Worth Living: Contributions to Positive Psychology** by Mihaly Csikszentmihalyi & Isabella Selega Csikszentmihalyi
- **Good Work** by Howard Gardner, Mihaly Csikszentmihalyi, & William Damon

Applying the Science of Psychology and Evaluation Across the Globe
Dr. Daryl Smith, Claremont alumna (interfield Ph.D., Psychology and Education) and Professor of Education and Psychology at CGU, has been speaking on campuses across the country on the imperative of diversity and how to build institutional capacity for it. Her 2009 book from Johns Hopkins University Press, *Diversity's Promise for Higher Education: Making it Work* led to Dr. Smith to make appearances at UCSD, Penn State, Dennison College, Humboldt, and Baldwin Wallace College to discuss the implications of her research.

Dr. Robert McKenna, SBOS alumnus and professor of Industrial and Organizational Psychology at Seattle Pacific University, has a new book out: *Dying to Lead: Sacrificial Leadership in a Self-Centered World*. Going beyond the typical organizational scope of for-profit and non-profit leadership, McKenna attempts to demonstrate these properties in leadership in business, church, and community settings. The book highlights the realities of leading other people, and offers practical questions and advice for how to lead from a sacrificial as opposed to a selfish perspective.

In a recent issue, we profiled alumnus Dr. Geoff Smart’s book, *Who*. We’re now pleased to announce that *Who* was named the #1 best business and management book for 2009 in Canada by *The Globe and Mail* newspaper and as a top 5 business book for 2009 in China by *the Shanghai Daily*. These successes come as no great surprise—one year ago, *Who* hit every major bestseller list in the U.S., and reached #1 out of 24 million titles on Amazon.com in the two weeks following its release.

Dr. Ray Paloutian has published a book on *Forgiveness and Reconciliation: Psychological Pathways to Conflict Transformation and Peace Building* (Springer, 2009). The sweep of topics covered includes forgiveness on the interpersonal, intergroup, societal, and international levels, as well as several theoretical chapters on the concept of forgiveness. It is a genuinely international book with authors from very diverse geographical backgrounds who deal with harsh, real-world dilemmas.
Meanwhile, Outside the Classroom

Graduate school is tough—let there be no mistake about that—so we are constantly impressed by our students’ ability to balance intense research and coursework with the rest of their lives. Those who are raising their families while writing a dissertation or mastering advanced statistics: we salute you!

A couple stories came to our attention that we could not pass up: here are two surprising examples of students’ lives outside the halls of academia...

**Donating His Talents**

Before joining us in Claremont, first-year student Massimo Backus produced and directed a Seattle-based film, *Decision to Donate*. The film was honored with the first place Inspire Award at the Donate Life Film Festival in Hollywood. Massimo’s involvement in organ donation hasn’t stopped there. He is currently helping coordinate an event for April 12th, 2010 at 6:00pm. The event will include talks by SBOS faculty who specialize in organ donation behavior (Dr.’s. Siegel and Alvaro), a screening of Decision to Donate, and other stories from members of the Claremont community whose lives have been impacted by organ donation.

You can watch Massimo’s film at [www.decisiontodonate.com](http://www.decisiontodonate.com)

**Healthy Mind, Active Body**

Positive Organizational Psychology student Ryan Merlin has found a good work-life balance as a graduate student with an impressive list of extra-curricular endeavors.

Ryan has earned a Black Belt in karate along with mixed martial arts, Brazilian Jui-Jitsu, Muay Thai Kickboxing, and has been certified as a personal trainer. He has been a competitive skydiver and skydiving instructor, logging over 700 jumps all over the world. Currently, he races at a semi-pro level as an endurance cyclist (seen here at a local cyclocross race). Ryan attributes much of this to a practice of meditation.

**Spring 2010 Fellowships**

The School of Behavioral and Organizational Sciences has awarded an unprecedented number of students for outstanding performance this Spring. A total of 33 recipients were chosen by the faculty to receive named fellowships and merit awards. All awards are given with some level of financial assistance, ranging up to the Douglas and Ethel Pearce Fellowship, which includes a full semester of tuition remission.

Join us in congratulating these students!

**Stuart Oskamp Fellow:**
- Justin Mary (Ph.D.)

**Larry and Jane Rosen Fellow:**
- Stephanie Glassburn (Ph.D.)

**Douglas and Ethel Pearce Fellow:**
- Michael Warren (Ph.D.)

**Dean’s Merit Awards (M.A.):**
- Matthew Galen
- Nancy Hankel
- Wook Kim
- Bonnie Richards
- Michelle Sloper

**Dean’s Merit Awards (Ph.D.):**
- Janice Adelman
- Brittany Branand
- Kate Byrd
- Ivy Carrete
- En-ling Chiao
- Amber Gaffney
- William Gaker
- Fiona Grant
- Justin Hackett
- Stacy Hawkins
- Matt Jarman
- Ia Ko
- Nick Lamel
- John LaVelle
- Namrata Mahajan
- Justin Mary
- Ryan Merlin
- Kelly Murphy
- Shabnam Ozlati
- David Rast
- Amanda Saw
- Giovanni Sosa
- Michael Szanyi
- Natasha Wilder

[Image: Massimo Backus and his co-director, Alex Rubin]

[Image: Ryan Merlin and fellow cyclist, Dr. Kathy Pezdek]
All Work, No Play? ...No Way!

A few grad students share how they enjoyed their 2009-2010 winter break...

**Hong Kong, China**
Shin Han found adventure in Hong Kong, where his holiday was spent with friends.

**Argentina**
Natasha Wilder, seen here at Iguazu falls, visited Argentina during her holiday travels.

**El Nido, Philippines**
Cristina Tagonan says, “El Nido is the most beautiful place I have ever visited! Due to its protected status as a marine reserve park, El Nido is full of wildlife and sea creatures. My favorite experience during my visit was snorkeling in a coral reef off of the island of Zimisu.”

**Paris, France**
J.P. Dulay took a chilly but festive trip to the “City of Lights” during his winter break.

**Israel**
Kelli Serden and friend are seen here, traveling around Israel. “We spent the night in a Bedouin tent village and then rode the camels at sunrise. We were in the middle of the desert, not far from the Dead Sea. There was nothing around us but sand dunes. It was amazing!”

**Thailand and Japan**
Ann Liu spent her break exploring Thailand (pictured above) and Japan with her fiance.

**Vatican City**
During her winter break, student Nikki Low overlooked this panoramic view of Rome and the Vatican—look for St. Peter’s Basilica on the left!
Monthly M.A. Program Student Meetings

- Jan. 20th, 12 pm  - Conversation with evaluation consultant John Gargani (Albrecht Auditorium)
- Feb. 25th, 12 pm  - Michael Scriven presentation on “Careers in Evaluation” (Burkle 16)
- Feb. 27th, 10 am  - Hike on the Claremont Wilderness Trail
- Mar. 25th, 6:30 pm  - MA Alumni panel (Albrecht Auditorium)
- April 13th, 12 pm  - Fall registration meeting (Burkle 16)
- May 4th, 12 pm  - Ice Cream social (Burkle 16)

Stauffer Colloquia

Collaborative Evaluation/Culturally Responsive Evaluation: Two Perspectives
February 4, 2010
Room Burkle 16

Dr. Rita O’Sullivan (University of North Carolina) and Dr. Michelle Jay (University of South Carolina) will be presenting two complimentary viewpoints on how to practice effective evaluation. Evaluation must be inclusive in order to gain traction and credibility with stakeholders. It must also take into account its cultural context. In this unique event, two evaluators with experience in various contexts in the United States as well as around the globe will describe how their research into Collaborative and Culturally Responsive Evaluation have mapped onto actual practice.

The Origins of Psychological Sex Differences and Similarities
March 4, 2010
Room Burkle 16

Alice Eagly (Northwestern University), who is widely known for her work on the social psychology of women in the workplace, has recently begun working alongside Dr. Wendy Wood of USC to explore the evolution of cognitive and social differences. She will be talking with us about this recent work in our final Stauffer Colloquium of the 2009-2010 season.

Student Advocacy Association

The Student Advocacy Association plans a return their popular school-wide Kickball Tournament on April 10 as well as some casual gatherings to be announced throughout the semester.

The group will also be hosting its annual Spring Picnic on April 20 at the SBOS Research Institutes on Dartmouth Ave. (in the yard between the SBOS research houses). Watch for the SAA Newsletter, which will include details regarding these events soon!

“Social Socials”

Open to all, the “Social Socials” are student-organized talks that offer a mix of basic and applied scientific presentations from local and visiting social psychologists. Contact student organizers Amber Gaffney or Namrata Mahajan to learn more, or visit www.cgu.edu/pages/5577.asp.

“Org Talks”

“Org Talks,” a student-led series of lunchtime talks and workshops, was created to promote dialogue between students, researchers, and practitioners with an interest in the organizational applications of psychology. This spring’s Org Talks will include management consultant and SBOS alumna Lilian Abrams, consultant Tom Lenzo, and others.
Visit www.cgu.edu/pages/6420.asp for more information.

Cognitive Brown Bag Lunches

The Cognitive Brown Bag Lunch series, now in its fourth decade, is trying out a new format, moving to Thursdays in room Burkle 16.
Visit www.cgu.edu/pages/7335.asp for a list of this semester’s guest speakers.

Applying the Science of Psychology and Evaluation Across the Globe
Spring 2010 Events

January

1/26: Organizational Consultant Tom Lenzo (Burkle 12, noon)

February

2/4: “Collaborative Evaluation/ Culturally Responsive Evaluation: Two Perspectives,” Rita O’Sullivan, University of North Carolina & Michelle Jay, University of South Carolina (Burkle 16, 4 pm)
2/11: “The Neuroscience of Moral Action,” Michael Spezio, Scripps College (Burkle 16, noon)
2/16: “Management Consulting” with SBOS alumna Lillian Abrams, NovAspire (Burkle 16, 11:30 am)
2/16: “Attachment and Emotion Regulation in School-aged Children,” Jessica Borelli, Pomona College (room Burkle 12, noon)
2/25: “Careers in Evaluation,” luncheon for MA students with Michael Scriven (Burkle 16, noon)
2/26: Linda Levine, University of California, Irvine, “Sources of Bias in Predicting and Remembering Emotion,” (Burkle 16, noon)
2/27: MA Program hike along the Claremont Wilderness Trail (10 am start)

March

3/4: “The Origins of Psychological Sex Differences and Similarities,” Alice Eagly, Northwestern University (Burkle 16, 4 pm)
3/6: “When Near is Far and Far is Near: Distance in Leader-Follower Relations,” Claremont Symposium on Applied Social Psychology (Albrecht Auditorium, 8:30 am - 5:30 pm)
3/9: “Attitudes towards groups and the self - Title TBA,” Luis Rivera, Cal State San Bernardino (room TBA, noon)
3/18: “Virtual Alumni Panel” (Online classroom, 1:30 pm)
3/23: “For Your RE-consideration: Tolman’s Theory of Purposive Behavior,” student presentations from Jason Siegel’s Tolman Research Group (room TBA, noon)
3/25: Master’s Alumni Panel (Albrecht Auditorium, 6:30 pm)

April

4/2: “Spaces In Between,” CGU Transdisciplinary Conference (Burkle Family Building, all-day conference)
4/6: “Error and Accuracy in Personality Judgment,” David Funder, UC Riverside (room TBA, noon)
4/8: “Does Training to Increase Working Memory Capacity Improve Fluid Intelligence?” Clayton Stephenson (Burkle 16, noon)
4/10: SAA Kickball Tournament
4/12: Organ Donation Event - see pg. 10 (Albrecht Auditorium, 6 pm)
4/13: MA Program Fall Registration meeting (Burkle 16, noon)
4/13: “Leadership and Psychology,” student presentations, David Rast and Viviane Seyranian (room TBA, noon)
4/15: “See What I’m Saying: The Extraordinary Powers of our Five Senses,” Lawrence Rosenblum,

May

5/4: MA Program Ice Cream Social (Burkle 16, noon)
5/4: Social Thesis Fair (room TBA, noon)
5/6: Cognitive Thesis Fair: Khemara Has, “Effect of Age and Noun Typicality on Elderspeak,” & Heather Butler (Title TBA) (Burkle 16, noon)
5/15: Commencement Ceremony (Descombes Quad, 9:00 am)

June


August

8/20-26: Professional Development Workshop Series (Burkle Family Building, 9:00 am-5:00 pm daily)
Illegitimate Tasks vs. Appreciation in the Workplace

SBOS was pleased to once again host distinguished social psychologist Dr. Norbert Semmer from the University of Bern on December 7, 2009. Dr. Semmer spoke about recent research into psychological factors that can effect stress in the workplace. Stress, Dr. Semmer told the crowd, is remarkably stronger when employees are faced with what may be considered “illegitimate tasks.” For example, a doctor might spend long, unexpected hours on a patient without a noticeable effect to his or her wellbeing, but a small increase in paperwork for the same doctor is likely to be perceived as a significant stress. These tasks can be simply described as those which the worker perceives should be done either by someone else, or perhaps not be done at all. Thus “illegitimate” tasks, Dr. Semmer explained, are perceived as an insult to self esteem in disproportion to the effort or time expended on them.

What might counteract the negative effects of what Semmer terms “stress as offense to self?” “Appreciation,” Dr. Semmer replied. Whether expressed by peers, supervisors, or clients, appreciation shown for work appears to improve morale and self-esteem, despite the “illegitimacy” of some work.

This talk, along with one on using virtual teams to improve emergency medical responsiveness, was co-sponsored by SBOS and the School of Community and Global Health.

Cancun, Anyone?  WPA, April 22-25, 2010

Every year, Claremont alumni, students, and faculty flood the Western Psychological Association Conference with new research. This year’s conference adds the allure of an exotic locale—Cancun, Mexico! A list of Claremont-related presentations will be circulated before the conference, but here is a small sample from our faculty and current students...

- Dr. Dale Berger will be honored with the WPA Service Award during the conference.
- Faculty member Dr. Daniel Krauss (CMC) will be receiving the Early Career Research Award for 2010.
- Dr. Jason Siegel is chairing a symposium (with Dr. William Crano as discussant) on interventions targeting depression, which includes a host of CGU student presenters: Zach Hohman, Cara Tan, Ben Seifert, Brianna Alyssa, Amanda Keeler, Amerlia Gonzalez, plus alumna Erin O’Brien and faculty member Dr. Eusebio Alvaro.
- Dr. Stewart Donaldson will chair a symposium on “Teaching and Learning Psychology Online.” Students Shabnam Ozlati, Natasha Wilder, and Kelly Neff will all present.
- Professor Dr. Becky Reichard will be presenting a paper on “Meta-analysis of Positive Psychological Capital with Desirable Employee Outcomes” alongside co-authors James B. Avey and Ketan Mhatre.
- Student Tim Lisk is chairing a symposium on “Successful Online Surveys.” Fellow students Kim Perkins and Justin Mary will present in the symposium.
- Tim Lisk will also be presenting a poster alongside SBOS students Shannon O’z and Joshua Lewandowski, “Communicating through Technology: Following the 2009 Iranian Protest.”
- The presentations of PhD students Ryan Merlin and Kim Perkins both won a scholarship from WPA for being two of “the most outstanding papers received this year.”
- Students Chris Weinkauff and Kim Wampler will be presenting a poster on “Adolescence and Autonomy: Hanging Out Has Its Benefits.” They have another presentation from the same research planned for APA in Summer 2010.

Join us on the night of Friday, April 23rd for our annual Claremont Alumni-Student Get-Together (9:30 pm, La Madonna Restaurant Upstairs Lounge, Cancun).

Two Alumni Panels for Spring 2010

On March 25, the SBOS Master’s program will be hosting its annual panel of alumni speakers to discuss careers in applied psychology with our students. This event is scheduled in Albrecht Auditorium at 6:30 pm, and is open to all.

In addition, this year we will be hosting a “virtual alumni panel” with a small group of PhD graduates representing the spectrum of careers for those with a doctorate in psychology. The event was inspired when a Psi Chi group at Wesleyan College in Macon, Georgia, contacted us to see if any local alumni might be able to come talk to their students.

“They said that they’re big fans of our faculty’s research, and wanted to have some alumni talk to their undergrads,” says Director of External Affairs, Paul Thomas. “We unfortunately didn’t have alumni close enough to Macon, Georgia, but it seemed like a perfect use of the web technology we’ve been exploring over the past few years.”

All SBOS students are encouraged to join in the conversation for this unique event. Contact paul.thomas@cgu.edu for details and log-in information. The virtual alumni panel will take place on Thursday, March 18, at 1:30 (Pacific).
- MERLOT (Multimedia Educational Resource for Learning and Teaching Online) recently added Dr. Dale Berger’s online Signal Detection tutorial to its listing of excellent web-based teaching materials. Another WISE tutoring program won MERLOT’s Classic Award in 2006 for outstanding technology-based teaching tools.

- PhD student David Rast won the 2010 SPSP Grad Student Outstanding Research Award. This prestigious peer-reviewed award is intended to highlight new or as-yet-unpresented research in the social sciences. Rast’s research titled “Effects of Prototypical Leadership and Uncertainty on Leader Support” was done in collaboration with Dr. Michael Hogg and fellow PhD student Amber Gaffney.

- Alumna Dr. Anna Malsch is enjoying her new position at Oregon Health and Science University as the Program Manager of Breast Cancer Control/Outreach at the Knight Cancer Institute. The statewide outreach effort she is currently working on will deliver evidence-based intervention strategies to increase cancer screening and reduce cancer mortality, translating what we know from scientific research about social determinants of health, health behavior, and effective intervention strategies into practice.

- SBOS alumnus Dr. Kellan London has been working as an independent consultant for a variety of major Bay Area organizations, including UC San Francisco, Blue Shield of California, and The Clorox Company. He recently secured a one-year extension on his contract at Clorox and will continue providing his consulting services in the areas of talent management, leadership development, and learning and development.

- Alumna Dr. Bettina Casad recently gave two keynote addresses based on her National Science Foundation-funded research on stereotype threat as a barrier to women’s and minorities’ STEM participation. The two speeches were given in August at the Iowa Science and Math Teacher Educators Summit in Des Moines, and in December at the California Perkins Nontraditional and Special Populations Joint Advisory Committee Annual Conference in Sacramento.

- Faculty member Dr. Daniel Krauss recently became a diplomate in Forensic Psychology by the American Board of Professional Psychology.

- Alumnus Dr. Andrew Lohmann’s dissertation was recently recognized by Division 27 of APA, Community Psychology. Dr. Lohmann was awarded the 2009 SCRA Emory L. Cowen Dissertation Award for the Promotion of Wellness.

- Alumna Dr. Christie Chung has recently been invited as a speaker for the “College for a Day” event on Jan. 11, 2010 in Denver, Colorado. This event is organized annually by the Seven Sisters Schools + 2.

- Dual degree MA/MBA alumnus Richard Sudek was written up in the New York Times this summer about his involvement in The Babson Conference, a top entrepreneurship research conference. Two of Richard’s articles were selected as being in the top 10% of conference presentations. An edited version of one article will be submitted to the Academy of Management Journal early this year.

- Dr. Allen Omoto and longtime collaborator Dr. Mark Snyder have a chapter out in the new book The Psychology of Prosocial Behavior: Group Processes, Intergroup Relations, and Helping Out Now. Their chapter is entitled “Influences of Psychological Sense of Community on Voluntary Helping and Prosocial Action.”
- Alumna Dr. Hanna Levenson is featured in a new edition of the APA's Psychotherapy Video Series. Her DVD in the series is on Brief Dynamic Therapy Over Time.

- PhD students Shabnam Ozlati and Agi Horspool have received two Transdisciplinary Grants from CGU. The first grant is to establish a reading and working group on “Reflective Practice in Knowledge Management.” The second is a research grant to explore “Using Social Technologies in Higher Education for Formal and Informal Learning.” Their non-SBOS colleagues in both of these efforts are CGU students Shamini Dias (Education) and Sumonta Kasemvilas (Information Science).

- PhD student Kara Yoneshige will be marrying Bryan Snow on March 20. Congratulations!

- Women at the Top: Powerful Leaders Tell Us How to Combine Work and Family by faculty member Dr. Diane Halpern (CMC) and Dr. Fanny Cheung was listed as one of the best business books of the year by the Conference Board Review.

- PhD student Christina Villanueva and faculty member Dr. Ray Buriel (Scripps) have an article in-press for The Journal of Social Issues: “Speaking on Behalf of Others: A Qualitative Study of the Perceptions and Feelings of Adolescent Latina Language Brokers.” Christina also happily reports that she has started a new position as the Assistant Director of Operations for the Research Infrastructure in Minority Institutions Project at California State University, San Bernardino.

- CGU gave a Transdisciplinary Reading and Working Group award to SBOS professor Dr. Becky Reichard and students Natasha Wilder and Shabnam Ozlati for “Cross Cultural Leadership: Development of a Global Mindset.”

- Graduate faculty member Dr. Wei-Chin Hwang won four awards this year for his contributions to the field! WPA’s 2010 Enrico E. Jones Award for Research in Psychotherapy and Clinical Psychology; APA’s Minority Fellowship Program Early Career Award in Research for Distinguished Contributions to the Field of Racial and Ethnic Minority Psychology; the Asian American Psychological Association Early Career Award for Distinguished Contributions in Scholarship, Leadership, and Dedication to Asian American Communities; and induction as a Fellow of WPA for outstanding and sustained contributions to the field through research, teaching, or service. Congratulations!

- Dr. William Crano and PhD student Vanessa Hemovich have a paper accepted for publication in Substance Use & Misuse on "Family Structure and Adolescent Drug Use: An Exploration of Single-Parent Families." Vanessa also has a paper with Andrew Lac in press with The Journal of Educational Research called “Predicting Position on Teaching Evolution in Public Schools.”

- Alumnus Dr. Wesley Schultz was one of several invited speakers leading workshops in the Netherlands recently at FIRST STEP, a workshop series offered at the University of Groningen. PhD student Rupanwita “Rupu” Gupta participated in Dr. Schultz’s seminar on enhancing the environmental sustainability of a city by understanding the values and norms of household energy consumption. Rupu says that it was a great opportunity to network globally, and that the workshop “has critically shaped the direction of [her] dissertation.”

- Dr. Karen Berliner was one of three authors (alongside her colleagues at House Clinic) of Alpha Books’ Penguin Group’s new mainstream book, A Complete Idiot’s Guide to Hearing Loss.

- Alumna Dr. Lynette Zelezny has been promoted to Associate Dean of the Craig School of Business at Fresno State. She is also on special assignment at Towson University in Baltimore as an American Council on Education Fellow, shadowing Towson President Robert C. Caret.

- Alumna Dr. Deborah Sherwood, Director of Research, Evaluation, and Quality Management for San Francisco County’s Behavioral Health Services in the Department of Public Health, is currently evaluating a large scale system change as the county’s mental health services are integrated into primary care settings. Outside of work, Dr. Sherwood will be participating in her first triathlon in April.

- Faculty member Dr. Gabriel Cook (CMC) was elected as consulting editor for The Journal of Experimental Psychology: Learning, Memory, and Cognition.

- Alumna Dr. Valerie Hoffman continues to work on research involving cultural models among African American young adults. Her team has finished two papers for publication and is starting to analyze data for a third. In April they will present a paper based on the research at the Society for Adolescent Medicine in Toronto.

- Alumna Dr. Anita Boling continues in her work with Village Network Africa. She is currently looking into an intervention to improve educational retention rates for teenaged girls in Kiballe District in Western Uganda.